



Pacific Seasonal Worker
Pilot Scheme



Australian Government

Pacific Seasonal Worker Pilot Scheme Conference 2011

Gold Coast | Australia

CONFERENCE PROGRAM

SOFITEL HOTEL, BROADBEACH
THE GOLD COAST, QUEENSLAND
AUSTRALIA

2-5 AUGUST 2011

Welcome! Thank you for participating in the Pacific Seasonal Worker Pilot Scheme (PSWPS) Conference 2011. This booklet contains information we hope you find interesting and useful during your stay.

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CONFERENCE REGISTRATION AND WELCOME DRINKS 2 AUGUST 2011—TUESDAY

	SCHEDULE	
6:30pm	Conference registration opens	Broadbeach and Pool Balcony, Sofitel Hotel
6:30pm	Conference welcome drinks An opportunity to register, network and meet with other delegates before the official conference opening. Light refreshments will be provided.	Broadbeach and Pool Balcony, Sofitel Hotel

CONFERENCE—DAY 1

3 AUGUST 2011—WEDNESDAY

DAY 1	SCHEDULE
8:00am	Conference registration opens
8:30am	Arrival tea/coffee
9:00am	Mr Phillip Adams, Master of Ceremonies —welcome
9:10am	Welcome to Country
9:20am	Mr Phillip Adams —opening statement and outline of the day's proceedings
9:30am	Ms Leitumai (Mai) Malaulau Labour Migration Specialist/Program Manager, East Asia and Pacific, The World Bank —Opening address
10:00am	Mr Alex Livingstone, Chief Executive Officer, Growcom
10:20am	Morning Tea
10:50am	Mr Darren Hooper Employment Monitoring and Evaluation Branch Manager, Department of Education, Employment and Workplace Relations —An outline of the conference and update on the progress of the Pacific Seasonal Worker Pilot Scheme
11:10am	DVD Presentation: Experiences of the Pacific Seasonal Worker Pilot Scheme
11:30pm	Mr Richard Hamley General Manager, Tomato Exchange
11:50am	Mr Joe Fangaloka Director, Tree Minders
12:10pm	Mr Craig Pressler Director, 2PH Farms
12:30pm	Lunch
1:30pm	Ms Lucinda Giblett Director and Communications Manager, Newton Orchards
1:50pm	A representative of the Republic of Vanuatu
2:30pm	Afternoon Tea
3:00pm	Ms Judith Damiani Chief Executive Officer, Citrus Australia
3:20pm	A representative of the Republic of Kiribati
4:00pm	Close of Day 1 proceedings

CONFERENCE—DAY 2

4 AUGUST 2011—THURSDAY

DAY 2	SCHEDULE
8:00am	Conference registration opens
8:30am	Arrival tea/coffee
9:00am	Mr Phillip Adams, Master of Ceremonies —outline of the day's proceedings
9:10am	Dr Alison Morehead Social Policy and Economic Strategy Group Manager, Department of Education, Employment and Workplace Relations —Australian labour market update
9:30am	Mr Richard Mulcahy Chief Executive Officer, AusVeg
9:50am	Mr Mike Burris Deputy State Manager, Queensland, Department of Education, Employment and Workplace Relations —Employment Services available to the horticulture industry
10:10am	Department of Immigration and Citizenship —Migration programs available to the horticulture industry
10:30am	Morning Tea
11:00am	Q & A on Australian Government programs
11:20am	A representative of the Independent State of Papua New Guinea
12:00pm	A representative of the Kingdom of Tonga
12:40pm	Lunch
1:30pm	The Treasury —Taxation arrangements for Pacific seasonal workers
1:50pm	Mr Todd Jacob State Director, Tasmania State Office Department of Immigration and Citizenship —Visa processing arrangements for Pacific seasonal workers
2:10pm	Mr George Rarere Regional Relationship Manager, North Island, Recognised Seasonal Employer scheme, New Zealand
2:30pm	Afternoon Tea
3:00pm	Open forum – an opportunity for conference delegates to ask questions of Government officials and a selection of Approved Employers
5:00pm	Close of Day 2 proceedings

CONFERENCE DINNER

4 AUGUST 2011—THURSDAY

	SCHEDULE	LOCATION
6:00pm	Conference delegates meet	Sofitel foyer for a bus escort to Marina Mirage, Main Beach
6:30pm	Formal conference dinner	Imagine Cruises
10:30pm	Close of evening	

CONFERENCE—DAY 3

5 AUGUST 2011—FRIDAY

DAY 3	SCHEDULE
8:30am	Conference registration opens
9:00am	Arrival tea/coffee
9:30am	Mr Phillip Adams, Master of Ceremonies —outline of the day's proceedings
9:40am	Professor Richard Bedford Pro-chancellor of research, Auckland University of Technology, New Zealand, and Professor, University of Waikato, New Zealand
10:00am	Ms Gaye Tripodi Managing Director, Murrawee Farms and Deputy President Victorian Farmers' Federation Horticulture Group
10:20am	Australian Agency for International Development —Development benefits of labour mobility
10:40am	Ms Janis Albrecht Community Social Cohesion Officer, North Burnett Regional Council
11:00am	Morning Tea
11:30am	Mr Sione Katkoka Sa'ili Tongan Pacific seasonal worker, Golden Mile Orchards
11:50am	DVD Presentation: Remitting for the future
12:10pm	Mr Mark Roddam Migration, COAG and Evidence Branch Manager, Department of Education, Employment and Workplace Relations —The PSWPS evaluation
12:30pm	Mr Mark Roddam —Conference wrap-up
12:45pm	Close of Day 3 proceedings

SPEAKER BIOGRAPHIES



Phillip Adams
ABC radio broadcaster,
writer and film-maker

Phillip Adams is a prolific and sometimes controversial broadcaster, writer and film-maker. As presenter of Radio National's Late Night Live, he has interviewed thousands of the world's most influential politicians, historians, archaeologists, novelists, theologians, economists, philosophers and sundry conversationalists.

