



WA SHEARING INDUSTRY ASSOCIATION (INC)

Postal Address: PO Box 273, DARLINGTON WA 6070
Tel: 0412 227 252 Fax: (08) 6210 1398 Email: admin@wasia.com.au

Dear Prospective Member

Thank you for your interest in **WA Shearing Industry Association (WASIA)** membership and participation.

The Association's mission is to promote and develop a legislative, administrative, economic and social environment which facilitates a safe, responsible and profitable shearing industry in Western Australia.

WASIA is keen to ensure the best representation and advocacy on behalf of the shearing industry sector, including contractors, growers, woolclassers, shearers, shed hands, suppliers, training organisation and other interested stakeholders. To achieve this, WASIA has allocated Membership voting rights to all classes of members, giving each member a 'voice' in the organisation.

This **Membership Kit** provides more information on the **Full (Contractor)** and **Associate Membership** statuses. Full Membership is open to all Contractors and the Associate Membership is available to Shearers, Woolclassers, Shed Hands and all team or family members, wool growers, suppliers, manufacturers and other interested parties.

The Association fulfils a **vital role in furthering the development of the Shearing Industry and representing member interests** to government decision and policy makers, regulators, other industry organizations and training organisation. During these times of escalating costs, decreasing margins, increased focus on compliance, quality and safety and the ever-growing public and consumer sensitivity regarding animal welfare, environmental and sustainability issues, a strong industry voice is crucial. Broad industry input is essential to enabling WASIA to fulfill its leadership responsibilities and we offer members opportunities to **participate directly** in shaping the future of our industry, to keep up-to-date on relevant industry information and to access significant savings through a range of **Member Benefit Schemes**.

The **'Issues Addressed by WASIA on Behalf of Industry'** and **'Benefits of WASIA Membership'** are attached, for your consideration. If your organization would like to be participate and support WASIA, please let the Executive Committee know by completing the attached Membership Application Form. **Your involvement in WASIA activities will help to ensure our Industry has a professional, profitable and sustainable future.**

Our goal is to ensure that all of our industry offers quality work environments, services and maintains professional & cooperative working relationships. This will help to ensure that WASIA Membership retains its status as an indicator of quality service delivery throughout the wool growing sector.

WASIA membership year is from 1 October to 30 September each year and a pro rata rate can apply for the first year only. All Membership categories have voting rights and the opportunity to stand for election to the Executive Committee. Details are enumerated in the attached material.

We look forward to your involvement with the Association and invite you to forward the attached **WASIA Membership Application Form** to the address listed on the Form.

Thank you for your interest in the industry and in joining our exciting organisation. Should you require further information please do not hesitate to contact our office.

Yours sincerely

Darren Spencer
President
20-6-17



"Proud Sponsors of the WA Shearing Industry Association"

Benefits of WASIA Membership



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All Members:

- Voting Rights – Full Members (contractors) = 2 votes, All Associate Members = 1 vote;
- Opportunities to Serve & Provide Input – in the interests of industry to lobby & address issues of common interest and benefit with the combined strength of the Industry on Industry Issues such as Occupational Safety & Health, Animal Welfare and a range of other Guidelines/Standards/Issues;
- WASIA Executive Committee – Opportunities to nominate members to the management committee;
- WASIA Website – Access to advertise, find contractors, training, events, employment and contracts and the Industry and Member-secure Areas of the Website for information & reports;
- Prime Super – Access to direct support/assistance & workshop relating to the super;
- Personal Accident, Public Liability, Illness, House and Motor Vehicle Insurance – Preferential Rates through McKenna Hampton Insurance Brokers. (MHIB);
- Legal Services – Some legal consultation at preferential rates through Bailiwick Legal;
- WASIA Member Materials – Receive free/discounted products, stickers, Tally Books and other materials available from time to time.
- WASIA Newsletter, Information Circulars & Rates– Receive periodic information via email, fax or post.
- DISCOUNT Product and Services – with ShopRite / WASIA Membership Card including:
 - White & Brown Goods (household appliances and electronics for home and car);
 - Motor Vehicles – New/Used; Diesel/Petrol; Fuels and Oils; Tire Balancing, Wheel Alignment;
 - Some Professional Services (dental, optical), Travel Services, Health Saver Card;
 - Many, many other Products and Services (annual catalogue available).
- WASIA Industry Training Workshops, Forums and Social Functions – Priority Access;
- Network – with Contractors, Affiliated Members, Sponsors and Businesses;
- Bi-Annual General Meetings – Open to all members;
- Well-Managed, Professional Association – Confidence in Association operations which are transparent and accountable to members.
- Group Members –
 - Security in knowing all correspondence from WASIA to your members will be channelled through your group's administration, unless otherwise authorised;
 - The Associate Member Group vote is held by the group and the group may nominate members to serve on the Executive Committee.

