



SUBMISSION

Targeted update of Agricultural Sector Occupations in ANZSCO

Grain Producers Australia

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Grain Producers Australia

Grain Producers Australia (GPA) represents Australia's broadacre, grain, pulse and oilseed producers at the national level. Grain Producers Australia works to foster a strong, innovative, profitable, globally competitive and environmentally sustainable Australian grains industry. Representing 5200 farm businesses who contribute a significant proportion of the 41 million tonnes¹ of grain produced on average annually, GPA strives to represent Australian grain farmers nationally and internationally in their contribution to the economy, sustainable development and broader Australian society.

Working with its members – state farm organisations and farmers responsible for a much of the 22 million hectares² used for grain production across Australia. GPA advocates for sound outcomes that deliver a positive commercial result for the industry worth between \$9-\$12 billion annually (at the farm gate depending on the season) and around \$7 billion in exports³.

GPA is a not-for-profit company limited by guarantee. It is governed by a board, elected by its members.

The objectives of GPA are to:

- Provide a strong, independent, national advocate for grain producers based on a rigorous and transparent policy development process.
- Engage all sectors of the Australian grains industry to ensure operation of the most efficient and profitable grain supply chain.
- Facilitate a strategic approach to research, development and extension intended to deliver sound commercial outcomes from industry research.

The GPA policy council, is strategically focused on three pillars of economic development, social responsibility and environmental management.

Our policy council includes representatives from all State Farm Organisations:

- Agforce Grains
- NSW Farmers
- Tasmanian Farmers and Graziers Association
- WA Farmers
- Grain Producers SA
- Victorian Farmers' Federation Grains Group
- WA Grains Group

GPA manages the biosecurity program for the grains industry, and is signatory to the Emergency Pest Plant Response Deed (EPPRD) through Plant Health Australia, trade confidence through the National Residue Survey (NRS) and is a joint Representative Organisation (RO) responsible for overseeing the performance of the Grains Research and Development Corporation (GRDC).

The Grains Industry Labour Landscape

GPA requested feedback from members across Australia to highlight the current needs of grain producers with regards workforce. It is estimated that the grains industry needs access to around 3,000⁴ skilled staff members to effectively run an average harvest across the country. Along the East Coast the harvest starts in Qld and moves down the coast with much of Southern NSW, Northern Victoria and South Australia underway concurrently. This year WA is predicted to have a larger than average harvest which will put further pressure on labour needs.

During the 2020/21 harvest period there was collaboration with companies such as Qantas to facilitate pilots and others to work on grain farms while there was little airline work. The pilots in particular had the training and capability to handle the technical requirements of the large broadacre harvest machinery and were used to sitting for long periods of time concentrating on a task.

The ongoing COVID-19 situation has created additional complexity, with international labour movement restrictions and intermittent State border closures hampering the mobility of the workforce.

¹ Based on ten-year average of ABARES winter crop production data (inc' the estimates for 2019-2020, 2020-21). <https://www.agriculture.gov.au/abares/research-topics/agricultural-outlook/australian-crop-report/overview>.

² Based on ten-year average of ABARES winter crop production data (inc' the estimates for 2019-2020, 2020-21).

³ <https://grdc.com.au/about/our-industry>

⁴ Extrapolated from WA figures of 117 farm businesses requiring 447 skilled workers, with farm size and access to family labour taken into consideration. *2020 Skilled Staff Requirements for the Western Australian Grains Industry Harvest*. 2 Working Oz www.2workingoz.com.au

The restricted access to Australia combined with the already lengthy VISA processing times make accessing short-term peak period labour difficult.

In Western Australia the situation is being exacerbated by competition from the mining sector for scarce workers. Truck drivers and machinery operators needed by the grains industry, are particularly sought after within the mining sector. However, the mining sector have been able to offer employment incentives such as \$10,000 sign on bonuses with additional \$10,000 bonuses paid for bringing “a friend” if that worker remains in the role for at least three months. Following are some case studies first presented in our submission to the agricultural workforce strategy consultation which provide some context of the grain production labour landscape.

<https://thewest.com.au/business/agriculture/farmers-question-lack-of-invite-to-skills-summit-ng-b881892642z>

The ANZSCO occupations lists need to be substantially amended in order for them to be even remotely applicable to modern grain farming. While the lists are so inaccurate the data ABS is collecting regarding workforce utilisation and workforce/labour needs is going to be inaccurate. This is subsequently feeding into inaccurate assessment of the required VISA exemptions associated with the short and medium-term skills and occupations lists and visa exemptions options as required by the grains industry. The specific seasonality and the high level of skill now required to operate large scale broadacre grain production equipment is not recognised within the ANZSCO lists.

The issue is not so pressing for the majority of NFF members because the Horticulture and some other member industries have bypassed the ANZSCO occupations issues by developing industry wide labour agreements which give them VISA and other concessions. However, the labour agreement pathway would not be the solution for the grains industry as the people with the skills to help would prefer to work short-term in Australia during their hemisphere’s winter and return home to do the same harvesting/sowing work (rather like skilled ski instructors migrate between northern and southern hemisphere seasons in order to stay in work).