Largely self-educated (he left school in his mid-teens) Phillip is the author of over 20 books, including *The Unspeakable Adams*, *Adams Versus God*, *Talkback*, *Retreat From Tolerance* and *A Billion Voices*. His writing has appeared in many of Australia's most influential publications and he has been a contributor to *The Times* and *The Financial Times* in London, and to the *New York Times*.

As well as two Orders of Australia, Phillip was Australian Humanist of the Year (1987), Republican of the Year 2005, and received the Longford Award, the film industry's highest accolade in 1981, the same year that he was appointed Senior ANZAC Fellow. He is a recipient of the Henry Lawson Arts Award (1987) and in 1998, the National Trust elected him one of Australia's 100 Living National Treasures. He has four honorary doctorates—from Sydney, Griffith, Edith Cowan and the University of South Australia.

Phillip lives on a cattle property specialising in the production of chemical-free beef. He is a collector of rare antiquities, including Egyptian, Roman and Greek sculptures and artefacts.



Alex Livingstone
Chief Executive Officer,
Growcom

Alex Livingstone was appointed Chief Executive Officer of Growcom in 2008.

Since that time he has focused on securing the business operations of Growcom to ensure that it is able to continue its pivotal role in representing Queensland horticultural growers' interests to Federal, state and local governments; government agencies and statutory authorities; and industry supply chain participants.

Mr Livingstone joined Growcom four years ago as Chief Operating Officer with responsibility for finances and legal operations and the land and water industry services team.

He joined the organisation at a pivotal time in its history as it grappled internally and externally with changing assumptions and attitudes of a peak body funded by compulsory statutory levy to those of a fully commercial business maintaining a continued strong and credible agri-political stance on behalf of Queensland's horticulture growers.

Prior to joining Growcom, Mr Livingstone worked in the information technology sector, initially for BHA Computer, a software company specialising in materials management for major extractive industries. After further experience with Brambles Industries, Mr Livingstone joined a startup IT company, Advanced Data Integration Pty Ltd, operating in the new discipline of Electronic Document Management Systems (EDMS).

For eight years, Mr Livingstone successfully fulfilled the role of Chief Financial Officer and Company Secretary, managing the business finances of the company through the heady days of 'dot com' and the more trying times of 'dot bomb'.

He also negotiated equity investment from venture capital funds for the company and successfully applied for Research and Development funding from the Federal Government.

Mr Livingstone is a keen golfer and enjoys a range of outdoor activities.



Darren Hooper
Branch Manager,
Employment Monitoring and
Evaluation Branch, DEEWR

Darren Hooper has been a part of the employment services industry through his various roles with the Australian Government since 1984. He has been involved in the full spectrum of activities, from service delivery, through the former Commonwealth Employment Service, to corporate services managing the information management, property, fleet and office services, to managing the purchasing process of the last Job Services Australia tender.

In 2009 Darren took responsibility for the Population and Migration Policy Branch of DEEWR. Darren's Branch contributes to Australia's productivity agenda by advising the Australian Government on its population and migration policies and programs as they relate to the Education, Employment and Workplace Relations portfolio responsibilities. Darren was the senior Australian Government official with responsibility for the implementation of the Pacific Seasonal Worker Pilot Scheme. This scheme brings Pacific Seasonal Workers into Australia to meet unmet demand for labour in the horticulture industry. Darren has recently been appointed Employment Monitoring and Evaluation Branch Manager.



Richard Hamley
General Manager,
Tomato Exchange

Richard Hamley is the General Manager of Costa Exchange's, Blush Tomatoes division, based at Guyra NSW.

Born in Southern Rhodesia, now Zimbabwe, Richard graduated from the University of Natal, South Africa with a BSc in Biological Sciences. Richard started work in mining, moving later into the crop protection/ agricultural products industry, initially as an extension officer in Zimbabwe, later moving to R&D with DuPont in the UK. Back in Africa, Richard specialised in citrus production spending 5 years on a 1000Ha Grapefruit farm in Swaziland, later taking this citrus experience into Outspan, the South African single channel fruit exporting giant, spending time in production extension, fruit procurement and later marketing to Multiple Retailers in Europe, Middle and Far East.

Moving to Australia in 2003 Richard joined Chiquita Brands South Pacific at their Kangara farm in 2004. Chiquita was bought out by Costas in 2007, and Richard has since seen service with three of the 6 Costa horticultural divisions; with AgriExchange as Manager of Agribusiness Services in 2007, General Manager of Grape Exchange in 2008 and then Blush Tomatoes from February 2010.

Blush Tomatoes is Australia's largest glasshouse structure, covering 20 Ha. It produces 11 million 5kg boxes of vine ripened truss tomatoes for Australian retail and wholesale customers over 12 month supply window. Blush employs up to 300 FTE and is an enthusiastic supporter of the PSWPS since September 2010.



Joe Fangaloka
Director,
Tree Minders

Joe Fangaloka is a Tree Minders Director, along with his brother Alf Fangaloka. Tree Minders is a highly successful business that harvests and prunes 38 000 acres of almonds for Select Harvest. They employ around 350 people for each harvest period and were the first Approved Employer to recruit Pacific seasonal workers in Australia.

In 2004, Joe and his brother, Alf, incorporated the business from their parents, Sam and Toa Fangaloka, who had been the owners since the mid-1990s. Joe was born in Tonga and moved to Australia with his family. He studied commerce at Deakin University in Melbourne and has been involved in the Tree Minders business for almost two decades.



Lucinda Giblett
Newton Brothers' Orchards

Lucinda Giblett is Director and Communications Manager at Newton Brothers Orchards, a family owned and operated business based in Manjimup, Western Australia. She returned to the family business full time in January 2009 as HR Development and Communications Manager, which set her on a fast track path learning the complex business of horticulture today.

In operation for over 80 years, with four properties including 40 hectares in conversion to organic and several small lease orchards, Newton Brothers Orchards comprises one of the largest fruit production businesses in WA.

The company grows a variety of crops including pears, cherries, apricots and plums, but their biggest crop is apples; they are proud to be world-firsts to grow the WA-developed Pink Lady apple commercially. Newton Brothers Orchards supply their fruit domestically to Perth and Sydney wholesale markets and the major supermarket chains Coles and Woolworths. Internationally, they sell Pink Ladies to UK retailers including Marks & Spencer, Tesco, and Waitrose.

