

**From:** Ben Rogers [mailto:BRogers@nff.org.au]

**Sent:** Monday, 29 January 2018 1:31 PM

**To:** Chambers - Hatcher VP; AMOD

**Cc:** Tania Chapman; Stephen Smith; Stephen Crawford; Emily Slaytor

**Subject:** AM 2014/196 and 2014/197 - Casual and Part-Time Employment - Horticulture

Dear Associate,

I refer to the above matter and my correspondence of 23 January 2017, where I indicated that the NFF would seek to file short addendum statements from each of the NFF witness.

Please find copies of those statements attached.

Please contact me if you have any questions.

Regards,

**Ben Rogers** | General Manager, Workplace Relations & Legal Affairs | National Farmers' Federation

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**IN THE FAIR WORK COMMISSION**

**Matter No.:** AM2014/196 and 197

**Re Application by:** National Farmers' Federation

**Second Supplementary Statement of Brock Sutton**

1. I refer to the previous statement I made in these proceedings dated 16 August 2017 and make this statement to supplement and clarify that earlier statement.
2. My farm business employs approximately 50 casuals directly each year and all of these are paid an hourly rate.
3. We also engage up to approximately 150 casual workers each year through labour hire contractors. We understand that they are paid piecework rates most of the time but on occasion may be paid an hourly rate.

[Redacted Signature]

Brock Sutton

25/01/2018

Date

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**IN THE FAIR WORK COMMISSION**

**Matter No.:** AM2014/196 and 197

**Re Application by:** National Farmers' Federation

**Second Supplementary Statement of Susan Finger**

1. I refer to the previous statement I made in these proceedings dated 16 August 2017 and make this statement to supplement and clarify that earlier statement.
2. During the harvest season, which commences in February and ceases at the end of May, my farm business employs 14 casual workers.
  - a. 12 of these do picking work for which they are usually paid piecework rates, however they may also do other work for which they are paid an hourly rate. In addition, occasionally they are paid an hourly rate for the picking work when the working conditions are changed because there have been multiple pickings or the rows are uneven.
  - b. 2 casual employees during picking season who perform non-picking roles (such as shifting equipment and quality control) and who are paid an hourly rate.
3. During the non-picking season my farm business employs 9 casual workers to do other work such as planting and pruning. 7 of these employees are paid an hourly rate for that work. 2 of these employees are paid a combination of hourly rates and piece rates for that work.

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Susan Finger

..... 24 - 1 - 2018 .....  
Date

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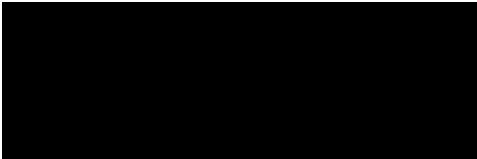
**IN THE FAIR WORK COMMISSION**

**Matter No.:** AM2014/196 and 197

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**Supplementary Statement of Emma Germano**

1. I refer to the previous statement I made in these proceedings dated 16 August 2017 and make this statement to supplement and clarify that earlier statement.
2. Out of the 15 casual workers that my farm business employs during harvest of cauliflower, none of these are engaged as pieceworkers. This is due to the fact that the harvest of cauliflower is a team based process, the employees are unable to pick into their own bin/cartons.
3. Out of the 6 casual workers that my farm business employs during the harvest of potatoes, all are engaged as piece rate workers.
4. Out of the 3 casual workers that my farm business employs at other times of the year, such as planting and general farm hand work, none are employed as piece workers but engaged on hourly rates.



24th January, 2018

Date

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**Supplementary Statement of Ken Mansell**

1. I refer to the previous statement I made in these proceedings dated 16 August 2017 and make this statement to supplement and clarify that earlier statement.
2. Out of the 40-50 casual workers that my farm business employs during harvest, approximately 50 per cent of these are engaged as pieceworkers
3. Out of the 30 casual workers that my farm business employs at other times of the year, such as planting and pruning, approximately 30 per cent of these are engaged as pieceworkers.
4. The remainder of the farm business' casual employees are engaged on hourly rates.



Ken Mansell

23-1-18

Date

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**IN THE FAIR WORK COMMISSION**

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**Re Application by:** National Farmers' Federation

**Supplementary Statement of James Terry**

1. I refer to the previous statement that I made in these proceedings dated 17 August 2017 and make this statement to supplement and clarify that earlier statement.
2. Since my previous statement I have ceased my role of President of the Australian Asparagus Industry Council.
3. In 2017 my farm business engaged 24 workers from September to December who were recruited from Vanuatu by the Connect Group under the Seasonal Worker Program run by the Commonwealth Department of Employment. We pay the Connect Group a flat fee for each hour of work that the seasonal workers perform which doubles on public holidays.
4. My farm business does not otherwise engage any casual workers.

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James Terry

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25 / 11 / 18  
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Date

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