



## Industrial Laws reforms - Update

2006 is going to see some of the biggest changes to the industrial aspect of the industry since the removal of the wet weather clause from the Award. There are many questions that are still unanswered but I have summarized some facts of the matter below in order to dispel some of the rumors going around:

- The Howard Government's new IR laws have gone through parliament but the regulations are still to be completed by the Dept of Employment and Workplace Relations (EWR) before they come into effect.
- The Award Review Taskforce is due to publish their recommendations on 31 March 2006. Therefore no one knows what exactly the "facts" are until after this information is released.
- There are currently 3000 odd Awards in Australia at present. All are being reviewed and this number will be whittled down to approximately 40 Awards.
- It is likely that the Federal Pastoral Industry Award (FPI) will remain as it is an Industry Award and the majority of rural workers are employed under this award.
- There are currently 20 "allowable matters" listed in the FPI Award. Under the new laws, Awards will be allowed to have a maximum of 16 "allowable matters". Therefore the Award is going to be somewhat different from what it is today.
- New Australian Workplace Agreements (AWAs) will be based on five Fair Pay and Conditions Standards (FPACS) These are:
  1. The base wage rate
  2. Holiday leave
  3. Sick leave
  4. Carer's leave
  5. 38 hour week (see below)
- Australian Workplace Agreements (AWAs) will be based the 5 FPAC Standards above, it should be noted there will be an emphasis on flexibility i.e. the 38 hour week could be taken as a 152 hour month e.g. 1 day off every 4 weeks etc.
- New Australian Workplace Agreements (AWAs) will have exceptions to the 5 FPAC Standards. The 40 hour week may be an exception.
- Although there will be an Award available to the shearing industry, it is likely that you will want/need to employ your employees under a new Australian Workplace Agreement (AWA). Remember, this decision will depend on what the new Award looks like and what your competitors decide to do. The SCAA will assist in all aspects of helping you decide.
- The SCAA is working closely with Freehills (Lawyers) to ensure you have the correct information as soon it is available.

## 2006 AGM

The 2006 AGM was a great success thanks to the support of the committee and the numerous guest speakers. The guest speakers were extremely informative and provided very pertinent information to attendees with regard to Industrial Reforms and commercial information: In summary:

- Ken Peters: Australian Primary Superannuation updated us on Australian Primary services and made a pledge to continue their sponsorship of the SCAA and the rural sector.
- Anthony Longland from Freehills (Lawyers) – Review of Workplace Law reforms.
- Will Keene: Bioclip Progress on Bioclip of Rams
- John Allan: Botany Bay Imports – John Allan: Ceramic Combs and Cutters
- Michael Schofield (SCAA Committee), Jim Murray & Ian Chapman (TAFE NSW) Shearer Training Update

Thanks goes out to all guest speaker for donating their time on a weekend and a special thanks to Ken Peters for sponsoring the cost of the lunch at the AGM.

## 'Fake' Award

As many of you may know by now, there is a 'fake' Award document doing the rounds and SCAA advises you to just ignore it. The document is along the lines of "Federal Pastoral Agreement" or words to that effect. Apparently there is a copy with the SCAA logo on it. The document claims that the price of shearing is going to be around \$2.50 from March.

## Regional Meetings Dates

Regional meetings days and locations are to remain the same as 2005. The date for each meeting will in effect be one day earlier on the Calendar, than the respective 2005 dates.

- Armidale – Saturday 29 April 2006
- Dubbo – Saturday 13 May 2006
- Ballarat: - Friday 26 May 2006
- Moama - Saturday 27 May 2006
- Narrandra – Saturday 17 June 2006
- Adelaide – Saturday 24 June 2006
- Canberra – Saturday 8 July 2006
- 2007 AGM Saturday 13th January 2007

## Woolclassers Award – application for CPI increase

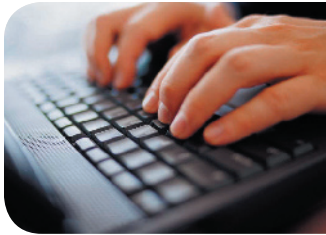
The Australian Workers Union on behalf of the Woolclassers Association of Australia made an application to Australian Industrial Commission to have an 'early' increase to the Woolclassers Award by the CPI index.