Full (Contractor) & Associate (Individual & Group Individual) – All the above, plus:

- Industrial Relations – Access to industry and industrial relations information & WASIA information & guidance (Awards, Shearing Rates, Agreements);
- Legal Services – Preferential rates for legal advice and representation through Bailiwick Legal;
- Workers Compensation, Employment Practices Liability Insurance – Preferential rates through MHIB and for Employer Members, arrangements may be made for discounted premiums on Employment Practices Liability and Accident & Injury insurance;
- Finance Services – Access to premium financial services through MHIB and Pacific Premium Commercial;
- Membership Logo – Rights to use WASIA Membership Logo on business stationary and signs.

Full Members (Contractor) – All of the above, plus:

- WASIA Operations Manual – For the conduct of Shearing Contracting businesses, with Cost of Shearing Calculator, State & Federal Awards and Shearing Rate Updates;
- Legal Service – Free initial consultation and preferential rates for issues through Bailiwick Legal;
- Website Access to Contractor Only Section – For Contractor information and Operations Manual updates;
- Employment Practices Liability Insurance
- Shearing Contractors Safety Management System – Free access to the WASIA/McKenna Hampton Safety Management training and book/software;

Product Discounts – On various products and services available from time to time, including discount prices on SUPERGRIND Emery Papers and Glue purchased through WASIA. (see Flyer/Order Form)



