



NT 2018 HARVEST LABOUR REPORT

MAY 2019

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ACKNOWLEDGEMENTS

Thank you to the NT Government Department of Primary Industries and Resources whom have funded the Workforce Planning Coordinator position for three years until 30 June 2020. Thus, provided NT Farmers Association with the resource to collate and record this important labour data required for national advocacy on many subjects; visa reform, agriculture education framework, national labour hire licensing advocacy, etc.

Thanks to the Farmers who participated by completing the survey providing personal information for greater purposes.

PROJECT SUMMARY

The NT 2018 Harvest Labour Survey follows the NT 2017 Harvest Labour Survey which was conducted to benchmark on an annual basis, industry workforce data. This report quantifies the growers seasonal labour requirements and identifies the timings and locations within the NT horticulture industry. This information will contribute to the creation of a NT Plant Industries Workforce Development Plan.

The results from the survey show that the workforce accessed for the 2018 harvest were from the Gen Y and Millennial demographic (of young age), 63% from overseas and 72% were male. 75% of Employers in the NT horticulture industry recruit their harvest staff directly, performing pre-employment checks as a risk management process and provide employees with accommodation (room shared with others), cooking and laundry facilities. Some employers provide uniforms, excursions and IT services. Members identified the following skills will be required in the future; IT skills, robotic technical skills, analytics and data management.

Due to questionable information being provided and lack of detail, it is recommended that future data be obtained by referring to output (i.e. pinch points in the supply chain such as freight figures).

Farmers strongly voiced their need for returning, acclimatised workers skilled in agriculture.



GROWER ENGAGEMENT

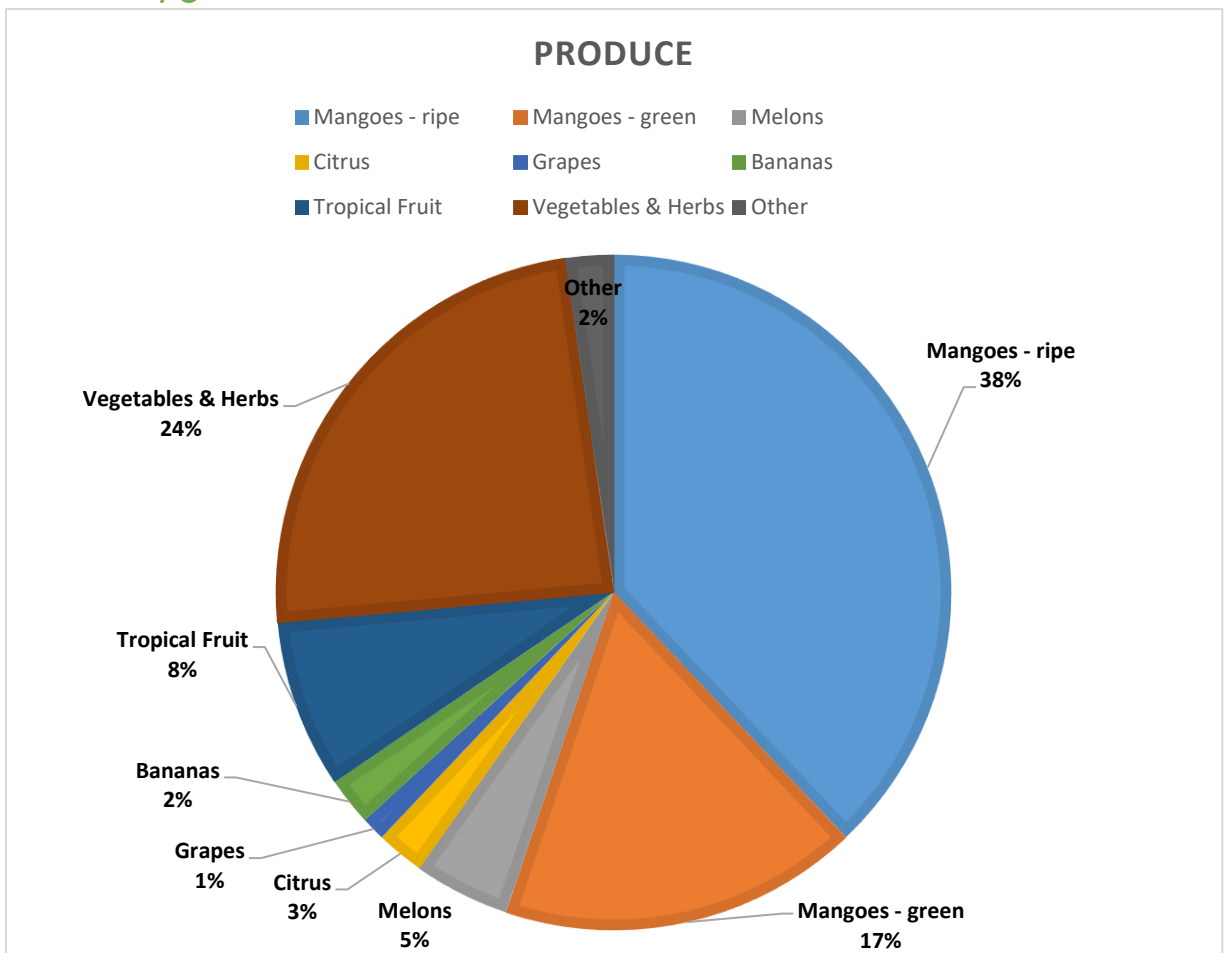
The NT 2018 Harvest Labour Survey was conducted from February to April 2019, completed by a total of 58 Employers, is estimated as 30% of the melon and mango production in the NT and 80% of the Asian vegetable production in the NT.

