

The Bundaberg District Canegrower

Volume 18, Issue 4
June 2023



Chair's Update

Well here we go again with the 2023 harvesting season getting off to a pretty good start.

Bundaberg Sugar began crushing pre-season mill-owned cane on Monday 29 May with the Core Season starting on 19 June. A total of 96,485.92 tonnes was crushed in the pre-season (including organic) and an average CCS of 12.65 was achieved.

As I write this the mill lost approximately 20 hours due to some forecast rain which took nearly four (4) days to receive around 20mm. The CCS has started the season on a positive note with some extraordinary high tests for this time of the year. The relative CCS is sitting at 13.21 YTD however the estimate is down somewhat.

Let's hope the harvesting continues uninterrupted with some good throughput so we can take advantage of these current good prices. A reminder that Glenn Harris, your local QSL representative is available to assist you with sugar marketing and is in the region most Mondays and Wednesdays. If you would like to make an appointment with Glenn or require assistance, he can be contacted on 0409 601 349.

Bundaberg and Isis CANEGROWERS representatives recently met with Deb Frecklington MP and Burnett MP, Stephen Bennett in Bundaberg to provide an update on the burden of Groundwater metering validation requirements and the increased costs associated with bringing meters and associated infrastructure up to the new specifications.

Representatives requested support for an extension to the November 2023

deadline as well as financial support for growers.

The soybean harvest is almost complete with minimal wet weather hampering harvesting throughout the season. Approximately 650 tonnes was harvested by Grain in Cane Cooperative members for marketing by the co-operative in the 2023 Season. The prices are relatively strong with the co-operative able to capture a late price rise. If you are interested in growing soybeans in 2024, please contact Matt Leighton on 4151 255 or 0437 084 035.

There have been some delays with the Oresco payments, however, the final instalment together with interest on the overdue instalments for April to June have now been paid by Oresco and these monies were transferred to growers on 10/07/23. Following allocation of the June instalment, the remaining monies transferred can be allocated to interest earned. If you would like to supply cane trash in the 2023 Season and you do not yet have a contract, please contact the office on 4151 2555. To schedule baling, please contact Oresco on (07) 3910 5211 or 0487 788 770.

The Queensland Competition Authority (QCA) have released their final determination on 2023-24 regulated retail electricity prices for regional Queensland, electricity price increases will apply from 1 July 2023. If you require assistance with your electricity accounts or a review of your tariffs to ensure you are on the most cost-effective tariff for your situation, please contact Courtney. Further information is available on pages 6 and 7.

With the recent spike of flu and covid cases in the region it's timely for

growers to revisit Covid safe plans to ensure your families and workers are kept safe.

Whilst restrictions may no longer be in place, we encourage you to continue to implement covid safe practices to ensure you sustain a healthy and reliable workforce. If you need any assistance, please contact the office and we can assist with information and suggestions to protect your workplace.

Lastly, I would like to thank Helen Blackburn and Bundaberg Regional Ratepayers Association for their advocacy and representation leading to a 0% rate increase in the Bundaberg Regional Council 2023/24 Budget.

Mark Pressler
Chairman

Top Five (5) Issues We Have Been Working On

1. Ensuring that the Cane Analysis Program is being implemented and that issues are being resolved promptly and as per the program.
2. Assisting growers to switch electricity tariffs following the announcement of new rates and Tariff 22C.
3. Representing Growers on water issues including Groundwater metering and Sunwater pricing proposals
4. Finalising soybean season arrangements and payments to Grain in Cane Cooperative members.
5. Bundaberg Regional Council has released their 2023/24 Budget including a 0% increase on Category 9 rates. Mayor Jack Dempsey and his Councillors have, and still have, a choice around former rate rises on farmland.



Bundaberg CANEGROWERS Ltd Newsletter

Phone (07) 4151 2555 | Fax: (07) 4153 1986

Email: bdb_office@bdbcanegrowers.com.au

Website: www.bdbcanegrowers.com.au

2022 Season Indicative Advances Program

Based on QSL reports 26 May 2023

Advance Dates	Uncommitted Pool Advance (AUD/tonne IPS)		Target Price Advance Rates
	Payment Date	Increase / Decrease	To
Initial			\$391.00
Initial QSL Updated		-\$22.00	\$369.00
21-Oct-22		\$37.00	\$406.00
18-Nov-22		\$29.00	\$435.00
16-Dec-22		\$17.00	\$452.00
20-Jan-23		\$49.00	\$501.00
17-Feb-23		\$23.00	\$524.00
17-Mar-23		\$36.00	\$560.00
21-Apr-23		\$27.00	\$587.00
19-May-23		\$19.00	\$606.00
16-Jun-23		\$16.00	\$622.00
Final		\$33.00	\$655.00

Notes:

1.The program above represents indicative advances payable by QSL to Bundaberg Sugar based on estimated pool returns, the marketing plan and forecast cash flows at the time. These indicative amounts will be reviewed on a regular basis and updated for changes in forecasts. **Advances highlighted in bold in the table above have been approved by the QSL Board.**

2.This program is indicative only and should not be taken as a commitment by Queensland Sugar (or Bundaberg Sugar) with regard to the estimated pool return, advance rate or date of increase. The program may change during the season depending on movements in a number of factors including the marketing plan, sugar price and currency movements and timing of cash flows.