Passionate about finding sustainable solutions for Australian horticulture, Lucinda was at the forefront of Newton Brothers' Orchards' status as the first grower in Western Australia to participate in the Pacific Seasonal Worker Pilot Scheme. From April through June, she hired 10 workers from Tonga to pick apples in a bid to overcome the challenges posed by dependency on backpackers for seasonal labour.



Judith Damiani
Chief Executive Officer,
Citrus Australia Limited

Judith Damiani is the Chief Executive Officer of Citrus Australia Limited, the peak body of the Australian citrus industry. She also previously held this position at Australian Citrus Growers Incorporated, the predecessor organisation to Citrus Australia.

Judith oversaw the relocation of Australian Citrus Growers Incorporated from Adelaide to the key citrus growing centre of Mildura, Victoria in 2001. She also managed its subsequent restructuring into Citrus Australia Ltd. following three years of industry consultation and is a frequent speaker on the challenges facing the citrus industry in Australia.

Judith holds a Bachelor of Science degree from Adelaide University and a Bachelor of Business degree from the University of South Australia. She is also a member of the Australian Institute of Company Directors and the Australian Institute of Management.



Dr Alison Morehead
Group Manager, Social
Policy and Economic
Strategy Group, DEEWR

Alison began working in the public service in 1988 in the (then) Department of Industrial Relations in Canberra. Her career has included working in Geneva for the International Labour Office and she was Deputy Director of the Australian Institute of Family Studies in Melbourne before returning to DEEWR in 2005 as Assistant Secretary, Parent Policy Branch, where she worked on Welfare to Work reforms. She was then Group Manager, Job Search Support Group, in DEEWR with responsibility for the delivery of a range of labour market programs and participation policies.

Alison received her PhD from the Faculty of Economics at the University of Sydney in 2003. She has authored a range of publications, mostly in the areas of work and family and workplace relations.



Richard Mulcahy
Chief Executive Officer,
AusVeg

Richard is the current CEO of AusVEG, having been appointed in April 2009 and he brings a wealth of experience from a diverse range of backgrounds to this position. Prior to his employment at AUSVEG Richard was the Deputy Leader of the Opposition in the ACT. He entered the Legislative Assembly for the Territory in 2004 as the Member for Molongo, and was immediately appointed on his election as Shadow Treasurer, Chairman of the Parliamentary Public Accounts committee as well as holding the portfolios of Industrial Relations and the Environment and Water. Earlier in Richard's political career he was also the Principal Personal Assistant to Victorian Premier Sir Rupert Hamer.

To complement this political experience, Mr Mulcahy has also served as CEO of other major industry organisations including the Confectionery Manufacturers of Australia and the Australian Hotels Association. As well as his time with industry organisations, Mr Mulcahy also has experience in international marketing, having served as a Director with the William Wrigley Jr. Company in Chicago, where he helped to make Wrigley Chewing Gum the international success that it is today.

Richard is also an Adjunct Professor at the University of Queensland in the faculty of Business, Economics and Law. He was awarded the Centenary Medal by the Australian Government in 2001.

Mike Burris
Deputy State Manager,
Queensland, DEEWR

Mike Burris is the Deputy State Manager for the Department of Education, Employment and Workplace Relations in Queensland. He is responsible for the delivery of the Skills and Workforce participation agenda, including Job Services Australia, Disability Employment Services, Indigenous Employment and associated programs.

Mike is also responsible for DEEWR's regional and place based service delivery through a network of regional offices that aims to position Australian Government programs in collaboration with other agencies to more effectively meet client needs.



Todd Jacob
State Director, Tasmania
State Office, Department of
Immigration & Citizenship

Todd is currently the State Director for the Department of Immigration and Citizenship's Tasmania State Office in Hobart where Pacific seasonal worker visas are processed. Todd is also Deputy Global Manager, Temporary Visas responsible for the Hobart Global Processing Centre which is Australia's main eVisa processing centre. This year the Hobart Global Processing Centre expects to process approximately 700 000 electronic visa applications from around the world.

Todd joined the department in 1994 in the Darwin office and has also worked in DIAC's National office in areas such as Ministerial Services, Case Management and Border Operations.

Todd has also served overseas for DIAC as a Principal Migration Officer in Operational, Integrity and Liaison roles in a number of places in the Middle East and Asia.

Todd has a Bachelor of Business, Public Administration and a Bachelor of Business, International Business, both from the Queensland University of Technology, Brisbane.



Professor Richard Bedford
AUT University
New Zealand

Professor Richard Bedford QSO, FRSNZ is Pro Vice-Chancellor Research at Auckland University of Technology and Professor of Population Geography in the National Institute of Demographic and Economic Analysis (NIDEA) at the University of Waikato.

Richard is a specialist in migration research and since the mid-1960s he has been researching processes of population movement in the Asia-Pacific region. He is a member of the Ministerial Advisory Committee on Official Statistics (ACOS), and an adviser to New Zealand's Department of Labour on the Recognised Seasonal Employment (RSE) work policy and the Longitudinal Survey of Immigration: New Zealand (LisNZ).



George Rarere
Regional Relationship
Manager, North Island,
Recognised Seasonal Employer
scheme, New Zealand

George Rarere has worked for the New Zealand Department of Labour for over 15 years. Prior to the department's restructure in 1996 George worked as an employment advisor with the New Zealand Employment Service, a division of the Department of Labour. He transferred to Work and Income New Zealand as a result of the restructure then returned to the Department of Labour fourteen months later to take up a position as Senior Advisor in the Community Employment Group, a community development branch of the Department of Labour.

In 2006 George transferred to Work Directions, the department's Labour market intelligence division as a Labour Market Knowledge Manager responsible for the development and maintenance of regional labour market strategies for the East Coast and Hawkes Bay regions of the North Island. During this period George was involved in the national and regional implementation and rollout of the Recognised Seasonal Employment Programme to the Horticulture and Viticulture Industry.

