

GENERAL INFORMATION

Please read and sign the attached forms before starting work as failure to follow the instructions below could lead to your dismissal. So keep these conditions to refer back to.

Employment Declaration forms must be completed and returned before any wages will be issued. If this form is returned without a Tax File Number we are required by the Taxation Office to deduct a higher rate of tax from your wages.

All employees from countries other than Australia who are non-residents are required to hold a current Australian Government work visa. The signing of this agreement shall be deemed as a declaration that a current visa is held.

Work is on a contract or casual basis. Payment is per lug picked or per hour worked, depending on the position filled. Start times will vary between 6-730 am start depending on position, work breaks will be advised by your supervisor.

As we work as a team, punctuality and reliability are of utmost importance. Please advise us on 0418 544 122 if unable to attend as soon as possible. Employment for any seasonal activity does not in any way guarantee future employment.

GENERAL BEHAVIOR

Employees must conduct themselves in such a manner as not to interfere with or disrupt the harmony of the work site. They must not act in a way as to be a hazard to themselves or their fellow workers.

Serious misconduct, such as unauthorised use of machinery, violence, abuse, sexual harassment, theft, insobriety or refusal to carry out a lawful request, will result in instant dismissal.

Employees who present for work and appear to be affected by alcohol or drugs will be sent home.

Non-Prescription drugs and alcohol are not to be used at the work site.

Cans, bottles, wrappers and other litter must not be left in the orchard.

Fruit throwing will not be tolerated.

Lunchroom and toilets are to be left in a clean and tidy state. Smoking is prohibited within the pack shed however a smoking area has been set up outside with a butt container.

Mobile phone use is restricted in the work place, refer to packing and picking job descriptions.

SAFETY

Unauthorised use of machinery is strictly prohibited. Employees charged with operating machinery must do so in accordance with employer's instructions and in a safe and responsible manner. Any accidents or faults must be reported to the employer immediately.

Personal safety requires that hats and sun block are used at all times when working outdoors. It is advised that workers wear appropriate footwear. Loose clothing should be avoided as it may become entangled in machinery. Wet weather clothing may be required. But is not supplied.

Long hair should be securely tied back and up. Tractors, trucks and forklifts will be working in close proximity so care must be taken. Under no circumstance should any part of the body be inserted into machinery.

The employer reserves the right to direct the employee on any safety issue during the term of employment.