3.The advance rates are GST exclusive.

4.The net adjustment, for the estimated US Quota and QSL premiums & costs, to be added / (subtracted) to / (from) ICE No.11 and Foreign Exchange pricing results for the Committed Pools (e.g. Target Price Contract) is **\$46.62**.

Disclaimer: This report has been prepared for general information only. It does not have regard to the specific circumstances of any individual or group who may read it. It is not intended as an offer to buy or sell commodities, futures or options, nor is the accuracy of the report content guaranteed. However, as market circumstances can change quickly, Queensland Sugar Limited and Bundaberg Sugar Ltd disclaim any responsibility or liability for decisions or actions of any individual relying in whole or in part on information contained herein. Individuals contemplating decisions relating to any material discussed in this publication should take appropriate financial advice.

2023 Season Indicative Advances Program

Based on QSL reports 12 May 2023

Advance Dates	Uncommitted Pool Advance (AUD/tonne IPS)		Target Price Advance Rates
	Payment Date	Increase	To
Initial			\$495.00
20-Oct-23		\$39.00	\$534.00
17-Nov-23		\$19.00	\$553.00
15-Dec-23		\$38.00	\$591.00
19-Jan-24		\$19.00	\$610.00
17-Feb-24		\$19.00	\$629.00
22-Mar-24		\$39.00	\$668.00
19-Apr-24		\$19.00	\$687.00
19-May-24		\$19.00	\$706.00
21-Jun-24		\$19.00	\$725.00
Final		\$38.00	\$763.00

Notes:

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2.This program is indicative only and should not be taken as a commitment by Queensland Sugar (or Bundaberg Sugar) with regard to the estimated pool return, advance rate or date of increase. The program may change during the season depending on movements in a number of factors including the marketing plan, sugar price and currency movements and timing of cash flows.

3.The advance rates are GST exclusive.

4.The net adjustment, for the estimated US Quota and QSL premiums & costs, to be added / (subtracted) to / (from) ICE No.11 and Foreign Exchange pricing results for the Committed Pools (e.g. Target Price Contract) is **\$23.62**.

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Wage rates from 1 July 2023

For full details including weekend penalty rates, overtime and public holiday rates, refer to Fair Work Ombudsman website – Award Viewer – Sugar Industry Award 2020 MA000087 Clause 19 Minimum Rates & Schedule D Summary of Hourly Rates of Pay.

Type of Employment	Full/Part-Time Hourly Rate	Full/Part-Time Single Contract Hourly Rate	Casual Hourly Rate (Ordinary Hours exc Weekends)	Casual Single Contract Hourly Rate
Basis of Pay	(Ordinary Hours)			

Classification

Cultivation/Cane Production Employee

Youths under 18 years	\$14.14	\$16.26	\$17.68	\$19.80
Youths 18-19 years	\$17.68	\$20.33	\$22.10	\$24.75
Inductee/Trainee	\$22.82	\$26.24	\$28.53	\$31.95
Grade 1	\$24.45	\$28.12	\$30.56	\$34.23
Grade 2	\$25.26	\$29.05	\$31.58	\$35.36

Classification

Cane Haulage

Inductee/Trainee	\$23.90	\$27.49	\$29.88	\$33.46
Grade 1	\$24.45	\$28.12	\$30.56	\$34.23
Grade 2	\$25.26	\$29.05	\$31.58	\$35.36

Classification

Cane Harvesting Employee

Inductee/Trainee	\$24.45	\$28.12	\$30.56	\$34.23
Grade 1	\$25.26	\$29.05	\$31.58	\$35.36
Grade 2	\$26.18	\$30.11	\$32.73	\$36.65

From 1 July 2022, employees can be eligible for super guarantee (SG), regardless of how much they earn. The \$450 per month eligibility threshold for when SG is paid has been removed. You only need to pay super for workers under 18 when they work more than 30 hours in a week.

The SG rate has increased to 11% on 1 July 2023. You'll need to use the new rate to calculate super on payments you make to employees on or after 1 July, even if some or all of the pay period is for work done before 1 July. The SG rate is legislated to increase to 12% by 2025. ■

The Instant Asset Write Off is Reducing from 1 July 2023

As part of the 2023–24 Budget, the Australian Government announced the instant asset write-off threshold will be \$20,000 from 1 July 2023 until 30 June 2024.