Case study: Farmer WA

On the broadacre grain farms in WA we struggle to attract local staff who are passionate/interested in grain farming as the lure and workforce competition from the big money and FIFO (and being able to leave their brain at home) is hard to pass up.

Through our farm business website and through gumtree we have advertised to and be able to engage with ag graduates from Denmark, Germany UK and other countries who are looking for experience in broad acre grain farming, the problem is we can only keep them for six months at a time and three times over three years. Many of them would like to do the full cycle of seeding and harvest and come back in subsequent years.

This means we are always training which takes time. The ability to retain these people without having to spend thousands of dollars applying for visas would be very helpful. The people we have had also bring new/ different ways of doing things which is good for looking at issues a different way, for instance we had some Danes who said that Denmark has loads of sandy soils and 200 years ago they ripped and ploughed as deep as possible to fix soil constraints..... which is what many in WA have only recently started doing.

If the coronavirus had any positives it would be that the kids were home from boarding school and having their experience during sowing and harvest in 2020 made a massive difference to my time to be able to focus on the business more than just operations. They are now back at school.

Case study: Farmer Vic

A farmer in the Wimmera region of Victoria. They have up to 15 employees on farm and utilise contract services during the year where required. The farmer currently pays 10% above Award wages to recognise the level of skills they require staff to have before commencing work on the farm. Around

10% of the staff are international students accessed via an exchange program. There are going to be significant challenges accessing staff due to the COVID 19 travel restrictions.

The main concern taken into consideration when hiring staff are how to ensure there are process in place to support and train the staff to ensure farm safety is given the priority it requires. There are also concerns about how to protect the farming business from the increased litigation potential and the implications of the workplace manslaughter law changes.

Skills required of labour – it is crucial people wanting to work on farms have undertaking practical farm safety training. Having workers who are farm ready is crucial. Farms are complicated workplaces and there is a level of complexity involved in training people to ready to work on a farm safely for the huge range of varied tasks undertaken.

One of the problems in accessing casual (peak sowing or harvest period) staff is the lack of State-by-state consistency regarding workplace safety laws. Where there is a compliance focus rather than a practical and safer farm focus the processes and paperwork can be given more attention than the actual on farm activities and safety.

Technical aspects - Computerisation on the farm increases complexity of skills required. Equipment literacy is a definite in the list of pre-requisite skills.

Case Study – Farmer SA

Mixed farming Eyre Peninsula employs 1 full time, some additional part time, struggling to find workers.

Need workers to have skills which include ability to understand and operate electronics, GPS systems, equipment. The farm is a complex workplace, workers need to be aware of their environment, be prepared, stop and think.

They believe there is a complication now JobSeeker and JobKeeper are providing a disincentive to work. There are also disincentives to work under the current tax and Centrelink settings.

Farmers who still have the management skills and passion for the industry are being forced to retire early due to lack of workers and support.

The farmer feels very frustrated, as they cannot join professional organisations or enjoy other aspects due to lack of work support, cultural issues towards work. They feel there is an unhealthy lack of responsibility towards contributing and working for the broader community. Issue with work ethic and attitude to work. International workers are much better workers.

Case study – Farmer WA

They provided an overview of diversified farm (two to four full time, five to six casuals) traditionally a member of two local farming groups, research undertaken by the farming groups is showing a lack of access to staff and support is a problem for grains producers as well as adjunct services. Farming systems groups and research organisations have identified a lack of workforce as being a key limitation for the industry.

Short time issue experience and preferred international staff won't be able to return due to COVID 19, good English, farming background, tractor and equipment capacity.

Case study – Grain Producers SA

GPSA has developed an industry blueprint outlining a range of goals to be achieved by 2030. Including:

Increase grains industry by 3% per year each year for next ten years.
4.2 billion gross value increase to 6 billion.

But will need to find and attract people to work in the industry if going to achieve the goals. Also need for connectivity staff, transport, market chain, finalised in month, draft to be provided to the committee. Industry capacity building.

Core questions within the discussion paper

- 1) **Are there agricultural sector occupations currently included in ANZSCO that are not accurately described? For each occupation, please propose a new title and/or definition for the occupation, including any changes to alternative titles, specialisations, licencing or registration requirements.**

Outlined within the table below are some suggested amendments to the occupation list to update the categories and make them more appropriate to modern grain farming. However, there is a real need for a complete overhaul of the occupations listed as they apply to the grains industry as they do not accurately reflect the modern grains industry operating environment and the labour requirements. Given the complexities of the grains industry the full range of occupations as relevant to the entire grains supply chain needs to be reviewed, updated and, given the significant changes in the labour required across the grains supply chain, additional occupations added. This submission is aimed at providing a start on the process of amendment that is required with some general recommendations to support the needed work.

GPA recommendation: That the ABS and DAWE host a grains industry skills round-table to facilitate a whole of grains industry response. The timing of this submission during the peak sowing period has made it impossible to adequately prepare the data and evidence required.

