

JOB DESCRIPTION – CHERRY PICKING GLENBURN ORCHARDS

(YOU MUST READ THESE INSTRUCTIONS CAREFULLY AND SIGN AGREEMENT ON INDUCTION FORM BEFORE COMMENCEMENT)

PICKING HARNESSES FOR LUGS ARE ASSIGNED TO EACH PICKER AND A BOND HELD OF \$35.00 REPAID ON RETURN. ADJUST BAG TO FIT COMFORTABLY.

PICKERS MUST UNDERSTAND THAT THIS FRUIT IS OUR LIVELY HOOD AND IF IT IS NOT PICKED CORRECTLY AND IS DAMAGED THE IMPACT IS DETRIMENTAL TO OUR BUSINESS AND INCOME. THE FUTURE OF OUR BUSINESS DEPENDS ON THE CORRECT TECHNIQUES BEING ADHERED TO.

Cherry picking technique is IMPORTANT because we can damage the trees affecting production of next year's crop.

The critical part is the fruit spur where the cherries grow. At the end of the stem is where the buds are growing for next year's crop. These MUST be left intact.

PICKING TECHNIQUES – SINGLE PICKING

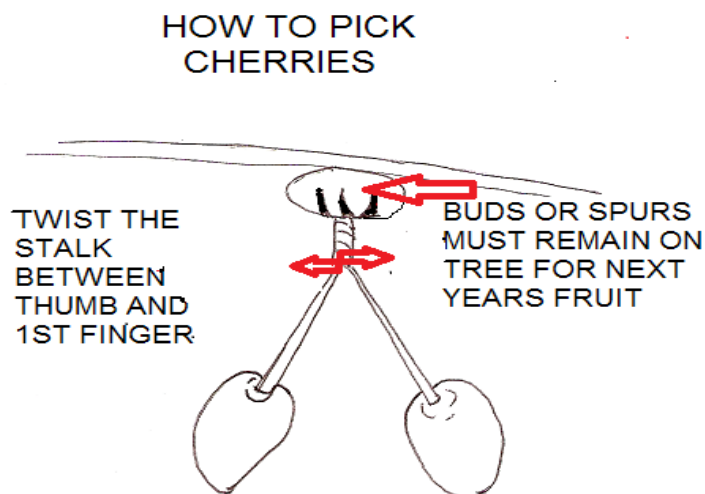
BEFORE WORK COMMENCES THE SUPERVISOR WILL DEMONSTRATE THE MANNER IN WHICH WE WANT THE FRUIT TO BE PICKED. FURTHER ADVISE AND INSTRUCTION IS ALWAYS AVAILABLE UPON REQUEST.

PLEASE ENSURE FINGERNAILS ARE CUT SHORT TO AVOID PUNCTURING THE FRUIT.

CHERRIES ARE PICKED IN SINGLES INTO THE LUGS.

This is HOW to pick cherries...

- Make sure your thumb and fore-finger are right at the top of the cherry stem and twist the cherry stalk away from the buds it should come off easily leaving the buds intact.
- **DO NOT** PULL OR YANK THE FRUIT DOWNWARDS THIS WILL CAUSE LOSS OF STALKS AND BUD DAMAGE OF FUTURE CROPS.
- Cherries must have their stalks/stems attached.
- Place cherries in your lug **gently** to avoid bruising.
Easy!



THUMB AND FOR-FINGER AT THE TOP OF THE STALK AND TWIST AWAY FROM BUDS
PLACE THE CHERRIES CAREFULLY IN THE LUG, DO NOT DROP, FILLING TO APPROXIMATELY 5 CMS FROM THE TOP.

