

# Creating Great Farm Employers

## 2 day course

### Cost

\$660 (Inc GST) per participant

### Duration

2 Days

### FarmReady Course No

FRTC0237

### Course Dates

4-5 Mar 2010, Murray Bridge

8-9 Feb 2010, Perth

Other dates and locations are available, please contact us if you are interested.

### Contact

Natasha Morley

P 08 8842 1103

F 08 8842 1766

E [nmorley@ruraldirections.com](mailto:nmorley@ruraldirections.com)

[www.ruraldirections.com](http://www.ruraldirections.com)

*Approved through the FarmReady Reimbursement Grant Program FRTC0237 visit [www.farmready.gov.au](http://www.farmready.gov.au) for more information.*

### Course Overview

- To empower farmers and give them confidence in effective and efficient Human Resource (HR) Management.
- Create farming businesses that are positioned to maximise employment outcomes within their regions.
- Create a professional HR culture that will enhance the image of primary production as a worthwhile form of employment.
- Provide on-farm employers with the tools to implement recruitment and ongoing management of employees.
- To provide knowledge of the legal responsibilities of farm employers.
- To provide knowledge to primary producers of the available government traineeship and apprenticeship programs.

### Recommended For

This course is ideally suited to meet the needs of primary producers who are either looking to employ and manage people, or have employed, and want to enhance their Human Resource Management skills.

The need for this program was identified in 2004 through a survey of South Australian farmers advertising for farmhand positions in the Stock Journal. This survey highlighted:

- The farming community in general has a long way to go in successfully attracting and retaining quality employees within regional South Australia.
- While some managers are aware of their obligations as an employer, the vast majority are not.
- There is a need to implement a training and awareness program that is supported by quality and easy to use resources for farmers to increase their competence and confidence in employment.
- There is diversity in total salary packages on offer.
- There is confusion about terms like induction and job description.

### Benefits for You and Your Business

This course helps move primary producers strategically through the process of moving their businesses from owner/employee businesses to employers of non-family labour and their management.

It also helps these employers develop strategies to manage the challenges of recruitment, staff retention, conflict resolution and management and OH&S including policy and procedural development.

### Content

Module content will include:

- Discussion of "Why employ?"
- Legal requirements including OH&S, work site audits, equal opportunities, workers compensation
- Agricultural workforce, Gen Y employees, the current marketplace
- Recruitment and Induction
- What's in a package?
- Introduction to leading and managing
- Action Planning

### Learning Outcomes

After completing this course you will have:

- An Action Plan for Human Resource (HR) Management
- Knowledge of the legal requirements in HR Management
- Knowledge of recruitment, induction and staff appraisal processes and tools
- Skills to develop on-farm Standard Operating Procedures
- Skills to lead and manage employees through change and conflict resolution

# Registration Form

An invoice for payment will be sent to you following receipt of your registration form.

One registration form per person, per course is required.

## Course details

Course Name:

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FarmReady Course Code:

Course Date:

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Location:

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Some courses dates and locations will be set by demand. Please register for all courses you are interested in undertaking. You will be contacted when course date and location is set.

## Participant details

Please note the name provided below will appear on the invoice, receipt and FarmReady documentation for reimbursement.

Title:  Mr  Mrs  Miss  Ms

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First Name:

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Surname:

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Trading Name:

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Postal Address:

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Telephone:

Mobile:

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Email:

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Enterprise:

- Cereal/Non cereal b/acre  Sheep & Lamb Wool  Sheep & Lamb Meat  Beef Cattle  
 Pigs  Dairy Farm  Egg Production  Meat Chicken  
 Hay Production  Hort Crop Production

How did you hear about this course?

- Specific Program Flyer  Email  Management Training E-News  
 InTouch  Word of Mouth  Rural Directions Pty Ltd Website  
 Other (please specify):

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Return form to:

Rural Directions Pty Ltd

PO Box 646

Clare SA 5453

T 08 8842 1103

F 08 8842 1766

E nmorley@ruraldirections.com

You can also book

courses online at

www.rurualdirections.com

Visit [www.ruraldirections.com](http://www.ruraldirections.com) for the latest information about courses available.

## Cancellation Policy

If notice of cancellation or postponement is received no less than two weeks prior to the course start date, the full fee will be refunded. If notification is received between 5 days and 2 weeks prior to the course start date, a 20% fee will apply. If notification is received less than 5 working days prior to the course start date, the full fee will be forfeited.

If the intended participant is unable to attend, a suitable substitute will be accepted right up to the morning of the course with no financial penalty.

Note: This will have some implications if the participant aims to claim reimbursement through the FarmReady reimbursement grants program and if the person is registered with FarmReady to attend the course. It is the responsibility of the participant to contact FarmReady themselves if such a situation arises.