A workshop would support understanding of the occupation definitions to meet the skilled workforce needs. The round table would support broad discussion and the examination of the required data and evidence. GPA would suggest an invitation be extended to organisations from across the grain supply chain (GRDC, PHA,

GPA recommendation: There is a real need to update the terminology used to describe different farming industries. GPA suggest generic wording to address the classification of grain production crops. Grain production to be noted to include the production of all grains, legumes, oilseeds, certified seed and speciality grain/fodder crops. Due to the need to rotate crops for management, nutrient, pest and disease management purposes no grain farmer runs a continuous monoculture so for example the specialisation Wheat farmer is not applicable or appropriate. Depending on management and seasonal requirements a variety of crops will always be grown across a broadacre grain production farm.

GPA recommendation: Replace all use of the word chemicals with the word pesticides as this includes the broader range of biological and other products available for pest (weed, insect and disease) management.

For reference from the discussion paper:

Figure 2 Structure of ANZSCO by skill level

Skill Level 1	<ul style="list-style-type: none"> • Occupations have a level of skill commensurate with a bachelor degree or higher qualification. • At least 5 years of relevant experience may substitute for the formal qualification.
Skill Level 2	<ul style="list-style-type: none"> • Occupations have a level of skill commensurate with an Australian Qualifications Framework Associate degree, Advanced Diploma or Diploma. • At least 3 years of relevant experience may substitute for the formal qualification.
Skill Level 3	<ul style="list-style-type: none"> • Occupations have a level of skill commensurate with an Australian Qualifications Framework Certificate IV or Certificate III including at least 2 years of on-the-job training. • At least 3 years of relevant experience may substitute for the formal qualification.
Skill Level 4	<ul style="list-style-type: none"> • Occupations have a level of skill commensurate with an Australian Qualifications Framework Certificate II or III. • At least one year of relevant experience may substitute for the formal qualifications.
Skill Level 5	<ul style="list-style-type: none"> • Occupations have a level of skill commensurate with an Australian Qualifications Framework Certificate I or compulsory secondary education. • For some occupations a short period of on-the-job training may be required in addition to or instead of the formal qualification.

Proposed occupation amendments

The grains supply chain has evolved considerably, the current occupation descriptions needs to be completely amended in order to be relevant to current grains industry occupations. Significant suggested amendments are highlighted in yellow.

ANZSCO Number	Current Job Title	Proposed Job Title	Current Skill Level	Proposed Skill level	Current Definition	Proposed Definition
121214	Grain, Oilseed or Pasture Grower/ Field Crop Grower Alternative Title: Grain, Oilseed or Pasture Farm Manager	No change	1		Plans, organises, controls, coordinates and performs farming operations to grow grain, oilseed, protein and pasture crops. Specialisations: Lucerne Farmer, Soybean Grower, Wheat Farmer	Plans, organises, controls, coordinates and performs farming operations to grow grain, oilseed, legume, speciality broadacre and pasture crops. Specialisations: Lucerne Farmer, Soybean Grower, Certified seed grower
121216	Mixed Crop Farmer		1		Plans, organises, controls, coordinates and performs farming operations to grow a variety of crops	
121411	Mixed Crop and Livestock Farmer Alternative Title: Farmer and Grazier		1		Plans, organises, controls, coordinates and performs farming operations to both grow crops and to breed and raise livestock. Specialisations: Cattle and Grain Farmer, Lifestyle Block Farmer (NZ), Sheep and Grain Farmer	
222111	Commodities Trader (part) Alternative Title: Commodities Broker		2		Operates as an independent agent to bring together buyers and sellers of commodities, negotiates private sales and arranges sales through established market places. Specialisations: Energy Trader, Grain Buyer, Livestock Trader, Media Buyer, Wool Broker	
233912	Agricultural Engineer Alternative Title: Natural Resources Engineer		2		Performs and supervises engineering work related to the use and development of agricultural land, buildings, machines and equipment. Registration or licensing may be required.	
234111	Agricultural Consultant Alternative Title: Agricultural Adviser		1		Advises farmers, agricultural businesses, rural industries and government on the production, processing and distribution of farm products. Specialisations: Agricultural Extension Officer, Landcare Officer	
234112	Agricultural Scientist		1		Studies commercial plants, animals and cultivation techniques to enhance the productivity of farms and agricultural industries. Specialisation: Agronomist	
311111	Agricultural Technician Alternative Title:		2		Performs tests and experiments, and provides technical support to assist Agricultural Scientists in areas	