The \$20,000 threshold will apply on a

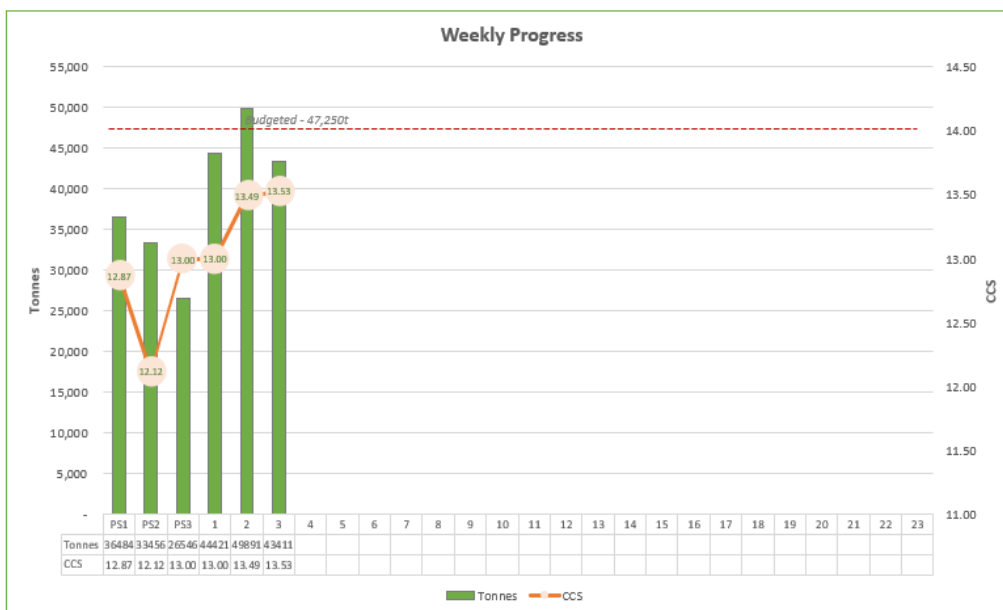
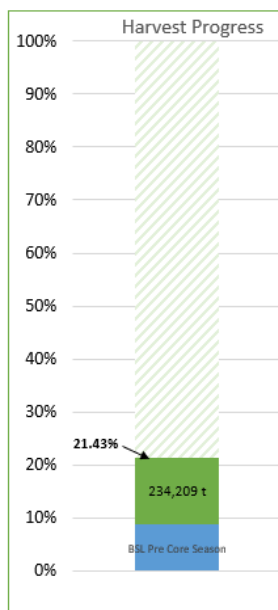
per asset basis, so small businesses can instantly write off multiple assets. Assets valued at \$20,000 or more (which cannot be immediately deducted) can continue to be placed into the small business simplified depreciation pool and depreciated at 15% in the first

income year and 30% each income year after that.

If you would like further information about the instant asset write off changes and tax advantages, please contact your accountant. ■

Visit our website: www.bdbcanegrowers.com.au

Crushing Statistics – 2023 Season



Steel Tracked Harvesters Travelling on Roads

Steel tracked harvesters with conditional registration (LO6) which need to cross public roads or travel on the road reserve (the road) require a NHVR permit.

For those without a permit, there could be an issue with Third Party insurance cover. Access was previously provided by TMR with an Approval for Tracked Cane Harvesting Equipment to cross State Controlled Roads which is no longer the case. The cost for this annual NHVR permit is \$75 per crossing permit.

Permits are required to cross both State controlled roads as well as council controlled roads with permission sought from the relevant road authority. The permission is requested by NHVR on behalf of the applicant.

If required, you can apply for a permit with NHVR. If you do not have an account growers will need to set one up on the NHVR portal.

If you require assistance in applying for a permit after setting up the portal please contact Matt Leighton on 4151 2555 or 0437 084 035. ■

BUNDABERG STATION FIELD DAY 2023

THURSDAY 20 JULY, 8AM-1PM



Join us for a morning of scheduled presentations and informal conversations with SRA experts and industry partners. You'll see up-close the latest research findings and technology developed through SRA's Southern District Productivity Plan to improve your business's productivity, profitability, and sustainability.

Presentations include:

- *SMUT in the Southern Region with Dr Shamsul Bhuiyan*
- *Plant pathology issues with Dr Seona Casonato*
- *Major exotic and endemic pests with Dr Kevin Powell*
- *Updates from the DAF Bundaberg Research Facility with Neil Halpin.*

Displays include:

- *Registering for Online Sugarcane Nutrient Management Training*
- *The Bundaberg Sugar Services one eye sett propagation program*
- *Demonstration of the handheld Micro NIR*
- *Biosecurity and RSD*

When: Thursday 20 July 2023, 8am – 1pm
Where: SRA Bundaberg, 314 Pashleys Road, Welcome Creek Qld 4670
RSVP: By Friday 14 July to Trybooking or contact SRA District Manager - Southern, Lisa Deveraux ldeveraux@sugarresearch.com.au

SCAN THE QR CODE TO SEE THE FULL PROGRAM



Using Mill Mud/Ash Mixes: The Implications for N & P Budgets

Under Reef Regulations, applications of Mill mud/ash mixtures are regulated with several conditions applied depending on a range of circumstances.

