

# Creating Great Farm Employers

## Investment

\$880 (Inc GST) per participant

## Duration

2 Days

## Course Dates

Set on demand. Please contact us to express your interest.

## To Register

Visit [www.ruraldirections.com](http://www.ruraldirections.com)  
or contact Rural Directions Pty Ltd for a registration form  
P 08 8842 1103  
F 08 8842 1766  
E [admin@ruraldirections.com](mailto:admin@ruraldirections.com)

## Course Overview

This course is designed to:

- To empower farmers and give them confidence in effective and efficient human resource (HR) management.
- Provide employers with the tools to implement recruitment and ongoing management of employees.
- Provide knowledge of the legal responsibilities of farm employers.
- 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 HR 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.

These trends remain in the industry today. This course will address these issues and provides strategies to overcome them.

## Benefits for You and Your Business

This course guides primary producers strategically through the process of improving people management systems and practices that are applicable to all employees, family and 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 system development.

These workshops provide an opportunity to share experiences with an experienced facilitator and other group members; who are in similar situations.

## Content

Workshop content will include:

- Discussion of "Why employ?"
- Legal requirements including OH&S, industrial relations, equal employment opportunities, workers compensation
- Agricultural workforce; Gen Y employees and the current marketplace
- Recruitment and Induction
- Salary packaging
- Introduction to leading and managing
- Action planning for your business

## Learning Outcomes

After completing this course you will have:

- An action plan for 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 (SOP's)
- Skills to lead and manage employees through change and conflict resolution