	Agricultural Technical Officer				such as research, production, servicing and marketing. Specialisations: Agriculture Laboratory Technician, Artificial Insemination, Technical Officer, Dairy Technician, Field Crop Technical Officer, Herd Tester, Horticultural Technical Officer	
311313	Quarantine Officer Alternative Titles: Biosecurity Officer (MPI) (NZ) Quarantine Inspector	Biosecurity Officer	1		Inspects incoming animals, plants, and animal and plant products to ensure compliance with laws and regulations to prevent the spread of exotic pests and diseases.	
311399	Primary Products Inspectors		1		This occupation group covers Primary Products Inspectors not elsewhere classified. Occupations in this group include: Dairy Quality Assurance Officer, Fruit and Vegetable Inspector	Proposed amendment to include: Occupations in this group include: Dairy Quality Assurance Officer, Fruit and Vegetable Inspector, Plant Export Authorised Officer
311413	Life Science Technician (part) Alternative Title: Life Science Technical Officer		2		Identifies and collects living organisms and conducts field and laboratory studies in support of Life Scientists or Environmental Scientists. Specialisations: Biological Technical Officer, Botanical Technical Officer, Ecological Technical Officer, Environmental Technical Officer, Fisheries Technical Officer, Forestry Technical Officer, Forestry Technician, Wood Technologist, Zoology Technical Office	
39999	Technicians and Trades Workers nec (part)		3		This occupation group covers Technicians and Trades Workers not elsewhere classified. Occupations in this group include: Airborne Electronics Analyst (Air Force), Architectural Model Maker, Canoe Maker, Coffee Machine Technician, Fibre Composite Technician, Glass Blower, Hide and Skin Classer, Irrigation Designer, Kayak Maker, Milking Machine	Need to add: Tractor/machinery computer technician/ programmer to the list of occupations. Broadacre machinery technician (Auto-steer, GPS, technical skills vital) This occupation group covers Technicians and Trades Workers not elsewhere classified, including broadacre farming machinery maintenance workers, automated farm machinery technicians . Occupations in this group include: Maintenance workers, Grain Protection Officers , Airborne Electronics Analyst (Air Force), Architectural Model Maker, Canoe Maker, Coffee Machine Technician, Fibre Composite Technician, Glass Blower, Hide and Skin Classer, Irrigation

						Designer, Kayak Maker, Milking Machine
599514	Noxious Weeds and Pest Inspector (part) Alternative Title: Biosecurity Officer (Weeds and Pests)		4		Inspects and monitors plants, land and water for noxious plants and animal species, and organises for their control or eradication.	
712912	Bulk Materials Handling Plant Operator (part)		4		Operates plant to load, unload, move, store and stack bulk materials such as grain, sugar and mineral ore. Specialisations: Bulk Fluids Handler, Conveyor Belt Operator, Grain Handler, Palletiser Operator, Tank Farm Operator (Petroleum)	Operates plant and equipment to load, unload, move, store and stack bulk materials such as grain, sugar and mineral ore. Specialisations: Bulk Fluids Handler, Conveyor Belt Operator, Grain Handler, Receiving Point Operator, Plant Operator, Tarping technician, Stevedores, Palletiser Operator, Tank Farm Operator (Petroleum)
721111	Agricultural and Horticultural Mobile Plant Operator		4		Operates agricultural and horticultural plant to clear and cultivate land, and sow and harvest crops. Registration or licensing may be required. Specialisations: Cotton Picking Machine Operator, Harvester Operator, Tractor Operator	This is an occupation that should include the plant/machinery operators required on grain farms. Operates agricultural and horticultural plant to clear and cultivate land, and sow and harvest crops, and transport bulk commodities to and from farm and receiving points. Registration or licensing may be required. Specialisations: Truck and train drivers, Cotton Picking Machine Operator, Harvester Operator, Tractor Operator
839312	Product Grader		4		Grades primary produce by evaluating individual items or batches against established standards and records results. Specialisations: Fruit and Vegetable Classer, Meat Grader, Milk and Cream Grader, Timber Grader	This is an occupation that should include grain receiving site testing station staff Additional specialisation: Grain receiving testing staff Grades primary produce by evaluating individual items or batches against established standards and records results. Specialisations: Fruit and Vegetable Classer, Meat Grader, Milk and Cream Grader, Timber Grader, Grain/Grain Quality Technician
841213	Grain, Oilseed or Pasture Farm Worker (Aus) / Field Crop Farm Worker NZ	Grain production worker (potentially separate out grain/oilseed from more generic farm	5	4	Performs routine tasks on a grain, oilseed protein, or pasture farm such as cultivating and fertilising soil, and planting and irrigating crops. May spray chemicals on crops to treat disease and pests.	Performs routine tasks on a grain production farm at the direction of the owner/ farm manager May apply fertiliser/pesticides to treat disease and pests utilising technical equipment. Inspection and management of plants, land, animals, water and

		worker category)				water for noxious plants and animal species as well as for diseases and insect pests , and organises for their control or eradication."
841611	Mixed Crop and Livestock Worker Alternative Title: General Farm Hand	Separate out grain/oilseed from more generic farm hand given the technical capabilities required of grain farm hands	5		Performs routine tasks in crop cultivation and animal production	Performs routine tasks in crop cultivation.

Additional considerations

Issue 1.

Category 7 Machinery operators and drivers and Category 8 Labourers overlap. The overlaps are in 7211 with 841213 and 841611. Labourers who work on farms often drive tractors, trucks and other machines as a part of their position. Similarly, people who drive tractors and other machines on farms may also do labouring work. General machines used on farms include bikes, cars, ATV, light trucks and tractors. These are not generally specialised machines on a farm but are relative to other jobs which are not on farm.