1. Broadcast application of mill mud/ash can only occur in a fallow where it can be incorporated shortly after application;
2. Banded applications on top of the stool can occur in crop/ratoons;
3. Where the application rate is less than 100 wet tonnes per hectare **NO deduction of nitrogen or phosphorus is required** from the N & P budget document;
4. Where the application rate is

between 100 and 200 wet tonnes per hectare there is a 40 kg per hectare deduction from the standard Six easy Steps rate;

5. Where the application rate is between 200 and 300 wet tonnes per hectare there is a 60 kg per hectare deduction from the standard Six easy Steps rate;
6. Where the application rate is between 100 and 300 wet tonnes per hectare there is a requirement that no phosphorus is applied for one (1) crop cycle.

The current rate of mill mud ash mixture applied to the paddocks is usually 120-150 tonnes per hectare in the fallow.

Considering the list above, growers may wish to change the rate applied to ensure there are no deductions of fertiliser applied to the crop, however discussions with agronomists should be considered.

This is because mill mud ash is also a good source of silicon for the sandy forest soils that are silicon deficient and lower rates may not supply enough silicon for the crop cycle.

For further information about mill mud, N & P budgets and Reef Regulations contact Matt Leighton on 0437 084 035. ■

Announced Allocation Advice - Bundaberg Water Supply Scheme

The initial announced allocation for Bundaberg Water Supply Scheme has been calculated for the 2023-2024 water year under the rules defined by the Bundaberg Water Supply Scheme Operations Manual and will be applicable until revised and communicated by SunWater.

Kolan subscheme

High priority 100%
Medium priority 100%
Effective Date: 1 July 2023

Burnett subscheme

High priority 100%
Medium priority 95%
Effective Date: 1 July 2023

Approved carryover volumes will be advised once the previous water year has been finalised.

The current water storage levels can be viewed here:
<http://bit.ly/swstoragelevels>

The Operational Report is available on the Sunwater website here:
<https://bit.ly/BDOP722>

To check your estimated available water balance log in to Sunwater Online here:
<https://bit.ly/SunwaterOnline> ■

Access Free Digital Training

The FutureSkills4U Rural and Regional Digital Skills program provides **free** access to Rural and Regional Queenslanders over the age of 12 to the Go 1 Platform. This program provides over 40,000 micro courses delivered self service on line in a netflix like choose your own journey.

This initiative is an exciting initiative of the Department of Communities, Housing and Digital Economies as part of the Digital Professional Workforce Action Plan. The Department of Communities, Housing and Digital Economies are focused on improving the lives of Queenslanders by increasing social, *economic* and *digital* inclusion.

Improving digital capabilities in the workplace can streamline business, make you more competitive and reduce

operating costs by bringing more skills into the workplace. The training is self service on demand. All you need is a browser and a computer, tablet or device with average specifications.

When registering your interest there are a few short questions to answer such as, *Why do you want to increase your digital skills?* This is because there are a limited number of placements and they want to be assured that learners are committed and interested in completing at least one course. You will receive a certificate and record of training for every course completed.

Because it is on demand and open until December 2023 you can fit learning new skills around your current workload and schedule.

Some of the things you can learn include:

- Digital Marketing;
- Social Media Marketing;
- Creating a digital roadmap for your business;
- Business Analytics;
- Excel and Microsoft Applications;
- Wordpress and maintaining websites;
- Building a cyber resilient business;
- AI and ChatGPT;
- Simulation and Interactive Technologies;
- 3D printing and proto typing;
- Innovation and Entrepreneurship.

Visit www.futureskills4u.au for more information or to register your interest. ■

2023-24 Regulated Retail Electricity Prices for Regional Qld

The Queensland Competition Authority (QCA) issued its retail electricity price determination for regional Queensland for 2023-24 on 9 June 2023. New prices set by the determination took effect from 1 July 2023. All tariffs have increased, with the cost determination being most impacted by wholesale energy prices, which are the costs retailers incur when purchasing electricity from the National Electricity Market (NEM). Upward pressure has also arisen from Retail costs (related to operating an electricity retail business) and Network costs (related to transmission and distribution costs).

Residential tariff (T11)

The residential electricity price (T11) is the guide tariff of QCA's annual electricity price determination.

Reflecting the upward pressure on the cost of energy inputs, the determination outlined the following changes:

- Usage: 30.227c/kWh, up 36.6%
- Fixed daily charge: 109.521c/day, up 21.1%

Small Business tariffs (annual usage <100MWh)

All use tariff (T20)

The small business all-use charge is also set to rise. In the determination, charges for T20 are listed as:

- Usage: 34.319c/kWh, up 35.1%
- Fixed charge: 142.18c/day, up 15.5%

Load Control (interruptible supply) Tariff (T34)

Irrigators who use less than 100MWh of electricity each year and who are willing to work with the possibility of their power being interrupted by up to 6 hours per day, may be able to save money by switching to the new primary control load tariff (T34). Remember that with Ergon's dynamic load control system, electricity supply is not interrupted every day. For example, supply was interrupted on fewer than ten (10) occasions each year during the three (3) year trial period of this tariff. Several of those interruptions were less than one (1) hour in duration and none exceeded two (2) hours.

