

SR Op Co Pty Ltd – Supplementary Submission dated 9 March 2022 for the Senate Select Committee for Job Security (SSC)

1. The Company notes on page 13 of the transcript of proceedings that the two Samoan seasonal workers who were engaged on the Seville farm did not directly submit any material to the SSC. However, during the hearing Senator Grogan tabled a payslip from Talipope's employer MADEC for the period 11-17 November 2021, being one week out of the twelve weeks he worked at the Seville farm. That document (see Appendix A page 1) shows Talipope only worked 19.75 hours for that week, the principal reason being that the farm did not engage any of the MADEC workers on Friday the 12th, Saturday the 13th, Sunday the 14th and Wednesday the 17th of November 2021 due to poor weather conditions and low volume fruit.

However the hours worked in the document headed "Diary record of working" in relation to Talipope, referred to by Senator Grogan purport to show he worked 8-9 hours every day for the period 11-17 November 2021. It is not clear who compiled the "Diary record of working" document which was tabled by Senator Sheldon (see Appendix A pages 2-3). Despite the MADEC pay advice record showing 19.75 hours Senator Grogan chose to rely on Talipope's "Diary record of working" and claimed that it showed he ended up with \$100 in the hand after a 64-hour working week.

The official MADEC pay records (see Appendix B) show Talipope averaged 32.65 hours per week from the 10th of November to 2nd of February and after deductions incurred on his behalf averaged net pay of \$439.56 per week for the 12 week period.

2. In the hearing on 2 February 2022, Talipope states "we don't get given water until we ask for it. We can't cope with the heat, we must ask for water". The management on site reject this statement as shade, toilet facilities and drinking water are all provided for the workers. There is no policy restricting workers from accessing water and the Company buys tank water (approximately 10,000 litres at a time) which is distributed in 220l water drums around the blocks, bottled water is also supplied and on occasions soft drink is supplied to the workers to allow them to stay hydrated. Attached in Appendix C is an Officeworks invoice for the purchase of bottled water on the 5th of January 2022 for the amount of \$1,175.95 and a Woolworths receipt for the purchase of soft drink for the amount of \$132 on the 24th of January 2022. These items were purchased for the benefit of the Seville farm workers.

3. Talipope makes another allegation that "one of our brothers fainted at the farm. The employer did not even come to have a look". Once again, we reject this allegation as we have two recorded safety incidents this season involving Samoan workers. The first was at our Boneo farm in December when on Saturday the 18th a worker appeared to have a seizure and collapsed. Our National General Manager was on site and when he reached the worker, he realised the man had no pulse, so he performed CPR. At the same time our harvest manager at the Boneo site called an ambulance and the worker was taken to hospital and thankfully discharged from hospital later that day.

The second incident occurred at our Seville farm on the 26th of January at approximately 2.30pm. The worker apparently fainted and fell whilst picking strawberries. The worker was driven to the tearoom and laid down so that the strawberry crop manager could make an assessment of his condition. The worker was offered water but declined and was then offered a soft drink which he accepted and drank. They offered to turn the air conditioning on but the worker declined. He was awake and alert in the tea room and the MADEC team leader advised our strawberry crop manager that the worker felt Okay. The decision was made for the whole team to finish work for the day and

the group travelled back to their accommodation. The worker was able to walk to the bus but two people accompanied him as a safety precaution.

I also understand that the SSC wants to ensure that the two Samoan seasonal workers who provided evidence on 2 February 2022 have not been disadvantaged or threatened with retaliation for giving evidence by the Company.

The Company is unaware of any allegations to this effect and it has never acted in a harmful manner towards Aleki or Talipope before or after they gave evidence to the SSC.

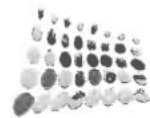
Appendix A

Talipope - Att A

MADEC Australia
MADEC Labour Hire

PO Box 5055
MILDURA VIC 3502

Pay Advice



madec

ABN: 48 086 804 015

Printed On: 18/11/2021

Talipope
Seasonal Worker Program (Visa C/-)
MILDURA VIC 3500

*Super Contribution: \$50.19
Super Fund:

* Please Note: Super Contributions are subject to thresholding where applicable.