Specialised machines on farms include heavy trucks (>10 Tonne), articulated trucks, forklifts, harvesters and bull dozers or track tractors. This second group require specialised training and certification in using the particular machines whereas the former group could be considered general machine skills for farm employees. If a person is not in one of these specialised driver categories, then they should be considered as a farm worker who may undertake crop cultivation, pasture production or hay/ fodder manufacturing operations in Group 8.

Issue 2.

Major group 8 has grain and oilseed workers in 841213 but it also adds pasture farm workers. The inclusion of pasture workers means that it is difficult to understand the number. It would be useful to separate out pasture farm workers into its own category and perhaps change the name from pasture workers to producers of fodder workers which would include hay production. Australia farms that have grazing animals including sheep and cattle could be classified as a pasture farm as they plant and manage pastures but instead of harvesting the crop with a machine, they use livestock to graze the crop. A business that cuts lucerne, oats or vetch for hay would be included here along with growers that do combined grasses and legumes for forage or hay.

Category 841611 is for mixed crop and livestock working. A person could easily be in 841213 or 841611 if they have livestock.

Major group 8 items

841213 Grain, Oilseed or Pasture Farm Worker (Aus) / Field Crop Farm Worker NZ 5 Performs routine tasks on a grain, oilseed protein, or pasture farm such as cultivating and fertilising soil, and planting and irrigating crops. May spray pesticides on crops to treat disease and pests.

841611 Mixed Crop and Livestock Worker 5 Alternative Title: General Farm Hand Performs routine tasks in crop cultivation and animal production.

Issue 3.

Biosecurity definition – 599514. Description should include “Inspection and management of plants, land, **animals**, water and water for noxious plants and animal species **as well as for diseases and insect pests**, and organises for their control or eradication.”

2) Are there agricultural sector occupations in ANZSCO that do not accurately reflect the occupation’s skill level? For each relevant occupation:

- a) Outline the skill level (1-5) that should be applied to the occupation.
- b) Detail why the change in skill level is justified.
For example, have the education or training requirements or licensing requirements changed?
- c) Describe how the inaccurate skill level impacts your industry, sector or business.

Case study: Farmer WA

We went down the sponsorship path (482 visa) with 2 Irish guys 2 years ago, paid close to \$10k (non-refundable regardless of success) in govt fees and only one was ultimately approved. He came out last year and then went back after seeding because his mate wasn’t here - and that was the end of that \$10k. The process was arduous and when Harry was declined it took over 12 months to even get a response to our requests for information or additional consideration. The biggest problem is that the skills they must have are “farm manager”, and unfortunately Harry’s reference said he was just a (highly experienced) farm operator so he was knocked back.

However, we need skilled farm operators more desperately than managers, and that particular skillset needs to be added to the list for the various visas. The current occupations which are eligible for visas are simply not meeting the requirements and it means we have to apply and pay for a visa process which is not really applicable and doesn’t give us the outcome we need.

We are shaking in our boots about the coming harvest. Even the Qantas people who filled gaps for the 2020/21 harvest have disappeared now.

3) Are there occupations in your industry, sector or business that should be separately identified in ANZSCO? For each occupation:

- a) Describe the occupation, the tasks involved; relationship to other occupations; any registration or licensing requirements and education and experience requirements; and skill level (1 to 5).

<p>Occupation: Entomologist</p> <p>ANZSCO Code: -</p> <p>Skill level - 1</p>	<p>Current ANZSCO definition -</p>
<p>Essential Skills:</p> <ul style="list-style-type: none"> • Maintain work health and safety processes • Supervise work routines and staff performance • Lead team effectiveness • Degree in Ag Science 	<p>Key Tasks:</p> <ul style="list-style-type: none"> • designing and conducting experiments, making observations and measurements, researching information, analysing data, preparing or supervising the preparation of laboratory reports and scientific papers, presenting findings at scientific meetings and conferences, and supervising the work of staff • studying the forms and structures of bodily organs and tissues by systematic observation, dissection and microscopic examination • investigating the chemical structure and function of living cells and their isolated components, organs and tissues in insects

	<ul style="list-style-type: none"> • examining micro-organisms, such as bacteria, fungi, yeast and their enzymes, and using the knowledge gained to create and develop new, and improve existing, products, materials and processes • investigating the effects of environmental factors, such as rainfall, temperature, sunlight, soil, topography and disease, on growth • planning and undertaking experiments to study, measure and understand insects and their impact on plants • studying the growth and characteristics of micro-organisms, such as bacteria, algae and fungi, and the effects they have on insects to develop medical, veterinary, industrial, environmental and other practical applications • investigating the interrelationships between insects in their natural surroundings, in captivity and in laboratories
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<p>Occupation: Grains Operations Officer</p> <p>ANZSCO Code: -</p> <p>Skill level - 5</p>	<p>Current ANZSCO definition</p>
<p>Essential Skills:</p> <ul style="list-style-type: none"> • Maintain work health and safety processes • Supervise work routines and staff performance • Lead team effectiveness 	<p>Key Tasks:</p> <ul style="list-style-type: none"> • Ensure that all seed bed preparations and seed planting are as per Managers directions • Assess quality of work and take corrective actions where applicable • Ensure that seed stock/fertiliser/pesticides/ levels / usage are applied as per Managers directions • Liaise with Farm Operation Manager / Agronomist where required • Ensure that all equipment is maintained as per procedures • Ensure all records are maintained • Ensure all crops records are kept as per Managers directions