<p style="text-align: center;">Awards and Employment Conditions</p> <ul style="list-style-type: none"> ● Representation in the Development and Modification of Industrial Awards – State & Federal: <ul style="list-style-type: none"> ▪ WA Shearing Contractors Award 1993 (Fed) ▪ Pastoral Award 2010 ▪ WA Shearing Contractors Award 2004 (WA) ● Union Liaison and Negotiations ● Distribution of Shearing Rate Schedules ● Liaison and Representation to relevant Industry Groups, including WA Farmers Federation, Pastoralists & Graziers Association, Wool Council, Local & Specialist Groups etc 	<p style="text-align: center;">Industrial Relations and Industry Issues</p> <ul style="list-style-type: none"> ● Occupational Health & Safety (OH&S), including Shed Safety Assessments & Training ● Industrial Relations Guidance ● Union Liaison and Negotiations ● Employment Disputes and Legal Cases ● Standards/Codes of Practice/Guidelines ● Drug & Alcohol Policies ● Liaison and Representation to Departments of Consumer and Employment Protection, WorkSafe Commission, Wool Council, Farmsafe Alliance
<p style="text-align: center;">Business Support</p> <ul style="list-style-type: none"> ● Legal Services ● Legal Referral Services with preferential rates for more complex Issues ● Business Products, including Operations Manuals, Cost of Shearing Guide, Tally Books, Stickers, Member Logos etc ● Industrial Relations Representation ● Taxation – Payroll Tax, GST, PAYG ● Development and Management of Members Benefit Schemes: <ul style="list-style-type: none"> ▪ Insurance and Risk Management Programs, ▪ Financial Management, ▪ Superannuation, ▪ Discount Buying 	<p style="text-align: center;">Industry Training and Development</p> <ul style="list-style-type: none"> ● Liaison and Representation to Government and Industry groups ● Member Food, Fibre & Timber Industries Training Council (WA) ● Negotiations on Shearer/Shedhand Traineeships ● Support and planning for TAFE training and development of Multi-Skilling Industry training ● Agricultural College Scholarships with Prime Super <p style="text-align: center;">WASIA Website</p> <ul style="list-style-type: none"> ● Exclusive Members Only Area – Access to the latest Shearing Rates, Member Resources and Publications ● Employment Register – Recruit Workers and Find Jobs ● And Lots More
<p style="text-align: center;">Ministerial Liaison</p> <ul style="list-style-type: none"> <li style="width: 50%;">● Agriculture <li style="width: 50%;">● Treasury <li style="width: 50%;">● Education and Training <li style="width: 50%;">● Commerce (Consumer and Employment Protection) <li style="width: 50%;">● Small Business <li style="width: 50%;">● Local Government and Regional Development 	
<p style="text-align: center;">Association Communication and Profile</p> <ul style="list-style-type: none"> ● Research and Production of regular WASIA Newsletters/Circulars ● Development and delivery of Industry Information Forums ● Website Development, Extension and management, including Employment Register, information articles, Member Benefit Scheme access and member secure access area for confidential information, ● Annual General and Half Yearly Meetings ● Member Surveys 	<p style="text-align: center;">Finance and Management</p> <ul style="list-style-type: none"> ● Association Management and Corporate Governance: <ul style="list-style-type: none"> ▪ Planning & Budgeting; ▪ Management Monitoring and Reporting; ▪ Accounts Management ● Administration of Members Benefit Schemes – Insurance, Risk Management and Finance with McKenna Hampton Insurance Brokers, GE Commercial and other programs ● Administration of Neville Munns Sponsorships ● Project Grant applications and administration ● Scholarships Administration (with Prime Super) ● Development and implementation of WASIA Membership Campaign



WA SHEARING INDUSTRY ASSOCIATION (INC)

WASIA Code of Conduct

Adopted by unanimous member assent, at the Annual General Meeting 20 January 2007.

Preamble

1. *The purpose of this Code is to guide the professional conduct of members of WASIA in their relations with the public, clients, employers, employees and commercial competitors and to promote the highest quality of service and professional conduct among members.*
2. *The Association endorses these guiding principles to be representative of the basic business and professional values of our profession.*
3. *Compliance with this Code:*
 - (a) *demonstrates mutual respect for the rights of everyone in the working and business environment and our commitment to the wise management of our industry.*
 - (b) *ensures a just and honorable profession, mutual confidence and respect, and competent service to the future of the industry.*
4. *This Code has been adopted by the Association membership and can only be amended by the membership.*
5. *This Code applies to all membership categories of WASIA.*
6. *All members upon joining the Association agree to abide by this Code as a condition of membership.*
7. *Procedures for responding to alleged breaches of this Code are contained in Bylaws established by the Executive Committee.*

Code of Conduct and Ethics

Members of the Association will strive to achieve and promote the highest standards of business quality, professional conduct and ethics. To do so a member will:

- 1) Comply with all mandatory and statutory requirements applicable to employers and employees, including, but not limited to:
 - a) Paying appropriate Award Rates and entitlements including occupational superannuation;
 - b) Complying with all tax obligations, including Payroll Tax, PAYG and Group Tax and where applicable, Workers Compensation Insurance requirements;
 - c) Complying with workplace safety and health legislation, industry endorsed Guidelines and enterprise policies to ensure a safe, orderly, clean workplace with appropriate amenities and equipment and to protect the health and well-being of working people and the public from hazards present at, or emanating from, the workplace.
- 2) Act in a professional manner, including but not limited to:
 - a) Maintaining a business-like approach in all businesses dealings and in respect of all work related activities, including:
 - i) Delivering excellent quality and services to employers and customers;
 - ii) Honoring commitments in a spirit of fairness to customers, suppliers, employees, employers and commercial competitors;
 - iii) Being truthful in communications and records;
 - iv) Avoiding conflicts of interest and even the appearance of improper influence;
 - v) Complying with both the letter and the spirit of all applicable laws;
 - vi) Listening to workforce questions and issues and providing prompt answers;