The determination lists T34 charges as:

- Usage: 23.528c/kWh, up 23.0%
- Fixed charge: 130.88c/day, up 15.2%

Time-of-use (inclining band) Tariff (T22C)

A new 'solar soaker' tariff has been introduced, which aims to maximise the incentive for consumers to use electricity during the day when network utilisation is low and solar PV generation is high. This tariff has a relatively low rate for daytime use, a comparable/competitive shoulder rate (to other tariffs) but has an exceptionally high peak rate (in effect a penalty rate). There is a daily fixed cost structure that increases with each 20 MWh additional annual consumption (inclining bands). This tariff will require an appropriate meter that can provide time-of-use interval measurement*.

	Tariff 22C (c/kWh)	Band	Annual MWh	\$/day
Off-peak	10.875	1	0 to 20	1.41
Peak	63.837	2	20 to 40	1.70
Shoulder	25.632	3	40 to 60	2.00
		4	60 to 80	2.30
		5	Above 80	2.59

Off-peak: 9am to 4pm (all days)

Peak: 4pm to 9pm (weekdays)

Shoulder: all other times (i.e., nights from 9pm to 9am, or 4pm to 9am on weekends)

Table 1. Limited Access Obsolete Tariffs				
		QCA 2023-24		
Charges		T62A	T65A	T66A
Usage				
1st 10,000kWh/month	c/kWh	69.027		
Balance 7am-9pm weekdays	c/kWh	58.562		
All other	c/kWh	25.203		
Peak	c/kWh		55.144	
Off-Peak	c/kWh		30.924	
All use	c/kWh			29.433
Fixed				
1st 7.5kW/kW	\$/kW/month			4.53
Balance/kW	\$/kW/month			13.675
Daily	c/day	110.286		
Daily	c/day		109.886	
Daily	c/day			242.186

*Note that time-of-use tariffs require a suitable meter and may require an upgrade to a smart meter. For large motors/pumps, there have been reports of the new smart meters being tripped during motor startup, which may subsequently require further spending to rectify. This is due to a lower limit on the meter fuse which is required by the Australian Standard AS62052.31:2017.

Continued page 7

2023-24 Regulated Retail Electricity Prices for Regional Qld *continued*

Those willing to work with interruptible supply could secure larger electricity cost savings, depending on usage patterns, by switching to T34 rather than using the limited access obsolete tariffs.

While Tariff 62A was a good option for off-peak irrigators, those that are able to irrigate almost exclusively in off-peak and shoulder periods should consider the new small business time-of-use Tariff 22C as it may be a more attractive option. This tariff has been created to align with current market conditions where daytime power has a lower value due to solar generation (the daytime off-peak rate is 10.875c/kWh), while the off-peak night-time rate is similar to T62A.

The actual savings that irrigators could make depend on their actual pattern of use, however analysis indicates that even those unable to avoid the peak period are likely to see potential savings with Tariff 22C when compared to Tariff 20.

Large Business tariffs (annual usage >100MWh)

With limited access obsolete tariffs not available to large businesses, larger irrigation users may consider using the large business tariffs T44 and T60A.

Large businesses tariff (T44)

Large businesses face significantly higher fixed charges than small businesses. They also face demand charges. The QCA determination lists charges for T44 as:

- Usage: 18.701 c/kWh, up 26.8%
- Fixed charge: 4278.095/day, up 2.6%

- Demand Charge kW: 26.349 \$/kWh/month, up 9.1%
- Demand Charge kVA: 23.713 \$/kVA/month, up 9.1% Irrigators with high levels of usage and low levels of demand (especially if they are not pumping for a number of months) may wish to consider T44.

Large Business Load Control tariff (interruptible supply) tariff (T60A)

T60A operates with the same supply availability as T34. Large businesses who are willing to work with the possibility of their power being interrupted, may be able to save money by switching to the primary control load tariff (T60A). In the QCA determination charges for tariff 60A are listed as:

- Usage: 24.775 c/kWh, up 6.1%

- Fixed charge: 4278.095 c/day, up 2.6% Customers with low levels of usage and high levels of demand may wish to consider T60A.

Electricity Bill Check Service

For growers with remotely read interval meters, a comprehensive tariff review can be undertaken on your electricity accounts to provide the most suitable tariff for your usage.

If any Bundaberg CANEGROWERS member wishes to check whether they are on the right tariff or require assistance with tariff selection, please contact Courtney on 4151 2555. ■

Table 2. Large Tariffs

		QCA 2021-22		Change
Charges		T44	T60A	%
Usage				
All use	c/kWh	18.701		↑26.8%
All use	c/kWh		24.775	↑6.1%
Demand				
kW	\$/kWh/month	26.349		↑9.1%
kVA	\$/kVA/month	23.713		↑9.1%
Fixed				
Daily	c/day	4278.095		↑2.6%
Daily	c/day		4278.095	↑2.6%

Electricity Bill Check Service



Bundaberg CANEGROWERS Ltd

If you are an irrigating farmer, chances are you receive a pretty big electrical bill each month. It's part of the cost of doing business and it's a big cost. Electricity bills hurt, yet finding a way to reduce them never seems to be at the top of our to-do lists.