<p>Occupation: Grains Machinery Operator</p> <p>ANZSCO Code: -</p> <p>Skill level: 4</p>	<p>Current ANZSCO definition not appropriate or helpful</p> <p>Large Grain farms can employ between 4-12 people in this capacity.</p>
<p>Essential Skills:</p> <ul style="list-style-type: none"> • Licence for machinery operation where applicable • Maintain work health and safety processes • Solid mechanical skills 	<p>Key Tasks:</p> <ul style="list-style-type: none"> • Perform machinery maintenance (https://gpatraining.com.au/) • Safely operate modern machinery including but not limited to tractors, seeders, sprayers headers and chaser bins. • Ability to work in a productive and safe manner as part of a team. • Supervises and coordinates with other employees who operate machines and are undertaking grain production tasks • Monitors and evaluates production records and reports • Calibrates the inputs and monitor correct application rates

<p>Occupation: Grains Truck Driver</p> <p>ANZSCO Code: -</p> <p>Skill level: 2-3</p> <p>Needs to be level 2-3 to take into consideration the relevant qualifications for configuration of the truck being operated and the additional customer relations/business activities that can be undertaken.</p>	<p>Current large grain farms can employ 2-3 people in this capacity but the current ANZSCO categories really understates the requirements of the role.</p> <p>Knowledgeable of truck routes for configuration of truck being operated</p> <p>Grain truck drivers need to be aware of different grain qualities and their implications on volume loaded and payload value</p> <p>Knowledge of relevant regulations covering maximum payloads, chain of responsibility</p> <p>Being able to calculate axle weights to achieve maximum legal payloads.</p> <p>The truck driver is often the customer relations person as well.</p>
	<p>Key Tasks:</p> <p>Responsible for the safe delivery of produce to customers whilst maintaining appropriate grain management throughout the delivery process.</p> <ul style="list-style-type: none"> • manoeuvring vehicles into position for loading and unloading

	<ul style="list-style-type: none"> • Maintaining control of the truck/container and coordinating as required during the loading process • loading and unloading vehicles using lifting and tipping devices • observing safety requirements when loading and unloading vehicles • making regular quality checks of vehicles to ensure they can be driven safely • estimating weights to comply with load limitations and ensuring safe distribution of weight • ensuring goods are stowed and securely covered to prevent loss and damage • Maintaining appropriate records of the delivery process including vendor declarations and delivery dockets.
<p>Occupation: Grains Container Loading expert</p> <p>ANZSCO Code: -</p> <p>Skill level: 3</p>	
<p>Essential Skills:</p> <ul style="list-style-type: none"> • Appropriately trained and skilled at using the relevant machinery and equipment 	<p>Key Tasks:</p> <ul style="list-style-type: none"> • Directing vehicles into position for loading and unloading • Maintaining control of the truck/container and coordinating as required during the loading process • Loading and unloading containers from vehicles using lifting and tipping devices • Loading correct quality grain into containers as directed by Manager and within maximum allowable weights • Observing safety requirements when loading and unloading containers • Biosecurity inspections of container and grain to support the maintenance of phytosanitary certificate conditions • Maintaining appropriate records of the delivery process including vendor declarations and delivery dockets.
<p>Occupation: Grains Logistics Manager</p> <p>ANZSCO Code: -</p> <p>Skill level: 1</p>	
<p>Essential Skills:</p>	<p>Key Tasks:</p> <p>Negotiating and arranging:</p> <ul style="list-style-type: none"> • freight (road, rail, sea) from origin to destination • warehousing operations • export – bulk and container - loading facilities • Appropriate quality sampling and inspections • necessary negotiable documentation facilitating sale execution <p>Managing costs from origin to destination</p> <p>Managing timely execution of sales</p>

b) Indicate the number of people that undertake the occupation in your industry, sector or business.

1000's required.

c) Outline how you currently classify this occupation using the existing ANZSCO occupation classifications.

As outlined in the tables they are incorrectly being classified due to the lack of appropriate occupation definitions.

d) Consider if adding this occupation as a specialisation to an existing ANZSCO occupation category would meet the needs of your industry, sector or business.

e) Explain how the omission of the occupation as a separate category in ANZSCO impacts your industry, sector or business.

It restricts the visa process, it leads to incorrect collection of data which in turn leads to a gross under-estimation of the need across the grains industry.

4) Are there occupations that are emerging, or you anticipate will emerge, in the next 5 to 10 years in your industry, sector or business? For each emerging occupation:

- a) Describe the occupation, including tasks involved, relationship to other occupations, any registration or licensing requirements and education and experience requirements and skill level (1 to 5).

Mechanisation and farming practice.