Code	Item	Total	Rate	Taxable	Add	Ded
For Employment At: SR OP Co Pty Ltd					Division:	
From Period 11/11/2021 to 17/11/2021		Pay Method:		EFT Pay Period:	Weekly	
Paid On:	18/11/2021	Hiring #:	21140	Payslip #:		
NT	Normal Time	19.7500	\$25.4100	\$501.85		
DEDTRANS	Transport	50.0000	\$1.0000			\$50.00
DEDAIRRS	Airfares - Restart	108.3500	\$1.0000			\$108.35
DEDHEALTH	Health Insurance	18.5000	\$1.0000			\$18.50
DEDACCENT	Accommodation/Rent Cost	150.0000	\$1.0000			\$150.00
Stat. Super Contribution		\$50.19				
Totals				\$501.85	\$0.00	\$326.85
Gross Wage				<i>(Taxable + Adds - Deds)</i>		\$175.00
Tax Rebate / Extra Tax						\$0.00
Less Tax						\$75.00
Nett Wage						\$100.00
YTD Gross				\$1,637.25		
YTD Tax				\$245.00	YTD Nett	\$629.76
Bank Details	Title	Account	BSB			Amount
	Talipope					\$100.00
Loan Details	Description	Loan Amount	Amount Deducted	Loan Balance (current)		

Notes: Due to low earnings full deductions have not been able to be taken this pay.

Diary record of working

Your Full Name: TALIDOPE

Contractor Name:

Farm/Packing Shed Company Name: ..

Fruit/Vegetable:

Weekday	Start time	Finish time	Piece rate		\$ Paid	\$ Per hour	Comments
			Kilo, Bin, Crate, Tray				
Monday Date: Farm: 8/11/21	6.30	4.00					
Tuesday Date: Farm: 9/11/21	OFF						
Wednesday Date: Farm: 10/11/21	OFF						
Thursday Date: Farm: 11/11/21	6.30	3.00					
Friday Date: Farm: 12/11/21	6.30	4.00					
Saturday Date: Farm: 13/11/21	6.30	4.00					
Sunday Date: Farm: 14/11/21	6.00	4.00					
Total					\$		

Diary record of working

Your Full Name: TALPOPE ..
 Contractor Name:
 Farm/Packing Shed Company Name:
 Fruit/Vegetable:

Weekday	Start time	Finish time	Piece rate		\$ Paid	\$ Per hour	Comments
			Kilo, Bin, Crate, Tray				
Monday Date: Farm: 15/11/21	6.30	3.00					✓
Tuesday Date: Farm: 16/11/21	6.30	4.00					
Wednesday Date: Farm: 17/11/21	6.00	4.00					
Thursday Date: Farm: 18/11/21	6.00	4.00					
Friday Date: Farm: 19/11/21	6.00	4.00					
Saturday Date: Farm: 20/11/21	6.00	5.00					
Sunday Date: Farm: 21/11/21	OFF	OFF					
Total					\$		

Appendix B

Date Range:

10/11/2021 To

2/02/2022

EMPLOYEE NAME	CLIENT NAME	PAY PERIOD END	Total hours	Gross Amount	Tax	Deductions	Net Amount	Total Super
Aleki	SR OP CO PTY LTD	10/11/2021	40.17	1378.06	207	435.64	735.42	137.81
	SR OP CO PTY LTD	17/11/2021	19.17	519.6	78	341.6	100	51.96
	SR OP CO PTY LTD	24/11/2021	28.17	854.7	128	579.03	147.67	85.47
	SR OP Co Pty Ltd (VIC)	1/12/2021	18.40	625.5	94	431.5	100	62.55
	SR OP Co Pty Ltd (VIC)	8/12/2021	30.38	937.2	141	696.2	100	93.72
	SR OP Co Pty Ltd (VIC)	15/12/2021	37.59	1123.95	169	566.86	388.09	112.4
	SR OP Co Pty Ltd (VIC)	22/12/2021	21.01	748.6	112	218.5	418.1	74.86
	SR OP Co Pty Ltd (VIC)	5/01/2022	39.50	1159.25	174	633.02	352.23	115.93
	SR OP Co Pty Ltd (VIC)	12/01/2022	46.63	1361.71	204	414.52	743.19	136.17
	SR OP Co Pty Ltd (VIC)	19/01/2022	42.16	1272.6	191	414.52	667.08	127.26
	SR OP Co Pty Ltd (VIC)	26/01/2022	48.03	1080	162	291.44	626.56	108
	SR OP Co Pty Ltd (VIC)	2/02/2022	22.67	702	105	218.5	378.5	70.2
Aleki Total				11763.17	1765	5241.33	4756.84	1176.33
Talipope	SR OP CO PTY LTD	10/11/2021	45.50	1135.4	170	435.64	529.76	113.54
	SR OP CO PTY LTD	17/11/2021	19.75	501.85	75	326.85	100	50.19
	SR OP CO PTY LTD	24/11/2021	28.17	842.5	126	579.03	137.47	84.25
	SR OP Co Pty Ltd (VIC)	1/12/2021	28.09	874	131	416.52	326.48	87.4
	SR OP Co Pty Ltd (VIC)	8/12/2021	16.92	482.8	72	310.8	100	48.28
	SR OP Co Pty Ltd (VIC)	15/12/2021	39.55	1078.1	162	414.52	501.58	107.81
	SR OP Co Pty Ltd (VIC)	22/12/2021	31.59	986	148	218.5	619.5	98.6
	SR OP Co Pty Ltd (VIC)	5/01/2022	39.50	1446.85	217	633.02	596.83	144.69
	SR OP Co Pty Ltd (VIC)	12/01/2022	46.41	1263.1	189	414.52	659.58	126.31
	SR OP Co Pty Ltd (VIC)	19/01/2022	41.08	1599.5	240	414.52	944.98	159.95
	SR OP Co Pty Ltd (VIC)	26/01/2022	47.95	1180.6	177	345.12	658.48	118.06
	SR OP Co Pty Ltd (VIC)	2/02/2022	7.25	162	24	38	100	16.2
Talipope Total				11552.7	1731	4547.04	5274.66	1155.28
Grand Total				23315.87	3496	9788.37	10031.5	2331.61

Appendix C

Tax Invoice

A.B.N. 36 004 763 526

Officeworks



BUSINESS PARTNER NO.	INVOICE DATE	INVOICE NO.	PURCH ORDER NO.	TRANSACTION NO.	DISPATCH DATE	CARTONS
35572321	05.01.2022	23920156		135688922	06.01.2022	192

Arisa Hayashi

DELIVER TO:
Arisa Hayashi

Contact Name: Arisa Hayashi

PAYMENT METHOD:
VISA CARD

Page 1 of 1

PRODUCT CODE	DESCRIPTION	QUANTITY ORDERED	QUANTITY SUPPLIED	UNIT PRICE INC. GST	TOTAL AMOUNT INC. GST
AQ20PACKKT	PK96 AQUA TO GO WTR 20X500ML	2	2	585.00	1,170.00
AQ20PACK	PK20 AQUA TO GO WATER <i>(for PK96 AQUA TO GO WTR 20X500ML AQ20PACKKT)</i>	192	192		
% CSCDELN	Delivery Fee			5.95	5.95

TOTAL GST **0.54**

TOTAL INVOICE AMOUNT **1,175.95**

AMOUNT OWING **0.00**

** Indicates item on Back Order and will be shipped separately
All products purchased through Officeworks can be returned at any Officeworks store Australia-wide

Woolworths

The fresh food people

3240 Seville PH: 03 5949 4322
 567 Warburton Highway
 TAX INVOICE - ABN 88 000 014 675

*Coca Cola Drink Cans 24x375ml
 Qty 8 @ \$16.50 each 132.00
 8 SUBTOTAL 132.00
TOTAL \$132.00

WOOLWORTHS 3240	SEVILLE VIC	
MERCH ID:611000603003240	TERM ID: W3240009	
Visa Credit	CARD:.....9962 T	
AID A0000000031010	PURCHASE	\$132.00
TVR 0000000000		
ARQC 9226616B1D390B2F	TOTAL	\$132.00
24/01/22 12:43 001757	APPROVED	00

EFT \$132.00
 Change \$0.00

*Promotional Price

#Taxable Items \$12.00
 TOTAL includes GST

TOTAL SAVINGS
\$104.80

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 at everydayrewards.com.au

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 Join Everyday Rewards today!



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Thank you for shopping with us

STORE 3240 POS 009 TRANS 1757 12:43 24/01/2022



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