The SCAA and the National Farmers Federation (NFF) both agreed to the size of the increase but rejected an early "effective date". The Commission heard the application on Friday the 17<sup>th</sup> of February and passed the increase of approximately 3.5% to come into effect on the 31<sup>st</sup> October 2006, 12 months from the last increase. The exact rates will be posted in September.

## Heiniger: new 'Brown' Emery Paper \$4.40 (inc GST)

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### Would you like to contribute to Sheepo?

We welcome members contributions to Sheepo, so please fax, or email any information you would like to see in future editions. Fax: **(02) 9980 3862** or email: [secretary@scaa.org.au](mailto:secretary@scaa.org.au)

### Woolpacks at discount

The SCAA has been working with Ben Swain from woolpack wholesaler BCS Agribusiness. Members of the SCAA currently can obtain woolpacks from BCS Agribusiness for around \$9 per pack (+freight and gst). This is a saving of around \$5 to \$6 per pack from the retail price of one the rural supply chains. This is a chance for members to supply packs to their clients at a significant saving and or make a couple of extra dollars for themselves. The price of the packs will vary depending upon foreign currency movements but the savings should be fairly consistent. The packs are approved by AWEX. For further information or quote on the packs, please contact the SCAA secretary or Ben Swain on 02 6743 2306 / 0427 100 542.

### Sign pack sales – a great success

Sales of the Shearing Shed OH&S sign packs have been strong. The sign packs containing 18 signs have been another successful project for the SCAA members. The signs which are now going up in shearing sheds all over the country, are an excellent reminder to employers and workers to look after themselves and that both parties have a responsibility to do so. Although contractors are in the unenviable position of being responsible for the workplace whilst not owning it, the signs are a step in the right direction to maintaining a safe work environment. If you have not ordered you signs, please contact the secretary via email ([secretary@scaa.org.au](mailto:secretary@scaa.org.au) or call 0412 600 586

### Sedation of Rams

Further "bush ingenuity" seems to be leading the development on the solution to the ongoing issue of the sedation of Rams. SCAA committee member John Evans reports that he has had great success using a the animal sedation drug ACP in the paste form that has been developed for the horse industry. The paste comes in an easy to use "dosage tool" that allows the exact dosage to be administered without the risk of needle stick injuries.

Crookwell (NSW) vet Rob Churchill has been in touch with the Association to inform us that Veterinary drug manufacturer Dilvet, is looking at the possibilities of producing ACP in a drench form. Watch this space for further developments.

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### SCAA Tasmania meeting / UPSP demonstration

The SCAA is to hold a special meeting on 1 April 2006 at the Campbell Town Showground, Campbell Town, Tasmania.

The meeting has several purposes: Firstly, to inform members of the issues associated with the Howard Government's new Workplace relations and Industrial Law reforms and the impact it will have on the shearing industry and how your shearing contracting business can benefit from the changes. Secondly, to demonstrate new shearing technology: The Upright Posture Shearing Platform (UPSP) the has been developed by Australian Wool Innovations and engineered and built by Peak Hill Industries. Thirdly to meet non SCAA member contractors and inform them of the benefits of membership.

The meeting commences at 9:30am

### Good Luck and Welcome

The SCAA wishes Mark and Colleen Constable as well as Margaret and Dennis Hucker, all the best on the new ventures outside the shearing contracting industry. The Constable's and the Huckers have been long time supporters of the SCAA and the industry in general. The Constable's have sold their run to Fran and Lawrence Riley who are based in Cassilis. The Huckers have sold their run to current SCAA members Hemi and Melissa Tarau of Ararat. The SCAA welcomes the Riley's to the 'fun and games' of contracting.

### Membership Subscriptions 2006

The committee voted to increase the 2006 membership subscriptions to \$350 (+GST) to ensure that the association is financially sound to represent members in the coming years with regard to the Industrial issues that will arise from the new Industrial relations law reforms. Members are reminded that the cost of membership is still less than a shearers' union ticket and that members will save more than \$300 on emery and more than \$600 on insurance per year by taking advantage of the SCAA discounts.

### Contacting SCAA

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