The survey was completed in the following methods

- Phone 26
- In Person 33
- Total 59

EVALUATION

What do they grow?





Where Do They Farm?



When is harvest season?

Harvest season varies depending on crop and location, below are the responses received from the 2018 NT Harvest Labour Survey.

Product	Region	Harvest Periods (shading indicates relative number of responses for that month)											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Ripe Mango	Darwin/Pine Creek												
	Katherine/Mataranka												
Green Mango	Darwin												
Citrus													
Melons	Darwin/Katherine												
Vegetables	Darwin												
Tropical Fruit	Darwin												
Other													



What recruitment methods are used?

75% of Farmers used labour hire to recruit staff. With the balance using both labour hire and direct employment, a small percentage employing directly, not requiring advertising, receiving employment applications due to the farms 'best practice employer' reputation.



Employers who performed their own recruitment used the following methods to recruit

- Reputation
- Word of mouth
- Gumtree
- Share with other farmers
- Facebook
- Noticeboard

Those who do recruit themselves perform the following pre-employment checks

- Interview
- Medical self-assessment – complete form
- With one using Employ Sure (compliance assurance firm)
- Right to work visa checks using Visa Entitlement Verification Online
- Application forms including medical questions
- References
- Phone or in person Interview
- On Farm Job Trial



What positions are required?

Most positions required were labour based e.g. Farm hand, Pickers and Packers (process workers).

