2007

Final report - SRDC project BSS289
Everything you wanted to know about cane payment but were too afraid to ask - information workshops for female business partners in the sugar industry

Burgess, DJW

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FINAL REPORT – SRDC PROJECT BSS289
EVERYTHING YOU WANTED TO KNOW ABOUT CANE PAYMENT BUT WERE TOO AFRAID TO ASK - INFORMATION WORKSHOPS FOR FEMALE BUSINESS PARTNERS IN THE SUGAR INDUSTRY
by
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BSES Limited Publication
SRDC Final Report SD07002        April 2007
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SUMMARY

After a grower shed meeting at a Tableland cane farm, Drewe Burgess from BSES and Mick Ward from Bundaberg Sugar spent quite some time answering questions from the grower’s wife on cane payment, why harvesters cut in rounds, relative CCS, sugar pricing and general industry matters.

As a result, Drewe and Mick successfully put a proposal to SRDC to support, with BSES, Bundaberg Sugar, QSL and CANEGROWERS a series of female ‘Farm Business Partners’ workshops on these issues in the Tableland and Innisfail-Babinda region.

Workshops were run in Mareeba, Innisfail and Babinda in October 2006. Feedback from the 60 participants was excellent.

As a result of the workshops, the investigators believe that female farm business partners value opportunities to increase their industry knowledge so that they can contribute more effectively to the farm business, and that just as traditional primarily male-participant activities cater for a male farmer environment (eg shed meetings), a feature of the success of these workshops was that they catered specifically for women. Hence, the workshops were designed with start and finish times to allow for children to be dropped off and picked up from school, an equal or greater number of female presenters, venues away from the (male-domain) farm shed, and workshop activities that build on women’s propensity to network and share information.
1.0 BACKGROUND

After a grower shed meeting at a Tableland cane farm, Drew Burgess from BSES and Mick Ward from Bundaberg Sugar spent quite some time answering questions from the grower’s wife on cane payment, why harvesters cut in rounds, relative CCS, sugar pricing and general industry matters.

As a result, Drew and Mick successfully put a proposal to SRDC to support, with BSES, Bundaberg Sugar, QSL and Canegrowers a series of female ‘Farm Business Partners’ workshops on these issues in the Tableland and Innisfail-Babinda region.

2.0 OBJECTIVES

- To raise the level of understanding about cane payment, relative CCS, sugar marketing and pricing, interpreting cane productivity information and the role of SRDC of 70 to 100 female ‘farm business partners’ involved in farms supplying cane to mills in the Innisfail-Babinda-Tableland areas.
- To improve the business skills of these farm business partners by increasing their comprehension of cane payment and pricing information, including delivery advices, despatched to sugarcane businesses by Bundaberg Sugar Ltd.
- To use this series of information workshops as a catalyst to create more farm business level interaction between male and female partners.

3.0 METHODOLOGY

Workshops were run in Mareeba, Innisfail and Babinda in October 2006. Each was advertised widely (Appendix 1) and a workbook of the presentations was prepared (Appendix 2). Feedback was assessed from the participants (Appendix 3).

4.0 KEY LEARNINGS, ACHIEVEMENTS AND/OR KNOWLEDGE GAINED

- 60 farm business partners supplying Tableland, Babinda and South Johnstone mills participated in the three half-day workshops.

- Feedback (see Appendix 3) was excellent. On a scale of 1 (not useful) to 5 (very useful) participants ranked the cane payment information as 4.6 and sugar marketing and pricing as 4.5. 100% of participants would recommend others attend a similar workshop and 100% indicated an intention to discuss what they learnt with others, primarily their husbands, other family members and other growers.

- In their project proposal the investigators stated: “Overwhelmingly, it is the female partner in sugarcane farming businesses in Australia who conducts the daily administration tasks of dealing with the mail, bookkeeping and paying the bills. It is
also often the female partner who is computer literate and possesses the knowledge, skills and motivation to access electronic information such as that provided through e-mail”. The investigators’ ‘hunch’ that a real need for this type of workshop existed and that the workshops would be well received was justified.