- b) Demonstrating respect for ones employers and ones employees by treating them with dignity, fairness and in a professional manner;
 - c) Adhering to the highest standards of honesty and integrity in all relationships;
- 3) Working to instill the highest ethical and professional standards of conduct and skill in employers, employees and co-workers, at all levels, by the provision of training and guidance.
 - 4) Assisting the Association, Growers, other Industry Groups and Government Agencies with the provision of honest, impartial and appropriate advice as required to foster the betterment of the industry.
 - 5) Submitting only information about a prospective candidate for the Executive Committee, award, or other elected office that is accurate, factual and objective.
 - 6) Advertising services and individual businesses and fees in a dignified and truthful manner by stating the services the member is qualified and prepared to perform avoid misleading statements and refraining from using improper or questionable methods in soliciting work contracts, including:
 - a) ensuring that any price cutting is not at the expense of fulfilling statutory requirements and obligations;
 - b) not using unfair means to win contracts or employment or to injure the chance of another to secure and hold a job or customer;
 - c) not, by false statement or dishonest action, injure the reputation or professional associations of another industry member;
 - d) refraining from criticizing, condemning or in any ways belittling the work of others in an effort to 'pinch' contracts and secure employment;
 - e) not attempting to supplant another contractor or employee nor undertake a contract for which another has been previously engaged, until it is has determined that the original contractor's or employee's engagement has been fairly and properly terminated;
 - f) encouraging prospective clients, employers and employees to base selection on comparison of qualifications and negotiation of fees and charges.
 - 7) Cooperate in advancing the industry by the exchange of information and experience and generally contributing to the work of the Association and related organisations, schools and media.
 - 8) Keep confidential personal, medical and business information of others which has been obtained during the conduct of business, employment, or otherwise, except when required by law or overriding health and safety considerations arise.
 - 9) Make only those public comments known to be accurate, without distortion or withhold of pertinent information to substantiate a point of view and to ensure that the member's views are clearly understood to be the member's own views and not the views of the Association, unless authorised by the President to speak on behalf of the Association.
 - 10) Bring to the attention of the Association's Executive Committee, in confidence, information, concerns and evidence of violation of this Code by another member, for action by the Executive Committee in accordance with any established By-Laws.



Membership Application Form

WA SHEARING INDUSTRY ASSOCIATION (INC)

Applicant Details (*required information for effective communications)

*Business/Group Name _____ A.B.N. _____

*Owner/Contact Names _____ A.C.N. _____

* Does your business operate as: a “Company” or “Company Trust” (e.g. Pty Ltd)or....
 a “Non-Company” (e.g. Sole Trader or Family Trust)

This information is critical to ensure WASIA is able to provide you with the appropriate information for your business, including the correct Award Terms & Conditions, Rates and Allowance.

*Residential Address _____ *Post Code _____

*Business/Postal Address _____

*Business Telephone _____ *Business Fax _____

*Mobile Telephone _____ **Home Telephone _____

*Website Address _____ *Email Address _____

PERSONAL & BUSINESS PROFILE

(Tick the most appropriate boxes. Confidential - for membership profile only. Not for release.)