In 2008 George transferred to the Recognised Seasonal Employment Strategic Management Unit as the North Island RSE Relationship Manager.

Prior to joining the Department of Labour, George worked in the Horticulture industry as well as in the New Zealand Meat Industry for a number of years.



Gaye Tripodi
Managing Director, Murrabee
Farms & Deputy President
VIC Farmers' Federation
Horticulture Group

Gaye Tripodi is the Managing Director of Murrabee Farms (Aust) Pty Ltd operating a 600 acre horticultural enterprise, producing stone fruits, table grapes, pistachio nuts and melons for the domestic and international markets. Gaye and her husband Tony commenced the development of Murrabee Farms in 1992.

Gaye's key role in the business today is Business Development, Export and Domestic Sales and Marketing.

Gaye has a Diploma in International Marketing and Trade and has just completed a Trans Tasman Agribusiness Economics Programme at the Melbourne University and the Massey University in Auckland.

She is currently President of the Swan Hill Horticultural Branch of the Victorian Farmers Federation; Executive member of the Horticultural Policy Council of the Victorian Farmers Federation; and Vice President of the Victorian Farmers Federation Horticultural Group. Murrabee Farms is also a participant in the Pacific Seasonal Worker Pilot Scheme.

Gaye has one achievement that she is very proud of and that is that she was the first Australian to be given a life membership for her contribution to the Italian Community in Swan Hill.

Gaye and her husband Tony enjoy their busy lifestyle and cherish family time with their children and grandchildren.



Janis Albrecht
Community Social Cohesion
Officer, North Burnett
Regional Council

Janis Albrecht was appointed by North Burnett Regional Council as the Community Social Cohesion Officer. Janis grew up on a mixed farm (beef cattle and cropping) in the Gympie area and undertook schooling there. She continued her education at QUT completing a Bachelor of Arts (Justice Studies) degree. After that time Janis worked in private enterprise and moved on to state government at the Department of Main Roads in a variety of roles, but in the latter stage as a Communication Officer, performing both community engagement and executive correspondence writing. Janis has been actively involved in community and sporting groups and has held executive positions on committees, particularly campdrafting (horse and cattle sport).

Janis and her family have a passion for cattle, working dogs and horses and purchased property in Mundubbera in 2009 to expand their beef cattle operation. After moving to Mundubbera in late 2010, Janis was excited to see the Community Social Cohesion Officer role advertised and states that she feels that it is both an exciting role and excellent opportunity for the North Burnett. With a strong rural and community engagement background, Janis feels she is well placed to understand the issues facing all parties involved in the pilot and aims to contribute in a positive way.



Sione Katkoka Sa'ili
Tongan Pacific seasonal
worker, Golden Mile
Orchards

Sione Katkoka Sa'ili is a Pacific seasonal worker employed by Golden Mile Orchards. He is from Tonga and grew up in a very big family with 10 brothers and four sisters. Sione decided to apply to become a Pacific seasonal worker to earn money for his family and to help the economy of Tonga.

Sione is thankful for the opportunity provided to him by the Tongan and Australian governments and explains how “we don't have much money for school fees for our children, so we need to educate them well. That's why I decided to come here.”

Golden Mile Orchards recognise Sione as one of their top five pickers in the Pacific seasonal workers on their farm. Sione talks about a backpacker who asked how many bins he picks a day. “I said the minimum is about three and the maximum is about five bins per person, and they said wow we just only pick one.” Sione explains how “in our country we are different because we are very work hard people and very strong”.

This year is the first time Sione has travelled to Australia as a Pacific seasonal worker, but he says “I have enough money for my family and also my relatives and I achieve my goal. I hope the next year I'm going to come back and this scheme will never stop”.



Mark Roddam
Migration, COAG and
Evidence Branch Manager,
DEEWR

Mark Roddam is currently the Branch Manager for Migration, CoAG and Evidence Branch, and Economics Advisor for the Department of Education, Employment and Workplace Relations. Currently, Mark has responsibility for migration and population policy issues as they relate to the education and labour markets, the School Attendance and Welfare Reform trial, DEEWR's research agenda and works with DEEWR's early childhood, schools and tertiary education areas towards meeting the Council of Australian Governments targets for education. Included in Mark's role at DEEWR is oversight for the Pacific Seasonal Worker Pilot Scheme.



Beginning his Australian Public Service career as a graduate in the Australian Bureau of Statistics in 2000, Mark has contributed to Australian Government programs and policies in DEEWR for over a decade, including major workplace relations reforms during that period. Mark has more recently worked in the economic and social policy field particularly recent measures announced in the 2011-12 Budget as part of the Building Australia's Future Workforce package.

APPROVED EMPLOYERS

There are currently fourteen Approved Employers that have been approved by the Australian Government to recruit and place Pacific seasonal workers with growers and horticultural business under the Pilot.

The following Approved Employers have provided their details for contact.

CONNECT GROUP

Michael Fryszter
03 9792 1949 
03 9792 1127 

INDUSTRY PARTNERS

Contact: Peter van Halewyn
08 9328 1444 
08 9328 2188 



MADEC LABOUR HIRE

Robert Cameron
03 5025 4042 
03 5025 4040 

TREE MINDERS

Alf Fangaloka
03 5026 3119 
03 5026 3135 

YEN LIN INTERNATIONAL DEVELOPMENT

Ben Scheelings
07 3841 4679 
07 3841 5289 

IKALE CONTACTORS

La'aina Kaho
0408 366 054 
lkaho@yahoo.com.au 

 phone  fax  email

IN COUNTRY CONTACTS

The following contact points are approved by their relevant governments to recruit Pacific seasonal workers.

