



# AMIC WH&S and HR Presentation

2018

# Subjects

- ▶ **Current Industry Projects**
  - Workers Compensation Injury Data
  - Recruitment and Retention of Labour
- ▶ **Award Modernisation Activity**
  - Family and Domestic Violence Leave
  - Casual Conversion Decision

# Current Industry HR Projects

- ▶ Meat Processing Injury Data research project - update
  - project to gather workers comp injury data in the meat processing sector
  - Over 40 abattoirs allowed access to their injury quantitative data
  - 27 sites across Australia were visited for qualitative data gathering (i.e. analysis of their WH&S and Return to Work systems)

# Current Industry HR Projects

## ► Meat Processing Injury Data research project - update

- 10 workshops were held across Australia to reveal the results of the quantitative and qualitative data as well as obtaining feedback for next stages.
- September/October 2018 - creation and presentation of a Webinar to share findings and solutions to the meat industry.
- This project is the start of a 3-5 year strategic plan on WH&S for the meat industry to develop tools and information to target the most prominent injury areas.

# Current Industry HR Projects

## ► Recruitment and Retention of Labour

- AMIC conducted a survey of all abattoir members regarding current production level and employment numbers. 73 processors responded. 63% employ visa workers.
- 35% are operating at 80% or less and 63% operating at 90% or less production.
- Would require a total of 3,784 extra workers to achieve 100% production

# Current Industry HR Projects

## ► Recruitment and Retention of Labour

- In relation to employing Australian workers
  - only 81% of skilled positions filled and only 66% of those still employed with the plant.
  - only 71% of unskilled positions filled and only 59% of those still employed with the plant.
- 50% of the processors advertise for workers once a week or sooner, with the other 50% advertising one a month or longer.

# Current Industry HR Projects

## ► Recruitment and Retention of Labour

- Need for overseas workers to fill the employment gap.
- AMIC continuing to hold discussions with Federal politicians and Departments to push for a reduction in the cost and red tape to recruit and retain overseas workers.
- This includes a review of the current Meat Industry Labour Agreement (MILA)

# Award Modernisation Activity

## Family and Domestic Violence Leave

- New award draft schedules released by the Fair Work Commission on 27<sup>th</sup> July 2018
- Contained in a new clause 42 of the Meat Industry Award 2010
- Operative date for the new leave is the First Full Pay Period to commence on or after 1<sup>st</sup> August 2018.



## Family and Domestic Violence Leave (FDVL) cont'd

- ▶ Decision originally handed down on 26<sup>th</sup> March 2018
- ▶ Granted 5 days unpaid leave for all employees (including casuals) per annum
- ▶ Subject to it being impracticable for them to do outside ordinary their hours of work
- ▶ Available at the commencement of each 12 months
- ▶ Will not accumulate from year to year
- ▶ Cannot access Personal/Carer's Leave - FWC will review this for possible paid leave in 2021

# Casual Conversion decision

- ▶ 9<sup>th</sup> August 2018 - FWC hands down decision
- ▶ - a minimum qualifying period of 12 months
- ▶ Employee has to make a request in writing
- ▶ Employer can refuse request on 'reasonable business grounds'. Must give employee the reasons for refusal in writing within 21 days.

# Casual Conversion decision - cont'd

- ▶ - a pattern of hours on an ongoing basis over that 12 months period. Does not have to have worked every week.
- ▶ - employer to give casuals copy of the new clause within the 12 months after initial engagement.
- ▶ - Casuals employed prior to 1st October 2018 must be given copy no later than 1st Jan 2019.
- ▶ - operative date is 1st October 2018



QUESTIONS?