Role: Contractor Grower Shearer Woolclasser Shed Hand Other: _____

Age: under 18 19 – 21 22 – 65 over 65

Gender: Male Female

Contractors: How many teams do you run at your busiest time of year? _____

Location(s) of Operation: _____

Contractors	Growers	Shearers, Shed Hands, Woolclassers and Cooks	Others
<ul style="list-style-type: none"> • Is yours an existing business or just started? • When is your busy season? • Number of sheep shorn by your team(s) annually? Less than 50,000 <input type="checkbox"/> 50,000 to 100,000 <input type="checkbox"/> Over 100,000 <input type="checkbox"/> • Ave. # of employees/year? (incl. subcontractors) _____ 	Average number of Sheep shorn each year? _____ List Breeds: What time of year do you prefer to have your sheep shorn?	Experience in the industry: ____ (years) Experience in your current role: _____ # Sheep/Fleeces handled/day _____ Currently employed in the industry? Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to travel? Yes <input type="checkbox"/> No <input type="checkbox"/> Want listing on the WASIA Website Employment Register? Yes <input type="checkbox"/> No <input type="checkbox"/> If so: Describe your ‘work ethic’? _____ Skills, training or experience? _____	What is your interest/affiliation/role within the shearing industry?

ALL: What interests you most about becoming a Member of WASIA?

Do you use e-mail? Yes No **Can you access the Internet?** Yes No

Your email address: _____

Have you visited the Association Website (www.wasia.com.au)? Yes No

MEMBER BENEFIT SCHEMES – Note, these schemes are only open to members, and may be limited by the particular membership status (Full, Associate, Group etc).

In some cases, a single large purchase using Shoprite services (e.g. a TV or Refrigerator) can recoup your cost of membership and will also contribute to activities of the Association. Some benefits are only available to Full Members as noted. Please contact the WASIA Administration Officer for further information.

WASIA is keen to develop new benefits for members. Please tick the benefits listed below that interest you and nominate any other ideas you may have. Upon registration as a member, a WASIA/ShopRite membership card will be ordered and forwarded as it becomes available....but once registered as a member you will be able to access ShopRite benefits even without your card.

- Legal Services through Gadens Lawyers
- Risk Management and Workers Compensation Insurance Scheme through McKenna Hampton Ins Brokers
- Superannuation Information and assistance through Prime Super

ShopRite discounts on:

- | | |
|---|--|
| <input type="checkbox"/> Fuel and Vehicle Service Discounts | <input type="checkbox"/> Wheel Balancing and Alignment Discounts |
| <input type="checkbox"/> Business Product and Service Discounts | <input type="checkbox"/> Personal Products and Services Discounts |
| <input type="checkbox"/> Telecommunication Scheme (proposed) | <input type="checkbox"/> House, Motor Vehicle and Business Insurance |
| <input type="checkbox"/> Motor Vehicles (new or used) | <input type="checkbox"/> White and Brown Good Discounts (Car Stereo, Microwave, refrigerator, etc) |
| <input type="checkbox"/> Other: _____ | |

ANNUAL MEMBERSHIP SUBSCRIPTIONS – Pro-rata rates apply for first year only, details attached.

Please Send Your Application to: admin@wasia.com.au or

WASIA, PO Box 273, DARLINGTON WA 6070

Payments to: BSB: 306-048 Account: 0591411 or by cheque

Processing - Membership Applications are reviewed and registered by the WASIA Administration Officer, who will contact you regarding your membership and any other details that may be needed.

Please note that Membership Benefit Schemes are not available until membership has been confirmed and membership fees are paid. You will be advised ASAP upon endorsement of your membership to facilitate prompt access to the benefits of these valuable Member Benefit Schemes.

Membership fees are listed overleaf and payable within 14 days of registration, if not accompanying this application.

A Recipient Created Tax Invoice will be issued following payment.