Grain producers need availability of higher skilled labour. The articulation and complexity of the machinery is combined with the need to be able to understand and utilise digital/computer programming component. There are significant consequences from insufficiently skilled labour or from workers who are unable to develop the required competencies. Maths is a key component in order to quickly make the chemical calculations. Mining worker qualifications can transfer over and be complimentary.

Poorly skilled workers can lead to the incorrect analysis of GPS/auto-steer information, misdiagnosis of equipment warning signals, incorrect changes to seeding/fertiliser/chemical application rates, miscalculation of sowing depth or damage to machinery.

Training can occur quite quickly but higher level of basic competence in maths, computer programming, different group of people required, adaptability to technology. There is an opportunity to appeal to people who understand the technology, who are not scared of it. They will be able to support farmers to take advantage of the new tools coming available.

Technology may be a way to appeal to people who want variability in their workplace, open spaces, people who have decision making capacity in tune with management goals.

It's not related to the age of applicants, it's the need for candidates with an acceptance of technology and willingness to work with technology to take advantage of the opportunities and information it now provides.

What is needed? Staff with an ability to understand logistics, planning, quick actions, intuitive, focus on the end goal and effectively communicate with other team members during the high intensity coordinated activities.

Automation is going to reduce on farm labour however it will not necessarily reduce overall workforce requirements. There will be a need for increased tech support to ensure everything running smoothly and no delays due to technology failures. A malfunctioning computer chip can cause weeks of sowing or harvesting delays now due to the proprietary software being installed by machinery manufacturers. Without appropriately trained and accessible technicians (and parts being available in Australia) the single malfunctioning chip can potentially halt sowing or harvest. While access to parts is beyond the scope of this strategy discussion access to appropriately trained and accessible technical support is not.

With the COVID 19 restrictions making it difficult for internationally based technicians to enter Australia it will be imperative that machinery manufacturers ensure there are Australian based technicians available during harvest to reduce maintenance delays and the risks associated with those delays.

- b) Indicate the number of people you expect will undertake the occupation in your industry, sector or business in the next 5 to 10 years.
- c) Explain what is driving the emergence of the occupation.

- d) Describe how you would classify the occupation using the existing categories in ANZSCO.

- 5) Are there occupations that are declining, or you anticipate will decline in the next 5 to 10 years in your industry, sector or business?** For each declining occupation, please explain what is driving the decline of the occupation.

There has already been evidence of the impact of changing labour needs from the increased size and capacity of grain production agricultural machinery. While labour is required to run the machinery safely and maintain the high intensity of activity during sowing and harvest (especially within the legal requirements of fatigue law requirements) these periods of activity on grain farms are now considerably shorter periods. For example: twenty years-ago sowing took two months, now 3 weeks, harvest two thirds of the time required 10 weeks down to six. The complexity and multi-tasking needed to operate machinery on farm requires more highly skilled farm workers.

Are there further issues in relation to ANZSCO that you would like to provide feedback on?

Additional questions

- 1) ***What occupations or emerging occupations in your industry, sector or business are amenable to an apprenticeship model? For each occupation, please outline the current skilling process and why an apprenticeship model is more appropriate.***
- 2) ***What occupations or emerging occupations in your industry, sector or business are amenable to a traineeship model? For each occupation, please outline the current skilling process and why a traineeship model is appropriate.***
- 3) ***What occupations or emerging occupations in your industry, sector or business are amenable to a higher apprenticeship model (NCVER, 2019), including those currently at diploma level and above? For each occupation, please describe the current or future skilling process and why a higher apprenticeship model is more appropriate.***
- 4) ***What occupations in your industry, sector or business are most likely needed to be filled through migration?*** For each occupation:
 - a. Explain the barriers to filling the occupation from the domestic workforce.
 - b. Detail the advantages and disadvantages to filling the occupation through migration.
- 5) ***What occupations in your industry, sector or business are in demand and/or hard to fill?***
Please address the following:
 - a. Explain whether these occupations are an ongoing issue in your industry, sector or business.
 - b. Detail how the COVID-19 pandemic has affected demand or ability to fill these occupations.

The restrictions in place because of the need to manage the COVID-19 situation is bringing to a head many workforce-related issues that have previously been highlighted by the agricultural sector. While the challenges are not new, the current situation may be providing an incentive to find innovative ways to address the challenges in addition to providing an incentive to government to take action to support access to the employment opportunities provided by the agriculture sector.

Time critical issue - this harvest there is going to be a significant demand for a harvest workforce. Labour is currently either unavailable due to travel restrictions and potential replacements through contract harvesting and other professional services may not be able to operate due to the border closures.

Table 1: Proportion of working holiday maker VISA holders in WA

May 2019	145,000	Total Working Holiday Makers in Australia
	14,500	Proportion of WHM's in Western Australia
May 2020	98,000	Total Working Holiday Makers in Australia
	9,800	Proportion of WHM's in Western Australia

2020 reports of Working Holiday Makers in Western Australia estimate a 32% decrease since May 2019. This has further decreased with the continued restriction on entrance to Australia.
 Source: *2020 Skilled Staff Requirements for the Western Australian Grains Industry Harvest*. 2 Working Oz
www.2workingoz.com.au

c. Describe the impact this demand has on your industry, sector or business.