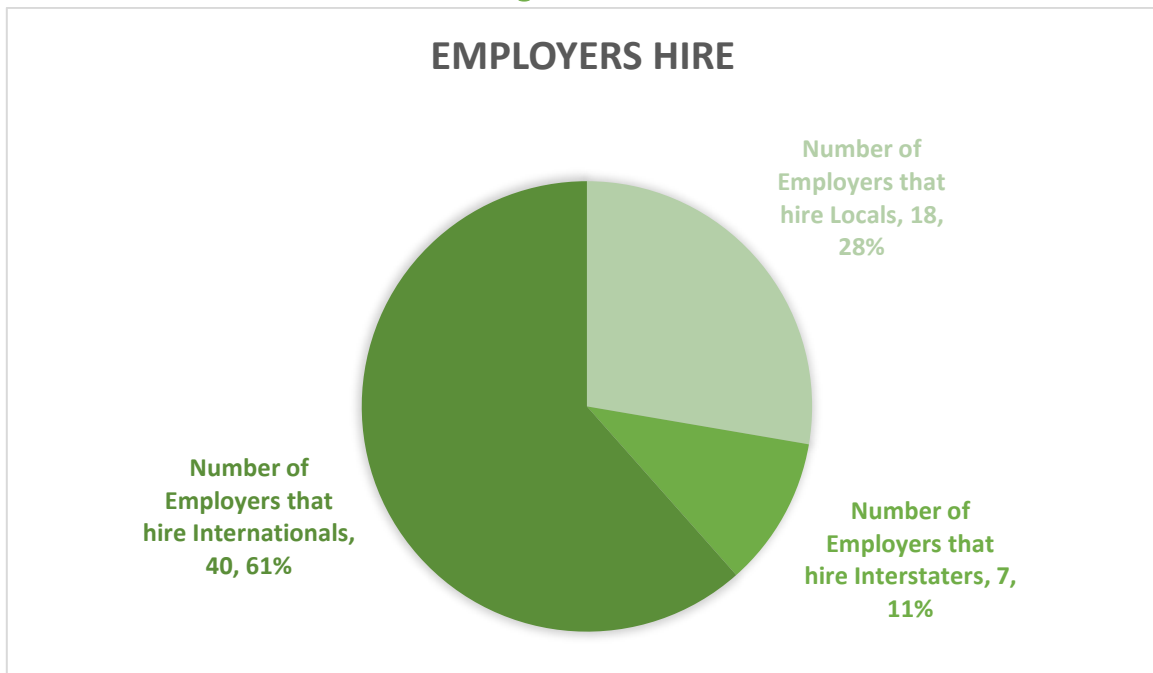
Other positions included; Farm Manager, HR/Accounts, Office Administrator, Freight Controller, Cleaner, Cook, Warehousing Logistics, Supervisor/Operator/Truck Driver/Farm Hand/Mechanic/Forklift Driver, Diesel Fitter, Quality Assurance, Work Health Safety Officer, IT Technician, Tractor Operator, Delivery Driver and Harvest Aid Operator.

Speciality positions included; Hydroponics Specialist, Irrigation Technician, Leading Hand, Fertigation Technician and Ripener.

Questions 6, on number of staff needed, employed and the difference, and 9, on responsibility, qualification and skill, were not answered in sufficient detail to provide a quantifiable analysis.

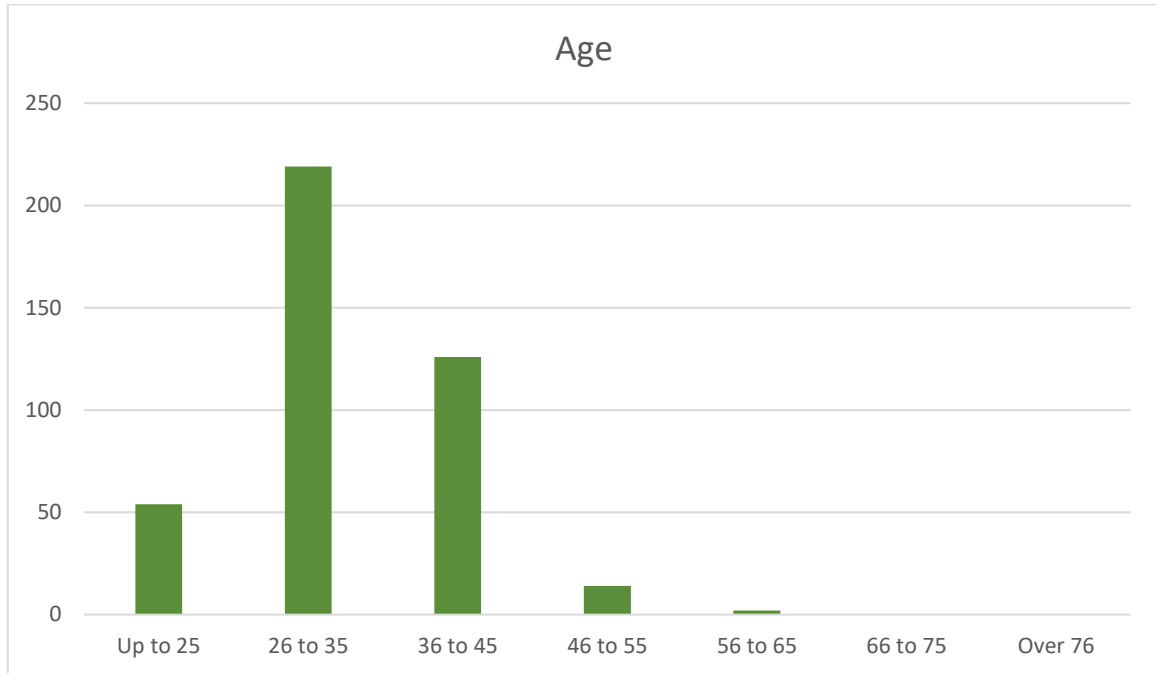
A regular comment received was that hard-working labourers who can handle the weather and are skilled in agriculture are required.