I, * _____

of (Business Name if applicable) * _____, herein apply for the following status of Membership:

- Full Member** (Contractors only)
- Associate Member** (please specify one of the following Associate statuses):
 - Associate Member (Individual)**
 - Associate Member (Group)**
 - Associate Member (Group Individual*)**

*Signed: _____ *Date: ____/____/____

* Required information and signature. If a Group membership, the signatory must be an authorised officer of that Group

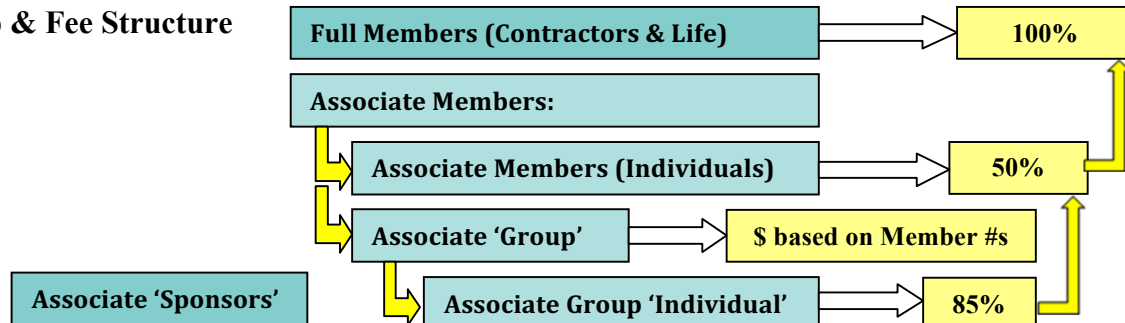


WASIA Full and Associate Membership Statuses & Fees

*** Pro Rata Subscription Rates apply to all statuses in the first year only**

The WASIA financial year runs from **1st October to 30th September** each year. Under the Association's rules, once a person joins the Association they continue to be a member and are responsible for the payment of annual subscriptions as they fall due until a written letter, fax or email of resignation is received.

WASIA Membership & Fee Structure



Full Membership Eligibility:

- (a) Any adult person engaged full time or part time as a shearing contractor;
- (b) Any partnership or body corporate carrying on the business of shearing contractors.

Associate Membership (Individual) Eligibility:

- (a) Any person, partnership or body corporate engaged in or interested in the shearing industry, but not being a shearing contractor, e.g. Wool Growers, Woolclassers, Shearers, Shed Hands, Cooks, Trainers etc;
- (b) Family members, partners, shareholder or associates of Full Members;

Associate Membership (Group) Eligibility:

- (a) Other Industry Groups or Associations (National, State, Regional and Specialist Grower Groups);
- (b) Manufacturers, Suppliers, Wool Brokers;
- (c) Registered Training Organisations** (RTOs).

Associate Membership (Group Individual) Eligibility:

- (a) Financial members of any WASIA Associate Group who wishes to access Associate Individual benefits.

WASIA Annual Membership Fees, including GST for 2017/2018 are as follows:

Full Members (Contractors 100%)	<u>incl. GST</u> \$500
Associate Members	
Associate – ‘Individual’ (50%)	\$250
Associate – ‘Group’ (negotiated, based on group size)	\$ Based on Group Member #s
Associate ‘Group Individual’ * 85% of 50%)	85% of Associate Individual (while the Group remains a member)

* The Associate (Group Individual) status is only available to financial members of WASIA Associate Group to enable access to the ‘Associate Individual’ member benefits.

New members joining partway through a financial year pay the indicated % of first year subscriptions:

October	100 % annual fee, incl. GST	April	50 % annual fee, incl. GST
November	92 % annual fee, incl. GST	May	42 % annual fee, incl. GST
December	83 % annual fee, incl. GST	June	33 % annual fee, incl. GST
January	75 % annual fee, incl. GST	July	25 % annual fee, incl. GST
February	66 % annual fee, incl. GST	August	15 % annual fee, incl. GST
March	58 % annual fee, incl. GST	September	10 % annual fee, incl. GST

We welcome your application and look forward to your active involvement in the Association.

If you have any questions contact the **Administration Officer, Valerie Pretzel** at admin@wasia.com.au or **0412 227 252**.