Shortages of skilled labour are increasingly limiting productivity for the \$12 billion grain production sector. GPA have highlighted the importance of access to international workers in our submissions to the Agricultural Workforce Strategy and other submissions regarding the limitations of the current skilled migration lists.

Of critical importance as the industry prepares for the 2021 harvest period, the current VISA options do not provide any reasonable pathway for short-term seasonal use of skilled grain production/machinery operators. There are limitations in the occupations lists, applicable countries or length of employment required which reduce the viability of any of the current options.

Case study – Farmer WA

The labour shortage in WA is at an untenable point and action to repair the situation is vital. The lack of labour and trained labour is causing existing farm staff, managers and owners safety issues.

We require immediate substantial changes to visas for skilled overseas farm machinery operators.

If any government official needs proof that we need to recruit staff from overseas, then they need not look any further than the fact recently in WA orchards couldn't get pickers to seasonally pick fruit (this is a relatively unskilled job that requires little training) the orchards couldn't get anyone from the 5-6% unemployed people from Perth less than one and half hours to the farm.

We need help in Western Australia. We don't have the large inland towns to draw from and we have the biggest mining boom in Australia taking away all local staff.

- We require the immediate ability to recruit staff from overseas most specifically Europe.
- We are not even getting Australians applying to work on our farms now. (no Australian has applied in our recent two adverts for farming staff.)
- We need the ability to recruit staff that have previously worked on farms in Australia regardless of their past work visa i.e. if they have completed the previous one or two year working holiday visas. We need a reset of their visas or a new visa calcification formed.
- Best scenario is a new visa called "broadacre ag." This new visa should allow farmers to recruit staff from around the world that have farming experience working on farms operating farm machinery.
- Age shouldn't have a cap if a maximum age is required it should be 50 (absolute minimum maximum age should be restricted to is 45)

- Because of the requirement for covid testing and clearance and possible quarantine the visa needs to be for a minimum of 2 years and ideally 3 years with the employer having an option of sponsoring staff if they wish after or during the visa period.
- This visa should be open for job recruiting business to bring in staff for broadacre ag farmers. I.e. a business such as Working Oz. etc. for direct placement on farming properties in WA.

We require operating farm machinery and equipment to be on the list for sponsorship. i.e. If a person has completed two years working on a farm operating large scale broadacre grain harvest equipment they should be classified as skilled for the purpose of working on large scale broadacre grain farms such as those in WA.

The world is now competing for quality labour we must be able to freely recruit staff from overseas. As long as they are covid free and have been immunised this needs to be opened up immediately. Allowing recruiting agencies to plan ahead is vital, maybe to be able to organise charter flights, quarantine etc. The need for the staff is immediate however it will hit a high demand period for the upcoming harvest so the time to act is now. We need politicians both state and federal to be understanding and flexible to immediate change in developing a visa system that works and is long lasting for Australian farmers. Productivity, safety and the ability for the grain sector to survive is literally in the hands of politicians and those with the power to fix the visa problem.

d. Outline how this issue could best be resolved

Short-term: 2021 Harvest Pilot Program – Support for return of previously employed international workers via a sponsored return on short-term VISAs

Some states ⁵ have committed funding to support the provision of accommodation and subsidise transport costs to help farmers access a workforce. However, there is a clear preference, efficiency and safety benefit for grain producers to be able to maintain connections with previous harvest workers. Grain production increasingly requires a highly skilled workforce capable of safely and effectively running the large machinery required.

Allow grain producers to act as work place sponsors to enable them to bring back previous staff for an up to six-month period. There is a chronic shortage, particularly in WA, of skilled farm machinery operators, truck drivers and grain handling staff.

Grain Producers should be given the opportunity to sponsor re-entry of skilled, experienced grain production staff. Grain producers would cover the costs of flights, pay for quarantine, and support their staff to stay in the regional areas undertaking the necessary work for the peak grain production periods.

Medium-term: VISA remodel – Add an occupation farm machinery operator to the STSOL.

- Short-Term Skilled Occupation List (STSOL)

The current VISA options are not providing the necessary options for grain producers due to the limited grains production sector occupations.

Currently all the grains industry relevant occupations (121214 Grains, Oilseed or pasture grower) are for farm management level employees as opposed to the much-needed machinery operator roles. Other industries e.g landscape gardening and entertainment have a wide range of roles within the occupations list, allowing for the sponsorship of both management and staff level migration. The grains production sector listed occupations eligible under the STSOL are limited to farm managers (121214), agricultural consultants (234111), agricultural scientists (234112), agricultural technicians (311111) and agricultural engineers (233912).

Given the high level of competition from the mining sector, and that sectors capacity to pay inflated wages and sign on bonuses to attract staff, experience machinery operators are not available to the grain production, storage or handling sector. In the lead up to grains harvest 2021 the industry needs an option to bring qualified/trained and experienced machinery operation staff into Australia.

⁵ <https://agriculture.vic.gov.au/farm-management/emergency-management/coronavirus-covid-19/agriculture-workforce-plan>