

SEPTEMBER  
SPECIAL  
FEATURES

- ◆ Chair Report
- ◆ Award Update
- ◆ New Website



# Newsletter

ISSUE 6

SEPTEMBER 2011

## Message from the Chair

The end of 2011 is coming very quickly but provides some exciting opportunities with the AGM and the Inaugural QRITC Training Awards set for December 1<sup>st</sup>.

The Training Awards have generated considerable interest both from Sponsors and Nominating students. If you know of an outstanding student who is worthy of nomination make sure that you follow them up with a Nomination form and support them in their application. I look forward to meeting up with all members during these events.

I made a visit this week to the Block Training for the Qld Health Animal Care and Regulation course that is being managed by QRITC. There are 14 participants undertaking Certificate IV in Animal Control and Regulation. The training is being conducted by Allen Bruce from GVEC and includes classroom work and a number of field trips to provide practical learning opportunities for the participants who are employed as Animal Management Workers in their local communities. The Project Coordinator Cameron Smart said that "10 of the participants would complete their course following the Block training and that the

remaining 4 who earlier this year completed a Certificate III in Rural Operations Skill Set would complete their Certificate IV early in 2012". The participants are also supported by Tanya Short as a Mentor and Richard Aken as the Indigenous Support person for the Block training. I believe that the model currently being implemented for this training provides excellent outcomes for the participants.

The Board this week is planning the next consultation with members at the AGM. All members will receive a series of questions to consider prior to the meeting.

I look forward to your participation in our on-going consultation process.

Regards  
John Fraser  
Chair



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Animal Management Course, Cairns October 2011

# Claiming the Date: QRITC's Inaugural Training Achievement Award Gala dinner and Awards presentation evening To be held at the Mercure Hotel, North Quay, Brisbane on Thursday 1 December at 7.00 pm Book your tickets and nominate your students!

*"it is certainly evident that at events such as these you are reminded that agriculture is extraordinarily diverse"*

## AgForce State Conference 2011 'What will we eat – making food security the global priority?'



As QRITC Industry Development Manager my first official function was to attend the AgForce State Conference held in September on the Sunshine Coast. QRITC was a sponsor at the event with approximately 175 delegates attending.

Some of the statistics were definitely alarming: the average age of the farmer today is 62, by 2018 half of Australia's agriculture workforce will be retired; many skilled workers are exiting the industry; agriculture activities in Queensland comprise 80% of the rural land tenure and mining resource activities have access to controlling 86% of the total land.



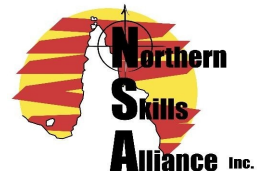
The theme for the event was 'What will we eat? ... making food security the global priority?'

Some of the issues facing farmers in Queensland were the increased activities in the resource sector with the coal seam gas and expanding mining activity; the recent ban on the live export trade to Indonesia; and the skills shortage throughout the industry. It was good to listen to some informed debate around sustainability, environment, land tenure/ownership, Govt. policy and animal welfare.

The event was a great opportunity to meet some industry people, it is certainly evident that at events such as these you are reminded that agriculture is extraordinarily diverse.



Some of our generous sponsors who are supporting the QRITC Industry Training Awards event



Our new website is  
up and running  
...take a look!!! at  
[www.qritc.org.au](http://www.qritc.org.au)

**Our new website is up and running ....**

We are thrilled with our newly developed website, still in the construction phase, however you will see that there is a more interactive home page, which will progressively be uploaded with your industry training images and related information.

Our industry training awards event is also currently featured with all the details and links provided. As well as the acknowledgement of our valued sponsors for the event.

..... take a look!!!

at [www.qritc.org.au](http://www.qritc.org.au)

**Human Resource Workforce Development for the Queensland Aquaculture Industry**

LMC Training is mid-way through its QRITC brokered Productivity Places Program industry led Diploma of Aquaculture program. This program is jointly funded by the Federal and State Government. The central pillar of the training model is to have onsite workshops with known and trusted industry experts in their particular field. Workshops include health management and biosecurity, business planning, business operations, project management, leadership and human resources.

There are 45 management and senior staff from the Queensland aquaculture industry undertaking the program which encompasses sectors such as marine prawns, barramundi, freshwater finfish, pearls, ornamentals and sea cucumbers.

The most recent workshop series was around human resources. LMC Training was delighted to engage Kaylene Little – Human Resources and Quality Assurance Manager from Tassal Pty Ltd to run these workshops. Kaylene manages the largest single aquaculture workforce in Australia of approximately 720 staff. The workshops were a mix of both quality, up to date information from a range of human resources areas, as well as some fantastic real life case studies from her extensive experience in the industry. Some specific examples of what was covered in the workshop included:



- ◆ Optimising staff performance
- ◆ Conflict resolution
- ◆ Industrial relations including unfair/unlawful dismissal
- ◆ The new workplace harmonisation initiative (National OH&S legislation) and what it means for the workplace
- ◆ Performance management

A portion of the workshop was also devoted to assessing the communication and learning styles of the management staff and although some clients had never experienced this type of self analysis, they all agreed that it did provide them with a strong insight in how they think and communicate. The next step was to acknowledge that staff may not have the same learning and communication styles and from this, learning the skills of how to maximise your communication techniques to maximise staff potential.

The workshops were touted by many participants as a big success and they had a real positive impact on the way management staff think about their most important piece of technology on

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