

Join Southland / Otago's

GOOD DAIRY EMPLOYERS ASSOCIATION

...leading by example

Vision: To lead the way as employers so that dairying in the South Island is an occupation of choice which is both sustainable and fulfilling.

Employees don't care how much you know until they know how much you care!

Achieved through: Employers working together to lift the standard.
Having a clear progression pathway
Having training opportunities for employers and employees.
A supportive community and Rural Professional network
Good immigrant support.
Offering a great outdoor lifestyle.

Who we are: A non-profit organisation run by farmers and rural professionals for farmers!

Our partners to date: Greener Horizons Workforce Ltd, Venture Southland & New Zealand Trade & Enterprise

What we offer:

- Employment contracts
- Employment seminars with on-farm consultant follow-up.
- Discussion groups for members to share ideas and experiences
- Newsletters with employment tips and guidelines
- Job description templates, performance review templates, time sheets, workplace and orientation checklists, yearly plans of job and events provided via e-mail or fax.
- Access to employees through Greener Horizons Workforce.

What we want to offer:

- Community notice board with upcoming community events
- Events calendar with local industry training opportunities.
- Staff progression seminar
- Staff training days
- Staff fun days
- Health and safety manual templates, tenancy agreement templates.

Who is eligible: Any local dairy farmer who meets the criteria of good employers.

Employers of choice are open to new ideas, give time to listen, communicate their vision and expectations clearly, consider employees as assets not expenses; are not perfectionist, and treat others as they would like to be treated!

The criteria:

- Meet all legal obligations as employers including having signed employment agreements, paying above the minimum wage.
- Include team members in farm goals and vision to create ownership.
- Clearly defined roles, responsibilities, and good day-to-day communication.
- Reward or performance system
- Clearly defined performance criteria
- Conduct regular performance reviews
- Good working and living conditions.
- Assess training needs of employees and provide training opportunities.
- Good orientation programmes
- Respect employees private time
- Provide good rostered time-off even during calving.
- Allow at least 1 weeks annual leave during summer.
- Have a written health and safety manual.

QFENZ accredited farmers automatically accepted.

Does your team come to work because they like the job, or because you said so?

The process:

Contact us and we will send you a farm information sheet to fill in. We will then organise a time to meet with you to assess your employment practices and speak to your employees and previous employees.

Get involved: If you are interested in getting involved contact us at info@greenerhorizons.co.nz. Please also email us your contact details including phone number, fax and email.

What it costs: Administration fee of \$200 per farm per annum. Refundable if recruiting through GHW.

Upcoming Events:

30 May: Employment Workshop with Simon Sankey – Dexcel

Topic: Orientation, training and improving communication.

To find out more contact: Peter Macfarlane on 0274 743274

Gore – James Cumming Wing: 10.30am – 2pm (lunch provided)

Winton – Winton RSA: 6.30pm – 9.30pm (light meal provided)

Maximum 20 people per workshop – pre-registration essential!

To Register: contact Kendyl Kennedy (Venture Southland) - on: 03 211 1804
Email: kendyl@venturesouthland.co.nz