Checking that you are on the best tariff for your usage needs is one way to make sure that you are not paying any more than you need to be.

Comparing tariffs yourself can be confusing and time consuming, especially with new tariffs released for 2023-24. This is why we've created an Electricity Bill Checking Service for our members, where you send us your bills and we'll tell you if you could potentially save by changing tariffs.

Contact Courtney at Bundaberg CANEGROWERS on 4151 2555 for more information on how to get started. ■

Nitrogen and Phosphorus Budget Reminder

Growers are reminded that before they apply fertiliser to plant cane under the regulations soil tests **MUST** be conducted.

The soil test must be taken within twelve (12) months prior to planting the cane in that particular management zone. A management zone is an area of similar soil types and farm management and can be used to identify areas of constraint such as sodic soils or differing farm practice such as mill mud applications.

The soils tests are the basis for the Nitrogen and Phosphorus budgets (N & P budget) for each management zone/farm area.

The key to the budget is that it determines from the soil tests the maximum amount of fertiliser nitrogen and phosphorus that can be applied to the cane farm and ultimately cane crop each year.

That means growers are able to manipulate the amount of nitrogen and

phosphorus applied to each block as long as the farm total is NOT exceeded.

There are a number of consultants, agribusinesses as well as Bundaberg Sugar Services providing N & P budgets for growers. These are provided at a range of costs based on the amount of information and support provided.

If any grower is looking for additional information about the N & P budget, they can contact Matt Leighton on 4151 2555 or 0437 084 035. ■

Renewable Energy Landholder Toolkit

QFF has developed a Land holder kit to assist and inform landholders when negotiating with energy industry representatives about accessing land and developing renewable energy projects.

The toolkit contains detailed checklists to be used during the negotiation process, a practical guide to the various states of renewable energy project development, insights from others who have gone through this process before and information on benefit sharing and community engagement.

There is also a list of additional resources that may be useful that can be downloaded by scanning a QR code.

With Queensland containing significant prime farmland it is essential that any potential impacts on the productivity of the agricultural sector are carefully considered throughout the rollout of renewable energy projects.

This resource offers the sector a tool to help negotiate for mutually beneficial land sharing agreements, and allows

landholders to make confident, informed decisions regarding their land usage.

The Toolkit was developed in partnership with the Queensland Government.

To access the information pack growers can visit the following website www.qff.org.au/projects/renewable-energy-landholder-toolkit. ■

ChemClear Collection for Unwanted Chemicals

It is time for another round of ChemClear to dispose of unwanted, unused, obsolete or unidentified chemicals sitting around the farm.

Similar to previous year's, currently registered unwanted chemicals are free to dispose of, while those obsolete or unidentified chemicals may have a disposal fee charged.

Where possible chemicals are to be returned in their original container as this aids in the identification of the chemical and the appropriate safe disposal method.

To be a part of this collection growers need to register their details including types and volumes of chemicals before 31 August for collection sometime in

October 2023.

Growers need to visit the ChemClear website www.chemclear.org.au to register.

It is at this point growers will be notified of any fees for the chemicals they wish to dispose of. ■

Spate of Tractor Incidents Prompts Warning

A run of deaths and serious injuries involving tractors has prompted a call from WorkSafe for agriculture businesses to ensure all workers, young and old, are aware of how to operate tractors safely.

A fatality in the Innisfail area being investigated by Workplace Health and Safety Queensland found a worker was fatally crushed when he was ejected from a tractor and trapped underneath as it rolled over. Early investigations indicate he was not wearing a seat belt

while driving along a road hauling an empty sugar cane bin.

Rollover risks for tractors are high, particularly when being driven on uneven ground, slight and steep slopes, edges of depressions, contour banks or water courses – especially if towing or pulling loads.

Operators must read and follow the manufacturer's operating instructions and be trained in the tractor's safe operating procedures.

It goes without saying no-one should ever climb on or off a moving tractor. A Queensland company was fined \$450,000 after a young worker was killed when he fell from and then was run over by a trailer being towed by a tractor.

For assistance with Workplace Health and Safety requirements, contact Matthew Leighton on 4151 2555 or for further information on operating tractors safely visit www.worksafe.qld.gov.au. ■



CANEGROWERS

Representation on Your Behalf

The Chairman, Elected Members and Staff of Bundaberg CANEGROWERS represented cane growers on a number of occasions. Executive members also attended many Branch meetings and other engagements in their own time.