ANY BADLY DAMAGED FRUIT MUST BE DROPPED TO THE GROUND THESE INCLUDE:

- LARGE CRACKS (SMALL STEM CRACK OR BOTTOM CRACKS ARE ACCEPTABLE)
- STALKLESS FRUIT IS TO BE AVOIDED HOWEVER IT IS STILL TO BE PLACED INTO THE LUGS AND BECOMES 2ND GRADE FRUIT (STALKLESS FRUIT ALERTS US TO POOR PICKING TECHNIQUE)
- ROTTEN FRUIT MUST BE REMOVED AND DROPPED TO THE GROUND.

ONCE THE LUG IS FULL REMOVE FROM THE HARNESS AND PLACE THE LUG UNDER THE TREES IN THE **SHADE** - THE **CHERRIES MUST NOT BE PLACED IN DIRECT SUNLIGHT.**

YOU WILL BE ALLOCATED A ROW OR PART FOR PICKING AND EXPECTED TO PICK THE WHOLE TREE FROM BOTTOM TO TOP!

LABEL YOUR LUG WITH A STICKER THAT HAS YOUR PICKING BARCODE BY WRAPPING THE STICKER AROUND A DAMAGED CHERRY STEM IN CLEAR VIEW OR AS INSTRUCTED.

THERE WILL BE A WEIGHING AND QUALITY CONTROL SYSTEM IN THE ORCHARD.

A TALLY WILL BE COMPLETED EACH DAY TO VERIFY YOUR QUANTITIES PICKED.

FRUIT SPURS ARE WHERE THE CHERRIES GROW AND BUDS ARE ABOVE.

The bud must be left intact on the tree.

QUALITY CONTROL BY OFFICERS AUDITING ALL PICKING PROCESSES WILL OCCUR. WARNINGS AND DISMISSALS WILL OCCUR. REDUCTION IN PAY RATE FOR POOR QUALITY FRUIT.

This is how NOT to pick cherries

PLEASE do not BREAK the bud off the tree.

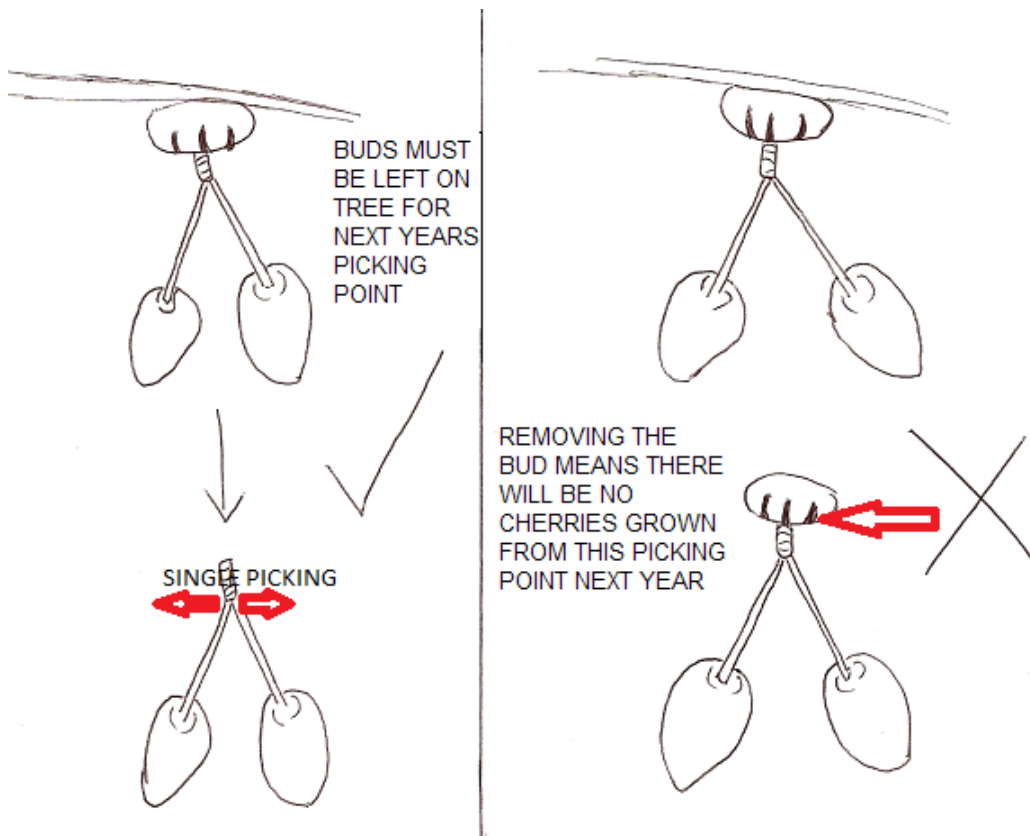
A broken bud can never grow cherries again...