Where did the 2018 harvest staff originate from?



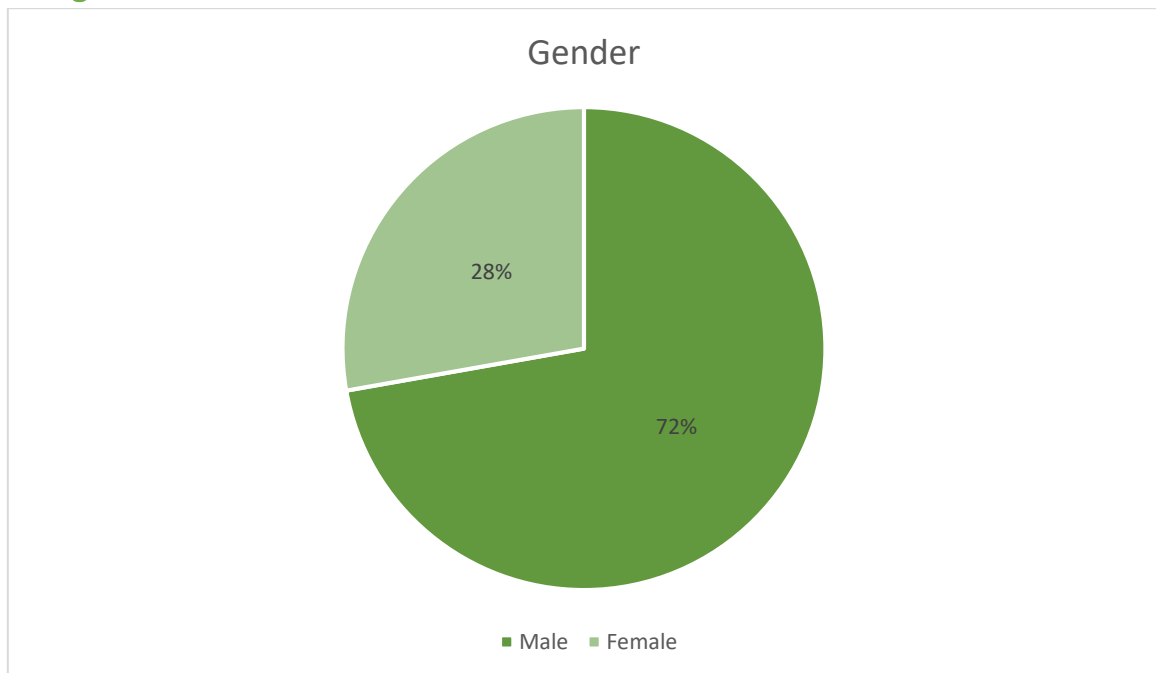


What age groups were the harvest staff?