REPUBLIC OF KIRIBATI

Mr Tebao Awerika
Officer in Charge,
Ministry of Labour and Human
Resources Development
PO Box 69, Bairiki, Tarawa,
Republic of Kiribati
<http://www.kiribatilabour.com/>

+686 21097 ☎
+686 21452 📠

INDEPENDENT STATE OF PAPUA NEW GUINEA

Mr Alexis Maino
Deputy Secretary (Operations), International Relations
Division, Department of Foreign Affairs and Trade

+675 301 4100 ☎
mainosan@yahoo.com.au 📧

KINGDOM OF TONGA

Ms Kolotia P. Fotu
Senior Labour Officer, Labour Division
PO Box 110, Nuku'alofa, Kingdom of Tonga
<http://www.tongaworks.com/>

+676 23688 ☎
+676 23887 📠
kolotiaf@mlci.gov.to 📧

REPUBLIC OF VANUATU

Mr Lionel Kaluat
Commissioner of Labour, Vanuatu Department of Labour
Lini Highway PMB 90ss, Port Vila, Republic of Vanuatu
<http://www.workreadyvanuatu.com/>

+678 22610 ☎
+678 26544 📠
lkaluat@vanuatu.gov.vu 📧

☎ phone 📠 fax 📧 email

2PH FARMS AND THE PACIFIC SEASONAL WORKER PILOT SCHEME

2PH Farms, located in Emerald, Queensland, is a well known name in the citrus industry- as you'd expect from one of the largest mandarin growers in the Southern Hemisphere. Producing large quantities means they need a lot of labour to pick and thin fruit, and prune and plant trees.

Difficulty in sourcing and retaining labour was a concern in the past for 2PH Farms. Tired of the constant struggle for labour, Craig and Bindi Pressler of 2PH farms turned their minds to alternative solutions. One such alternative, was the Pacific Seasonal Worker Pilot Scheme. In late 2010, 2PH become an Approved Employer, and by January 2011, had their first Pacific seasonal workers on the ground.

Bindi explains "this scheme for us is fantastic because we have reliable workers that are there every day. And that is the most important for us. If we can't get our fruit picked we can't pack it and we can't sell it."

Today, 2PH have the help of 79 Tongan Pacific seasonal workers, recruited to assist in the citrus harvest through pruning and packing. The Pilot is helping horticultural businesses like 2PH Farms find reliable labour. Craig recognises that the money Pacific seasonal workers earn in Australia can drastically improve the lives of their families and communities back home. He says "these workers pay their taxes in Australia, they benefit, we benefit, the growers benefit and their home countries benefit, so I would like to see the scheme continue beyond the projected Pilot period".



2PH Farms and the Pacific seasonal workers are both making the best out of difficult situations. As the old adage goes 'if life gives you lemons, make lemonade'. The Pacific seasonal workers have set a new benchmark for productivity and behaviour according to 2PH, and they are very happy to see them return each season to help ensure their harvest can be picked, packed and sent to retailers all across Australia and overseas. Craig says "We've certainly, as an organisation invested heavily in the program with accommodation, with transport and the like, so we are really going down the path of continuing on with this."

MURRAWEE FARMS AND THE PACIFIC SEASONAL WORKER PILOT SCHEME

Gaye and Tony Tripodi of Murrawee Farms in Swan Hill, Victoria, were one of the first growers to trial the Pilot in 2009 with four ni-Vanuatu Pacific seasonal workers and in December 2010 brought in another four to supplement their local labour force. The benefits of using Pacific seasonal workers are clear to Gaye and Tony and Gaye reports how “my husband said he was so less stressed every morning, knowing who he had turning up for work and they were reliable.”

Gaye and Tony were so impressed with these workers, they requested a further eight ni-Vanuatu workers in January 2011 to work during their peak harvest period. Their productivity and reliability has been very good, reducing stress for both Gaye and Tony and ensuring their harvest was picked in time. Gaye says “I think that the minimal amount per hour

that these people are costing you over and above what the Australian Award is now is going to be a small price to pay for the increased benefits to their business in the future”.

A key benefit of the Pilot is that Pacific seasonal workers are able to return in future seasons and re-use the skills and knowledge gained previously. Gaye says “...we need those gentlemen to come back and we would like to put them in the position of like team leaders of any new staff that come into Murrawee Farms now they’ve had a season with us”.

The Pilot is now an integral part of Murrawee Farms and Gaye is using her position as Deputy President, Victorian Farmers Federation Horticulture Group to encourage growers to trial the Pilot. Gaye urges growers to look at the Pilot as an investment into their business, stating that “you can train them up the way you want your staff to the skill level that you need them (and) to the productivity that you require for your business. And if you can get that productivity that is only going to lead to increased profit and certainly less stress.”

Gaye and Tony have just returned from a trip to Vanuatu where they met some of the workers’ families and established key relationships in Vanuatu for recruiting more Pacific seasonal workers in the future.



GOLDEN MILE ORCHARDS AND THE PACIFIC SEASONAL WORKER PILOT SCHEME

Golden Mile is a large citrus grower in Mundubbera, Queensland, and when you visit Golden Mile's orchards, you'll see lines of citrus trees – mostly mandarins, as far as the eye can see, each tree peppered with golden fruit.

Picking and caring for a bumper crop requires a large supply of labour. Local labour isn't readily available in Mundubbera, and the citrus producing regions of Mundubbera and neighbouring Gayndah have an unemployment rate considerably less than the national average. For years now the horticulture industry has been reliant on itinerant labour, such as backpackers, to get the fruit off the trees and into the packing sheds. Unfortunately, backpackers aren't always reliable, and growers are often left in the lurch, with significant labour shortfalls on any one day. Tired of this constant battle for labour, Peter Smith, General Manager of Golden Mile, decided to seek out alternative labour options and came across the Pacific Seasonal Worker Pilot Scheme.

Having first trialled the program in 2009, Golden Mile have been participating in the Pilot for three years running and have seen the benefits that a reliable, returning workforce can bring. Although initially participating through an Approved Employer, Golden Mile is now an Approved Employer in their own right, and in 2011 recruited 75 PSWs. Although there have been a few bumps along the way, the benefits are evident. Peter says "(you) just (need)



to look at the benefits of a consistent workforce where the people turn up day in and day out. It's very difficult in the citrus industry and probably horticulture, agriculture, trying to get people to turn up."

Golden Mile is hoping to recruit even more Pacific seasonal workers next year.

