

From:
To: [RRAT, Committee \(SEN\)](#)
Subject: FW: Inquiry and Susan McDonalds statement
Date: Friday, 5 March 2021 12:07:27 AM

To whom it may concern

The following we hope will help clarify Senator McDonald's comments during our presentation .

On Tuesday Senator McDonald asked for clarification on the matter of the Dairy Australia Board Selection Committee and the application process through Rimfire Resources.

Kevin Ashworth made a phone call today to rimfire and was able to confirm the following - in his conversation with Rimfire Resources this morning 4 March 2021, it was disclosed that their role was to facilitate the administration of the candidates only, this was due to the large number of applicants.

Rimfire's responsibility was to supply the application lists to the DA selection committee for their determination on who was to be short listed.

At each stage a new list would be supplied to the committee, there was participation by Rimfire only to the extent of sitting in on interviews and took no participation in the selection of those individuals going through to the next level, this was completed by the DA selection committee at each stage.

Our comments still hold, the selection committee of DA select the candidates they want and the dairy farmers just validate that decision via the vote.

There is no farmer participation in the selection at all.

Pls find below the extract from DA's web page confirming their nomination process. As you can see there are two members from the ADF, two members from the Australian Dairy Products Federation and one from DA. (Pls see below)

Respectfully yours

Garry Kerr CEO Farmer Power & Kevin Ashworth Advisor



www.dairyaustralia.com.au/en/news-repository/2020/08/28/our-director-nomination-process#.YEAuQJtxWUk

accessed 4 March 2021

Our Director nomination process

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There are three Board vacancies at this year's Annual General Meeting in November. These comprise two positions for Directors with milk producer skills and experience and one position for a Director with Agribusiness, Innovation and Change Management skills.

Our nomination process is set out in the Dairy Australia Constitution, which sets out the role of a Board Selection Committee and tasks this committee with recommending to the Board a suitable person for each vacancy.

The Board Selection Committee is created each year after receiving nominations from Group B members; two nominations from Australian Dairy Farmers (John Verstedden and Victoria Taylor) and two nominations from Australian Dairy Products Federation (Steve Oldridge and Corrie Goodwin). Paul Wood, a Dairy Australia Director, chaired the committee.

We advertise the vacancies and then set up different streams of activity for milk producer Directors and other Director vacancies.

The shortlisting and subsequent selection of candidates is based on a Board Skills Matrix which is regularly reviewed by the Board to ensure that Directors meet the future needs of Dairy Australia and deliver on its strategic priorities in support of dairy farming. The skills identified as required by this year's candidates were circulated in a letter sent to all levy payers at the end of May, which announced the opening of the nomination process.

Fourteen milk producers applied for the two vacant positions. Due to the number of applications, a Pre-Selection Committee was formed which shortlisted potential candidates. The Pre-Selection Committee comprised Victoria Taylor (ADF Director), Michael Partridge (ADF National councillor & WA dairy committee chair), John Hunt (SADA President, ADF National Councillor) and John Verstedden (ADF Director) as Chair. This ensured that milk producer applications were assessed by people with a strong understanding of the skills and experience required for the role.

Eight interviews were then held by the Board Selection Committee and unanimously recommended two applicants for the role: Tania Luckin (a current director who re-applied for the role) and Paul Roderick (a new applicant).

Seventy-four applications were received for the vacant position for a Director with Agribusiness, Innovation and Change Management skills. Rimfire Resources was enlisted to assist in the recruitment and selection process and the Board Selection Committee interviewed a short list of six candidates. Roseanne Healy was unanimously recommended for the vacant position (Roseanne is a current director who re-applied for the role).

The Dairy Australia Board accepted the recommendations of the Board Selection Committee and supports the applications of Tania Luckin, Paul Roderick and Roseanne Healy for Director elections.

David Beca, Carlie Barry and Phil Ryan will also stand as candidates after their nominations were supported by at least 100 Group A members of Dairy Australia (farmer levy payers).

This is an alternative path to election as a Director under Dairy Australia's Constitution outside of the Board Selection Committee nomination process!

To be successfully elected to the Board, each nominated candidate ***will require more than 50% of the votes*** cast at our online Annual General Meeting on 27 November 2020. For more information visit our [Annual General Meeting](#) page.

Also as per our submission we would also like to reinforce the

understanding of how the voting system works for dairy Farmers

The important thing here is to remember how Votes are allocated and its not one vote per farmer. Your Voting rights are determined by the number of cows you run and in turn is based on how much volume of fat and protein (milk solids) your cows produce.

So what you produce determines the number of votes you have. This means that one farmers vote is not the same as another!

Below is an example it may not be 100% accurate but this is the basis on how votes are allocated per Dairy Farmer.

A farmer runs 100 cows and produces 55 thousand kilos of fat and protein they will get 55,000 votes

A farmer that milks 1000 cows and milks 555 thousand kilos of fat and protein would get 550, 000 votes

This obviously works to Dairy Australia's advantage ! As most of their support is from the Top Dairy Farmers running the largest farms !



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