

hrAware

Benefits

- Timely relevant insights to improve your HR management
- Practical tips and tools which are easy to adopt and apply
- Industry specific information

Practical HR insights which provide awareness and promote adoption of best management practices



hrAware keeps you informed and is designed to motivate practice change and ongoing development of HR systems and leadership effectiveness.

Stay up to date with HR Services news and key updates relevant to your team via hrNews. This free client newsletter offers practical, relevant articles and tips for developing as an employer of choice.

We also provide our clients with opportunities to participate in employer surveys such as our biennial Farm Salary Review Survey which provides you with insights into remuneration related trends within the industry.

The HR Services team welcomes opportunities to contribute articles, or undertake guest speaker sessions at industry events, such as conferences, workshops and grower group activities. We seek opportunities where we can add value to farming businesses and assist businesses in becoming an employer of choice.

Why work with Rural Directions?

We have a proven track record in helping clients develop their HR management. Our whole of business approach ensures that technical, production and management attributes are considered as we work with you.

We offer a professional, independent, innovative approach and a genuine desire to help our clients achieve their goals.

We are based regionally, in South Australia and New South Wales, and deliver our services nationally. Our consultants are based at Clare, Dubbo, Freeling, Loxton and Naracoorte.

hrNews

hrNews is our free newsletter delivered three to four times a year. We deliver timely, relevant and practical insights into human resource management straight to your inbox.

While human resource management issues are common across all industries, our whole of business approach is valuable in delivering relevant hrNews topics specific to your farming business.

"We find hrNews very topical and useful. It is excellent. We rely on updates for news of legislation change...and it provides a good reminder for us to constantly monitor and manage our staff."
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Speaking at events

Our consultants are available to provide short sessions or deliver an update at your local event, whether that is a seminar, workshop or grower group update. Remote delivery options via GoToMeeting or GoToWebinar are also available to bring our expertise to your groups. We welcome the opportunity to share our knowledge and practical HR insights.

Please see hrTraining for more information about the options available for training delivery, from short workshops to practical training programs.

Farm Salary Survey

The Farm Salary Survey Report provides information on current wages and other benefits for farm employees across South Australia. The report:

- Benchmarks current wages against similar roles and business types helps you to understand the marketplace, so you can offer competitive remuneration that appropriately values the contributions of employees
- Demonstrates additional benefits that can be valuable in attraction and retention of employees
- Outlines and links legislative requirements such as the National Employment Standards and the Modern Pastoral Award throughout

The report has been developed in 2013 and 2014.

"I found last years data (2013) was a useful reference as to where the wages market is for our industry and this year's survey was simple and easy to complete".

Scott Crawford, Georgetown, SA

The 2014 Farm Salary Survey was published in April 2015 and is available for purchase for \$55 (GST inc) for an electronic version, or add \$5 for hardcopy to cover postage and handling.

The Salary Survey will be delivered again for 2016 and will include data across all states from clients who wish to participate. Data will be reported collectively, and by state and region where appropriate.

Data collection for the 2016 Farm Salary Survey Report will begin in August 2016. Email hr@ruraldirections.com to participate. The survey will take just 10-15 minutes and all data collected is used in a compiled, anonymous form. All contributors will receive a copy of the report at no cost, in appreciation of data provision. The 2016 report will be released in early 2017.

For more information or to discuss how this service can assist your business, contact us on 08 8841 4500 or visit www.ruraldirections.com



HR NEWS

Assisting you to develop as an 'employer of choice'