TREE MINDERS AND THE PACIFIC SEASONAL WORKER PILOT SCHEME



Alf Fangaloka's company, Tree Minders has been participating in the Pilot since its inception. They were the first Approved Employer to recruit and place Pacific seasonal workers in Australia.

Tree Minders are not able to find the local workers they require for their harvest, and so decided to use Pacific seasonal workers to supplement the local labour. In February 2009, Tree Minders recruited 50 Pacific seasonal workers from Tonga to work on the almond harvest in Robinvale, Victoria. Almond harvesting requires diligent, reliable workers who will stay for the whole season, and ideally, come back the following year. A returning, reliable labour source is a key benefit of participating in the Pilot. Returning workers are more experienced and skilled at the work.

Alf was impressed with the workers' capacity to pick up the required skills and pace of productivity quickly. He hoped many would return for the next season, and he got his wish. Twenty of the workers who participated in 2009 returned to work on the

2010 almond harvest through MADEC, who recruited and placed them with Tree Minders. The productivity benefit of returning workers was immediately obvious. Alf explains how "the workers arrived on a Wednesday, had Government briefings on a Thursday, and were working to full productivity by Friday".

Since then Tree Minders and MADEC have worked together to place many more workers, including from Kiribati and Papua New Guinea, to assist with the almond harvest in Robinvale. Tree Minders has found that Pacific seasonal workers present a viable and cost-saving investment for their business. The first time Pacific seasonal workers are keen workers committed to a full season which reduces Tree Minders' turnover rate. As Pacific seasonal workers can return in future seasons this has increased their productivity rates and forward business planning. Alf believes that "the production amounts that a second or third year worker can cover are huge...Before the Pilot, the uncertainty in being able to find labour was shocking."

Tree Minders has also found the costs involved in recruiting and placing Pacific seasonal workers are manageable, especially when savings in turnover, reliability and productivity are considered. Alf says "...the only extra cost, I've worked it out...with the Tongan guys' airfares and the internal travel is basically worked back down to about \$10 a week per person which isn't really much to bear... compared to the amount that you gain".

The Pilot has provided Tree Minders with Pacific seasonal workers who have a good work ethic, are reliable and provide an increase in productivity.

TOMATO EXCHANGE AND THE PACIFIC SEASONAL WORKER PILOT SCHEME

Tomato Exchange first became involved in the Pacific Seasonal Worker Pilot Scheme in 2010 and have found it extremely helpful for their business. Tomato Exchange is one of the seven divisions that make up CostaExchange, which is one of the largest fresh produce companies in the southern hemisphere – so sourcing reliable labour is essential.

Tomato Exchange General Manager, Richard Hamley, says there is a chronic shortage of workers at different times of the year, and they had been unable to find the competent, quality workers they needed. They run a year round operation and desperately need people who are available for extended periods. Labour manager Bryony Hackett says “often we find it difficult to source the amount of labour that we might require... we look for longevity, we look to train our workers and retain them for as long as we can”.

Tomato Exchange decided to trial some Pacific seasonal workers from Tonga and almost 12 months into the program they report a very positive experience. Richard believes it’s “a fantastic scheme for us. It’s really been very good. They’re such a cheerful, happy bunch of workers, and wow – what workers! Very skilled, learn quickly, very willing, and hard workers”. Tomato Exchange rotates groups of Pacific seasonal workers for six months at a time, replacing them with more Pacific seasonal workers at the end of each period.



Team leader Winsome Rollings believes “it has made a big difference to the reliability of your staff so that you always come to work knowing that you going to have a full team”. Team leader John Reeves also finds that having reliable workers in the glasshouse makes his job easier. “With the Pacific islanders being here every day it’s easier to plan where you need to be, what you need to get done and ... not fall short at the end of the week.”

This August will see the first group return for a second stint in the glasshouses to use their skills and training from their last visit, and it will give Tomato Exchange the chance to reap the benefits of their investment. Bryony says “they’re doing really, really well here and we’re more than pleased to have them and continue on with this scheme in the future – it’s really brought value to our business”.

IRONBARK CITRUS AND THE PACIFIC SEASONAL WORKER PILOT SCHEME

Ironbark Citrus & Grapes is a family owned and operated business established in 1990 by owners Allen and Sue Jenkin. Located in Mundubbera, Queensland, Ironbark prides itself as being one of Australia's premier boutique mandarin growers, specialising in supplying premium mandarins to the world. The business has a 112 hectare citrus orchard and 12 hectare table grape vineyard and has over 15 years of exporting experience, predominantly to Asia and the Middle East.

According to Sue Jenkin, the reason Ironbark chose to participate in the Pilot was because labour was always a big problem during harvest time. "Citrus growers in the Mundubbera area are primarily reliant on backpackers and there is a lot of turnover with backpackers" she says.

Ironbark Citrus has participated in the Pilot since April 2010 and Sue, who is also the Commercial Manager, is satisfied with that decision to supplement their labour force with Pacific seasonal

workers. "I went from 16 (Pacific seasonal workers) last year to 30 this year over the same period of time," says Sue. "We have a total of 30 people on the farm at the moment and it's working very, very well. They're all working very well. Some are going home shortly and we'll be bringing more back in December again".

For Sue, Pacific seasonal workers benefit Ironbark as a business because "the workers have the opportunity to come back the next year and become more and more experienced each year and the turnover is way less."

Ironbark Citrus believes Pacific seasonal workers are highly motivated and they've got very strong reasons for being here. "It's very much about educating your children and to build houses," she adds, "and a few said to help me out which was very nice!"

In late 2010 Ironbark became an Approved Employer so they could recruit directly onto their farm. Ironbark has also employed 10 other workers who are placed with a grower in Gin Gin, Queensland.

Sue is a strong advocate for the Pilot and confidently urges other growers join in. "It's worked really, really well for me; it's worked well for our business. We've got a high proportion of productive people."

Sue is confident that other growers would benefit from the Pilot. "People really have to try it to realise how good it is... I don't know that many people would try it and would say it's really hopeless – I don't think that would happen".