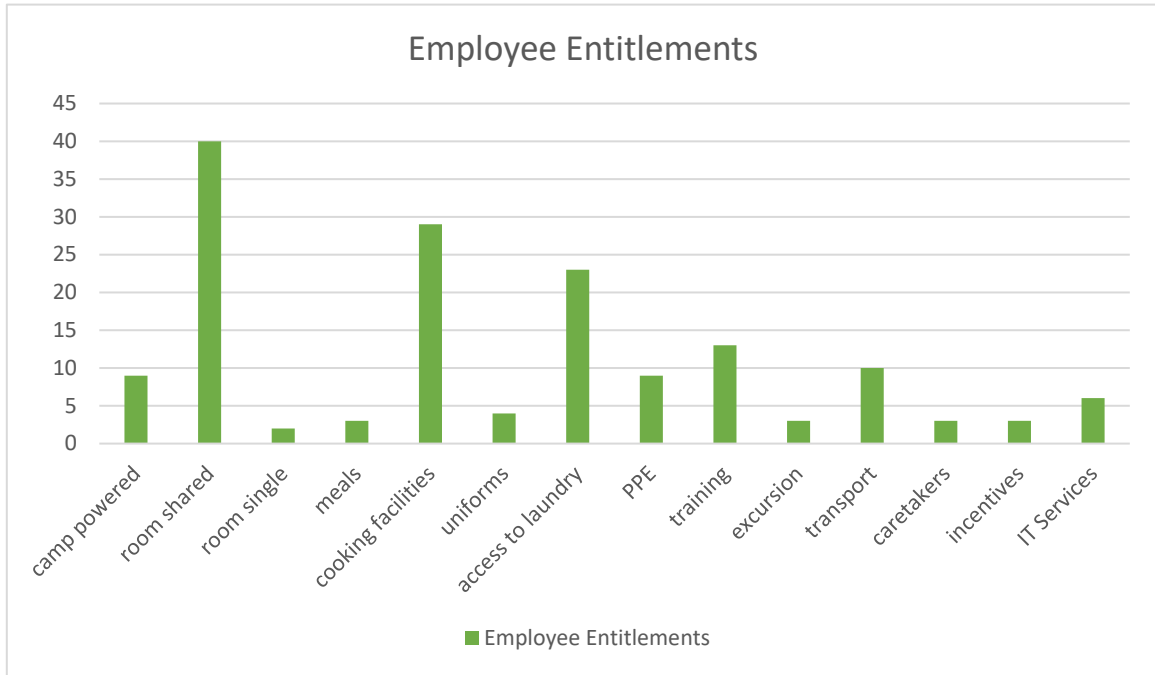
The above graph shows that majority of employees in NT farms are aged 26 to 35 and aged 36 to 45 proving a young workforce.

What gender were the harvest staff?

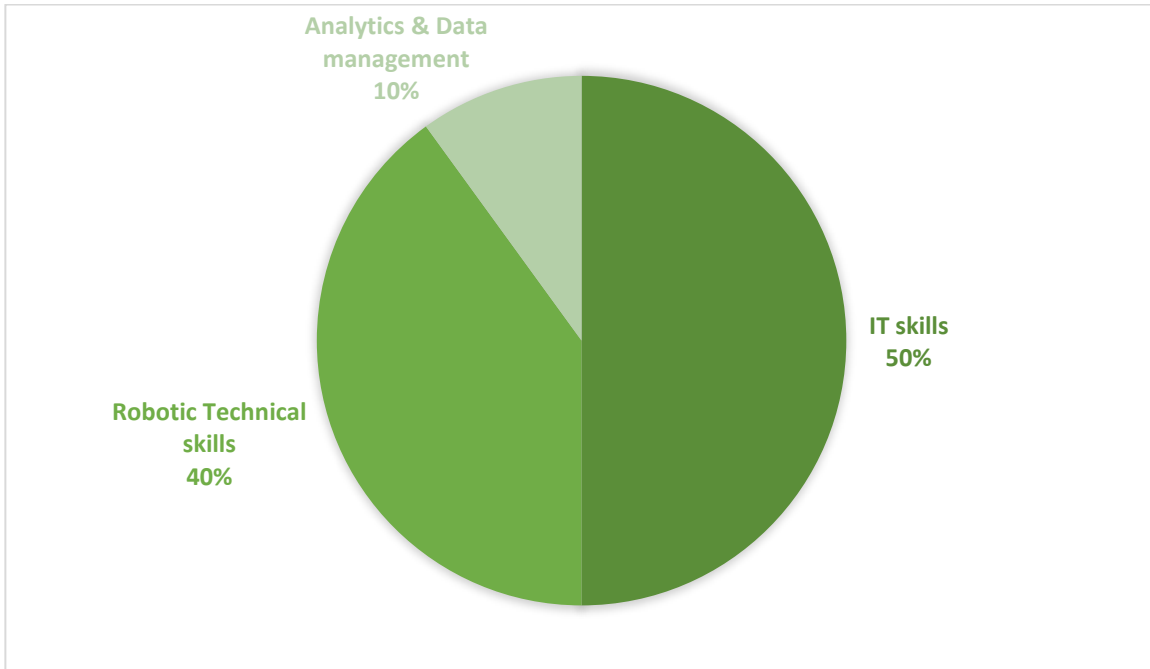




What entitlements were the employees provided with?



What future skills will be required?





APPENDICES

Appendix A 2017 NT Harvest Labour Report
Appendix B 2018 NT Harvest Labour Survey