DATE	MEETING	PURPOSE	FOR MORE INFORMATION CONTACT
26.05.2023	QRIDA Directors	To represent members	Mark Pressler Matthew Leighton
31.05.2023	Sunwater	To represent members	Dale Holliss
31.05.2023	SDRIC Public Briefing (Inquiry into the Impact of Climate Change on Queensland Agricultural Production)	To represent members	Matthew Leighton
31.05.2023	Bundaberg Regional Ratepayers Association	To represent members	Dean Cayley Tanya Howard
01.06.2023	Energy Queensland Ltd Customer & Community Council	To represent members	Dale Holliss
01.06.2023	Energy Queensland Ltd Ag Forum	To represent members	Dale Holliss
02.06.2023	Bundaberg Burnett Strategic Water Assessment SAG	To represent irrigators	Dale Holliss
06.06.2023	WHS Managing the Risk of Psychosocial Hazards at Work	To receive update	Tanya Howard
14.06.2023	Bundaberg Regional Ratepayers Association	To represent members	Dean Cayley Tanya Howard
15.06.2023	Towards Net Zero Bundaberg Cluster Session - Energy & Renewables	To represent members	Matthew Leighton
16.06.2023	Regional Business HQ Board Meeting	To represent members	Tanya Howard
21.06.2023	National Renewable in Ag Conference & Expo	To represent members	Dale Holliss
22.06.2023	WPS Rail Trail Briefing	To represent members	Tanya Howard
27.06.2023	Coastal Burnett Groundwater Management Area Advisory Committee	To represent members	Dale Holliss Tanya Howard
29.06.2023	Mt Rawdon Pumped Hydro Project Briefing	To represent members	Dale Holliss Tanya Howard
04.07.2023	Deb Frecklington MP and Stephen Bennett MP	To represent irrigators	Tanya Howard Matthew Leighton

Bundaberg to Gin Gin Rail Trail

WSP are currently developing designs for the proposed Bundaberg to Gin Gin Rail Trail. In creating a rail trail that locals and visitors want to use, they need to be sure that they listen to the needs of the neighbours of the rail trail - that way designs can try to avoid or minimise any concerns neighbours may have.

To do this WSP need to hear from neighbours about:

- What are your property access needs along or across the old rail corridor?
- Do you require fencing along the rail trail, or would you prefer the corridor not to be fenced?
- What farm/business operation risks must we consider when planning the rail trail?
- Do you need gates for crossing the rail trail corridor and where are these located?
- Do you have concerns about where the rail trail may increase potential for trespass, crime and/or privacy for your property?
- Do you have any ideas to reduce these risks from the rail trail for your property?
- Do you have concerns in relation to biosecurity risks related to the rail trail passing through or alongside your property?
- What fencing and signage do you need to address any biosecurity risks?
- Do horses using the rail trail present a hazard to your property?
- Do dogs on leads using the rail trail present a hazard to your property?
- Are there tourism businesses or new opportunities along the corridor we need to take into account so that access points and signage can be included?

If you have any questions or would like more information on how the rail trail may affect your property please contact the project team on: 1800 154 399 or via email to: B2GRailtrail@wsp.com.

Further information including a Community Survey can be found here: www.ourbundabergregion.com.au/gin-gin-rail-trail

If you require assistance with assessing the project and the potential impact on your property, please contact the office on 4151 2555. ■

How to Manage the Recruitment Process

Clearly outline the job you are trying to fill

Whether the job is seasonal, casual, part time or permanent it's important to have a clear understanding of the role you are looking to fill at your farm or business. A job description is a great way to articulate these points and gives both you and the job seeker an understanding of what is required in this agricultural based role. Indicate who the position reports to and include a brief overview of the position. Consider the skills that are essential or require evidence of agricultural related education or training and then add in the additional skills and qualifications required to perform the job effectively.

Write an appealing job advertisement

In this current market, you want your job advertisement to stand out amongst all other agricultural and farm-based jobs in Queensland and catch the attention of your ideal job seeker. Here are some tips to help you achieve this:

- Ensure the job title relates to the role and consider what similar roles are called in the local job market. This will ensure your job will come up in key word searches and reach your desired audience.
- Provide a brief overview of the farm and/or business and what it does. Highlight any farm and business achievements or accolades and make a point of talking about the culture and team size. Keep sentences short and to the point. This will entice the job seeker to keep on reading.
- Dot-point the key requirements of the role including work days/hours so the job seeker can make a quick assessment against their skills and availability.
- Talk about where the job is located, accommodation options and what

there is to do outside work times. Outline the employee accommodation options, either what's provided with the job or what's available nearby. Provide information on local transport that's available and how far the farm is from the nearest city or town. If possible, including salary or hourly rate can also allow job seekers to make a quick assessment of whether the position is right for them.

Use social media

By using social media, you can promote your farm to your relevant audience and give job seekers a sense of what working at your farm is really like. You can promote your jobs via platforms such Facebook, Instagram and LinkedIn. Help spread the word by asking your followers to share your posts.

Make the application process easy and be accountable

Consider if a cover letter is essential to the application. Be mindful that job seekers in the agricultural sector are often applying to multiple roles, you want to make the process as easy as possible. Ensure you always respond to job seekers to thank them for their application and let them know how and when you will be in touch.