PACIFIC SEASONAL WORKERS – MORE THAN JUST A RELIABLE LABOUR SOURCE

Some people might think the Pacific Seasonal Worker Pilot Scheme is all about the horticulture industry, and the benefits to Australian fruit and vegetable growers who can't find enough local reliable labour to meet their seasonal labour needs – but there is more to the Pilot.

Equally important is the potential impact that programs like the Pilot can have on participating Pacific island countries. Ask almost any Pacific seasonal worker about the importance of this program to them, to their family, to their community, to their country and you'll get a similar answer. They're here to work, work hard, earn money, and improve their own lives and the lives of their families. It is this motivation that sets Pacific seasonal workers apart from other forms of itinerant labour. Unaloto Pekipaki, a Pacific seasonal worker from Tonga, talks about just what participating in the Pilot will mean for him. "I really like to take this opportunity because I'm helping my family in my homeland. I used the money to help get my house and buy our land."

High unemployment in the Pacific means that work, and the ability to earn a wage isn't always easy to come by. To be presented with the opportunity to work in Australia for up to six months, earn a good wage and remit money back home is incredible for many residents in the participating countries of Tonga, Vanuatu, Papua New Guinea and Kiribati.



To date, money remitted back home has been used to buy land, build houses, provide family members with access to education, buy farming equipment and more. Every person has different goals as they participate in the Pilot, but each is motivated to work hard, earn money, and do their family, their community and their country proud.

Lauren Kale from Vanuatu explained what the money he earns will be used for. "I send money back home to make a deposit for my land and for my school fees for my family." Cyprian Mekendu, a Pacific seasonal worker from Papua New Guinea, has different goals. "My purpose of coming here is to work, work very hard. And at the end of the day when I get back to PNG I have my own plans, I have my own visions. I want to set up a little business that would at least accommodate me and sustain me for the rest of my life."

THE FIRST PAPUAN NEW GUINEAN PACIFIC SEASONAL WORKERS



The first group of Pacific seasonal workers arrived from Papua New Guinea in May this year and have so far impressed their employer immensely. Nine Pacific seasonal workers have been recruited by Approved Employer MADEC and are living and working in Robinvale, Victoria, alongside workers from Kiribati and Tonga.

PNG signed their Memorandum of Understanding with Australia in August 2010 and worked closely with the Australian Government to put sending arrangements in place to facilitate the first PNG workers' selection and travel to Australia.

Robert Cameron, MADEC's National Harvest Labour Information Service Manager, was very impressed by the selection of candidates the PNG Government put forward when he interviewed them in Port Moresby in May this year. "It was very difficult to select the workers," he says. "If I could have found work for all 15 candidates I would have."

Now that the workers are in Australia, Robert says "we have found them to be very well prepared and highly motivated for work. Their productivity levels so far have been outstanding". It was only a few weeks into the PNG workers' arrival when the grower, Tree Minders, indicated they would bring all nine workers back next year without hesitation. Alf Fangaloka, Tree Minders Director, explains how on the PNG workers' "first day of work I called all their supervisors and they were thrilled, they were shocked about... their capability".

Ensuring the Approved Employer has someone to turn to in each group of Pacific seasonal workers is essential, particularly to ensure open and regular communication. The PNG workers selected their own team leader to represent them in Australia, and the leader has so far been very good. Robert Cameron says "the team leader and the structure of the group is great. He calls me often to raise issues and ask questions, which is excellent. We'd prefer that workers come to us first with their concerns so we're able to help address any issues quickly."

PNG Pacific seasonal worker Cyprian Mekendu is very happy to be in Australia and thankful for the opportunity. "We have to work very, very extra hard in order to get the job done. This is no place for people who are lazy and feeling tired all the time and thinking of food and this stuff. You need to wake up and work, work really hard." Cyprian is looking forward to the rest of his time in Robinvale and would like to return in following years.

KIRIBATI PACIFIC SEASONAL WORKERS

Kiribati is a participating country in the Pacific Seasonal Worker Pilot Scheme. Located in Micronesia, it's made up of 32 atolls and one raised coral island. The first Pacific seasonal workers from Kiribati were employed by MADEC and travelled to Australia to work on an almond plantation with Tree Minders in 2010. Since that time some have returned for a second season.

Robert Cameron, MADEC's National Harvest Labour Information Service Manager, was involved in recruiting the first Kiribati Pacific seasonal workers, and he works closely with Tree Minders to support and encourage the workers. Robert says "8 of the first group of 11 returned this year, which has been really positive. They've settled in well and are really good for the program."

Another Approved Employer, Redlea Citrus, has recruited Kiribati Pacific seasonal workers for their farm. Two Kiribati women have been sorting fruit for Redlea and they both seem to be doing well. Megan McDonald, a Director at Redlea Citrus, says "they're excellent sorters and have great concentration skills. We have two hour shifts concentrating on the fruit quality and they do it well." Megan is also impressed with the workers' initiative, and comments that "if there is something new on the fruit, they'll put it aside and ask whether it's okay".

Like others participating in the Pilot, Kiribati Pacific seasonal workers have financial goals and they work hard to earn money to make a difference back home. Teikake Taenang works in Robinvale, Victoria, harvesting and pruning