If you see a bare branch, this is where someone has previously picked off all the buds. If we see many leaves, branches or buds on the ground, we know you are not picking properly, and we may ask you to leave the orchard!

PLEASE "Don't pick the buds"

WARNINGS WILL BE GIVEN IF:

BUD REMOVAL OCCURS WHEN PICKING – THIS WILL NOT BE TOLERATED.



EXCESSIVE LEAF REMOVAL.

POORLY FILLED LUGS.

THE PICKER RESPONSIBLE WILL BE SHOWN THE PROBLEM. IF THERE ARE ANY OBVIOUS PICKING TECHNIQUE PROBLEMS THEY WILL BE ADDRESSED BY THE SUPERVISORS.

IF THE PROBLEM PERSISTS, ONE WARNING WILL BE GIVEN AFTER WHICH FURTHER PROBLEMS WILL RESULT IN TERMINATION OF EMPLOYMENT.

LADDER SAFETY - PLEASE READ PROCEDURE FOR LADDER WORK IN ORCHARD AND SIGN AT INDUCTION.

DO **NOT** CLIMB THE TREES.

ALWAYS HAVE THE BASE OF THE LADDER DOWNHILL WITH THE SUPPORTIVE LEG UPHILL (NEVER PLACE LADDER DOWNHILL)

LADDERS **MUST NOT** BE LAID ON THE GROUND.

NO FOREIGN OBJECTS ARE TO BE PLACED IN LUGS.

PERSONAL HYGINE PRACTICES

THOROUGHLY WASHING HANDS AT BEGINNING OF EACH SHIFT, WHEN RETURNING FROM TOILETS OR AFTER HANDLING ANY MATERIAL OR EQUIPMENT THAT MAY BE CONTAMINATED.

GLENBURN ORCHARDS HAS IMPLEMENTED A QUALITY SYSTEM THROUGHOUT THE ORCHARDS AND PACKING SHEDS THAT STRESSES THE IMPORTANCE OF **SAFE QUALITY FOOD** FOR THE CUSTOMER. ALL STAFF MUST DO THEIR UTMOST TO ENSURE THE PRINCIPALS OF THIS QUALITY SYSTEM ARE UPHELD AT ALL TIMES.

ANY CHANGES TO PICKING TECHNIQUES WILL BE AT THE DISCRETION

Policy/Procedure for Cherry Picking Glenburn Orchards Nov 2015

OF THE ORCHARD MANAGER DEPENDING ON THE SEASON CONDITIONS.

REQUIREMENTS WILL BE CLEARLY COMMUNICATED TO PICKERS THIS MAY INCLUDE:

COLOUR PICKING

STRIP PICKING

LUG PRICES MAY ALTER ACCORDINGLY TO SEASON REQUIRMENTS.

TEAMWORK AND MINIMAL STRESS WILL MAKE A HAPPY PRODUCTIVE SEASON FOR ALL STAFF.

COOPERATION ON ALL LEVELS IS NECESSARY.

ANY PROBLEMS NOT ADDRESSED IN ORCHARD PLEASE BRING TO MANAGEMENT AT THE OFFICE.

WE HOPE YOU ENJOY THE CHERRY SEASON WITH US.

Management - Glenburn Orchards 2015