Interviews

If you have multiple people on your shortlist, consider conducting an initial phone interview to assess their communication skills and confirm the job seeker's work experience and relevant agricultural based education/training. Either face to face or via video call, such as Zoom, interviews can be a daunting experience for the job seeker, ensure you take the time at the start of the interview to make the job seeker feel at ease. It's a great time to talk about your farm or business and what it does

as you are more likely to get useful information from a job seeker if they are calm and relaxed.

Things to consider when conducting the interview:

- Assess if the job seeker will fit in with you and your team
- Consider the job seeker's enthusiasm and general attitude
- Review their resume and ask questions that allow you to determine if the job seeker is suitable to the role, encourage the job seeker to talk about their relevant skills and experience from both within and outside the agricultural sector
- Avoid closed questions that encourage a "yes" or "no" response. Behavioural interview questions are recommended as they ask the job seeker to provide examples of how they have managed particular situations
- Ask the job seeker if they have any questions about the role or your farm and/or business
- Let the job seeker know the next steps in the recruitment process, when the job is likely to start and advise them how and when you will be in touch
- Be fair, ask all job seekers the same questions so you can compare job seekers equally

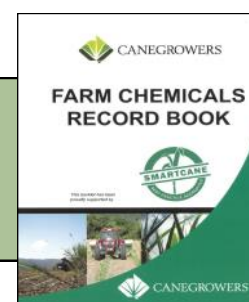
What to avoid

Asking questions which may appear discriminatory. These include questions that may relate to a job seeker's marital status, age, race, religion or disability. If you are unsure refer to the Australian Human Rights Commission website: <https://humanrights.gov.au/our-work/employers/step-step-guide-preventing-discrimination-recruitment>

For further information visit www.agjobsqueensland.com.au. ■

Completing this book assists Growers to meet their record keeping obligations as part of the Reef Regulations.

To collect a record keeping book call into the office or contact us on 4151 2555 or bdb_office@bdbcanegrowers.com.au





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Emergency SOS via satellite now available on iPhone 14

IPhone 14 users in Australia can now connect with emergency services when cellular and Wi-Fi coverage are not available. Available on all iPhone 14 models, the technology enables users to message with emergency services while outside of cellular and Wi-Fi coverage. Additionally, if users want to reassure friends and family of their whereabouts while travelling in an area with no cellular or Wi-Fi coverage, they can now open the Find My app and share their location via satellite.

Every model in the iPhone 14 line-up can connect directly to satellite. Emergency SOS via satellite builds on existing iPhone features including Emergency SOS, Medical ID, emergency contacts and Find My location sharing, offering the ability to connect to a satellite to share critical information with emergency services, family and friends. This service connects users to relay centres staffed with Apple-trained emergency specialists who are ready to contact Public Safety Answering Points (PSAPs) — or emergency services call centres — on the user's behalf to get them the help they need. The service is free for two years starting at the time of activation of a new iPhone 14 model.

How Emergency SOS via Satellite Works

With Emergency SOS via satellite, an easy-to-use interface appears on iPhone to get the user help utilising a satellite connection if they are not able to reach

emergency services because no cellular or Wi-Fi coverage is available. A short questionnaire appears to help the user answer vital questions with a few simple taps, which are transmitted to dispatchers in the initial message, to ensure they are able to quickly understand the user's situation and location.

Following the questionnaire, the intuitive interface guides the user where in the sky to point their iPhone to connect and send the initial message. This message includes the user's questionnaire responses; location, including altitude; iPhone battery level; and Medical ID, if enabled. The transcript with relay centre specialists can also be shared with the user's emergency contacts to keep them informed.

Satellites move rapidly, have low bandwidth and are located more than a thousand kilometres away from Earth, so it can take a few minutes for even short messages to get through and Apple designed and built iPhone 14 to connect to a satellite's unique frequencies without a bulky antenna. With Emergency SOS via satellite, users can send and receive messages in as little as 15 seconds in clear conditions. Using the built-in Emergency SOS via satellite demo, users can test satellite connectivity on their iPhone by connecting to a real satellite in range without contacting emergency services, allowing them to experience the process

and familiarise themselves with the service.

Find My

For users who go out of cellular or Wi-Fi range but don't experience an emergency, this technology also enables them to share their location via satellite with Find My. In the Find My app, users can open the Me tab, swipe up to see My Location via Satellite, and tap Send My Location. The satellite connection on the iPhone 14 line-up also works with other safety features available on iPhone and Apple Watch, including Crash Detection and Fall Detection.

Availability

Emergency SOS via satellite and Find My via satellite require iPhone 14 and iOS 16.4 or later. ■



Articles appearing in *The Bundaberg District Canegrower* do not necessarily represent the policies and views of Bundaberg CANEGROWERS.

The Bundaberg District Canegrower

If undeliverable return to:



Bundaberg CANEGROWERS Ltd

PO Box 953
BUNDABERG QLD 4670

Bundaberg CANEGROWERS
32 Bourbong Street (PO Box 953)
Bundaberg Qld 4670
Phone: (07) 4151 2555 Fax: (07) 4153 1986
Email: bdb_office@bdbcanegrowers.com.au
Website: www.bdbcanegrowers.com.au
ABN: 66 110 868 801

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