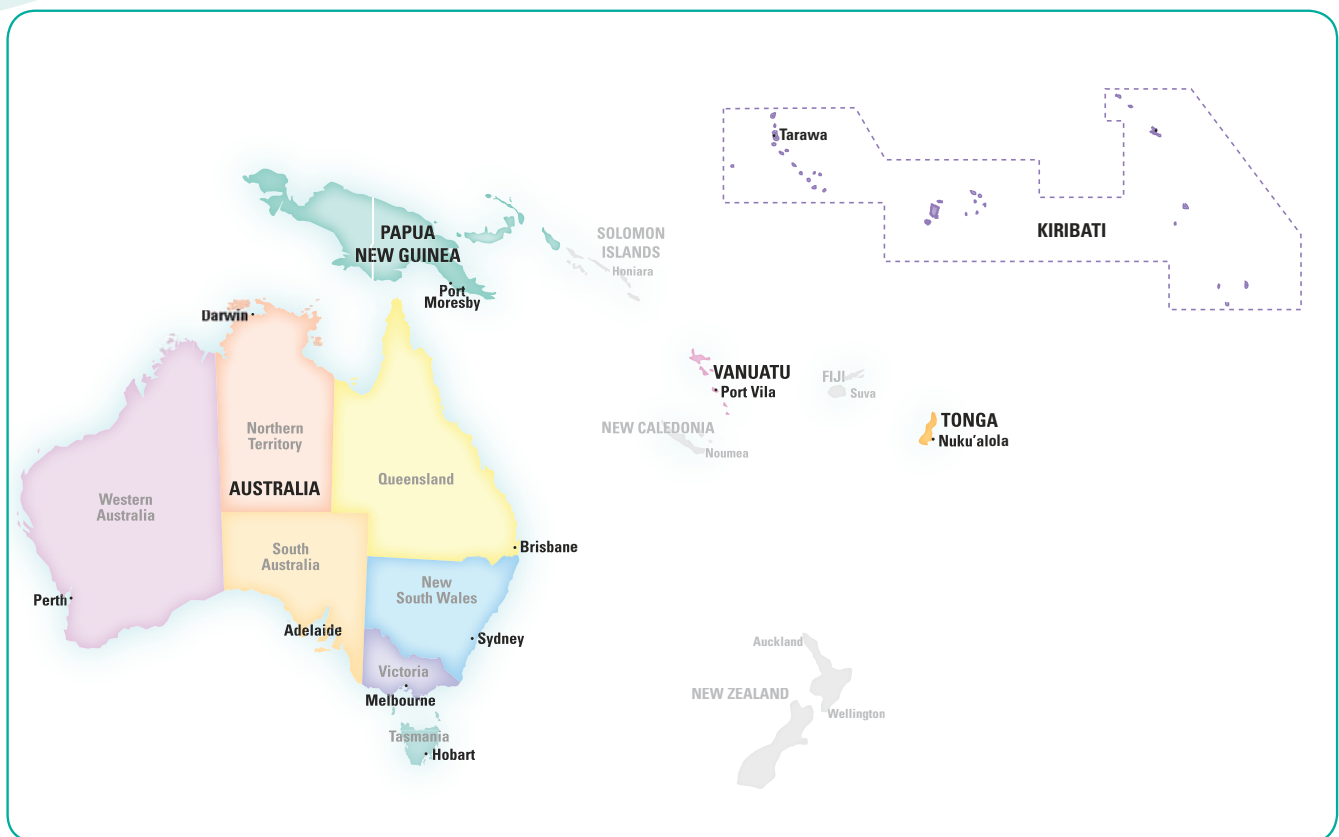


almonds. He says "this is my second time. The reason why I came here to join the Pilot scheme is to help family". Raimon Karakaua is also in Australia for the second time and he invested his earnings from last year into a business. Raimon says "when I came back to my island I purchase a small business... selling... fuel. I have now in my home island a little small business selling out the kerosene". Teikake and Raimon are both looking forward to continuing their participation in the scheme.

PARTICIPATING COUNTRY PROFILES

OVERVIEW

Pacific island countries that have signed Memoranda of Understanding with the Australian Government to participate in the Pilot include Kiribati, Tonga, Vanuatu and Papua New Guinea. Below is a map showing Australia in relation to each participating country.



KIRIBATI

Island nation composed of 32 atolls and one raised coral island, dispersed over 3.5 million square kilometres.

POP IN 2007

95 000

CAPITAL

Tarawa

TONGA

Comprised of 176 islands, 36 of which are inhabited. The islands lie south of Samoa, and to the east of Fiji, in the South Pacific Ocean.

103 000

Nuku'alofa

VANUATU

An archipelagic nation of about 80 islands in a Y-shaped chain, extending over 1000 kilometres in a north-south direction between the equator and the tropic of Capricorn.

226 000

Port Vila

PAPUA NEW GUINEA

Located in the south western Pacific Ocean and one of the most diverse countries on Earth, with some 850 traditional languages.

More than 6.3 million

Port Moresby

INFORMATION ON THE GOLD COAST

The Gold Coast is a coastal city of Australia located in South East Queensland, 94km south of the state capital Brisbane.

With a population of approximately 540,000 in 2010, it is the second most populous city in the state, the sixth most populous city in the country, and also the most populous non-capital city in Australia.

The Gold Coast is known as a major tourist destination with its sunny subtropical climate, surfing beaches, canal and waterway systems, its high-rise dominated skyline, nightlife, and rainforest hinterland.

The Gold Coast is a candidate city for the 2018 Commonwealth Games.



STATISTICS AND INFORMATION			
POPULATION	540,000 people		
AVERAGE TEMPERATURES	MONTH	MIN	MAX
	July	13.1°	21.3°
	August	12.5°	21.8°
	September	14.8°	23.8°

ESSENTIAL PILOT CONTACT INFORMATION

DEEWR CONTACTS

If you have further questions about becoming involved in the Pilot we encourage you to contact a DEEWR officer directly on 02 6240 5234 or seasonalworker@deewr.gov.au.

CONTACTING AN APPROVED EMPLOYER

We encourage you to contact an Approved Employer to discuss your participation in the Pilot further. For the most up-to-date list of Approved Employers, please check www.deewr.gov.au/pswps.

Any organisation seeking to become an Approved Employer can submit an Application Form (EOI Documentation) which can be found on the Pilot website at www.deewr.gov.au/pswps.

PILOT WEBSITE

Information on the Pilot and Expression of Interest document can be obtained from the Pilot web site at www.deewr.gov.au/PSWPS.

USEFUL CONFERENCE CONTACTS

SOFITEL HOTEL—BROADBEACH

07 5592 2250

GOLD COAST CABS

131 008

DEPARTMENTAL ORGANISERS

Susannah Smith—0412 422 484

Caitlin Atkinson—0413 580 762

James Elton—0421 860 180

Shaun Connell—0430 280 476

EMERGENCY SERVICES

Police, Fire and Ambulance—000