- Based on the feedback received, workshop participants highly valued the opportunity to increase their level of understanding of general sugar industry matters and cane payment and relative CCS schemes in particular, despite the majority many of them having been long-time sugar industry participants.

5.0 IMPLICATIONS AND RECOMMENDATIONS RESULTING FROM PROJECT

As a result of the workshops, the investigators have formed a view that:

- A number of female farm business partners feel to some extent marginalised in industry extension and education activities and, as a result, value opportunities to increase their industry knowledge so that they can contribute more effectively to the farm business.
- More complex industry matters including, but not limited to, CCS schemes, sugar and cane-pricing arrangements are not generally well understood. Workshop-style activities, with skilled presenters and high-quality presentations (Appendix 2) are effective in raising levels of understanding.
- Just as traditional primarily male-participant activities catered for a male farmer environment (eg shed meetings), a feature of the success of these workshops was that they catered specifically for women. Hence, the workshops were designed with start and finish times to allow for children to be dropped off and picked up from school, an equal or greater number of female presenters, venues away from the (male-domain) farm shed, and workshop activities that build on women’s propensity to network and share information.

As the project was itself an information transfer exercise, workshop content was transferred to Innisfail-Babinda and Tableland growers via the workshops and resultant discussions between participants and their farming partners. Without detailed knowledge of extension/education activities conducted in other areas, it is difficult to comment on the broader applicability of this workshop content. However, the experience gained through workshop process (inviting particularly women, the family-friendly mode of delivery, using female presenters where possible, the goodwill this project seemingly generated) provides some valuable learnings for industry. The investigators recommend that extension/education service providers (BSES, Cane Productivity Service Companies, CANEGROWERS, Milling Companies, Government agencies) consider female farm business partner specific extension/education as part of their normal activities. For example, when planning a round of information meetings, one or more of the meetings could be targeted specifically at the female farm business partners. Likewise, a round of female-specific workshops, with tailored content, could be conducted across a region on a regular (eg annual) basis.
6.0 BENEFITS TO THE INDUSTRY, THE COMMUNITY AND/OR THE PARTICIPANTS

Based on the feedback they have received (formally at the workshops and subsequently in their day-to-day work), the investigators are confident that this project has achieved its aims of:

- increasing levels of understanding about cane payment, relative CCS, sugar marketing and pricing, interpreting cane productivity information and the role of SRDC;
- improving the business skills of these farm business partners; and
- creating more farm business level interaction between male and female partners.

Additionally the act of open and honest sharing of information about business aspects of the industry assists an incremental shift away from adversarial relationships between industry participants to more collaborative ones. The feeling of goodwill at these workshops was palpable, encouraging the investigators that industry participants can genuinely ‘collaborate to compete’.

7.0 COMMUNICATION

The *Australian Canegrower* magazine and SRDC’s electronic newsletter ran articles on these workshops.
Calling all sugar industry women
You’re invited to attend a free ‘Farm Business Partners’ workshop.

This workshop is designed especially for women involved in any aspect of cane growing businesses and is an ideal opportunity to network with other women involved in the industry.

This half-day course will help you to find out more about:
- Your cane pay advice and how to make sense of cane payment;
- Sugar marketing and pricing – how it effects you on the farm;
- How the relative CCS scheme works;
- Interpreting your farm productivity information;
- Checking your delivery advices; and
- What’s going on in sugar research and development.

The workshops run from 9.45 am to 2.00 pm, with lunch provided. Dates and venues are:

- **Mareeba:** Tuesday 24 October
  Australian Coffee Centre, Ivicevic Rd

- **Innisfail:** Wednesday 25 October
  Riverside Tavern, Edith Street

- **Babinda:** Thursday 26 October
  Training Room, Babinda Mill

To assist with catering arrangements, it is essential that you register to attend a workshop.

To register, or to find out more, contact:
- Marian Davis at BSES Innisfail on 4064 3458 or 0427 771 845
- Bronny Francis at Tableland Canegrowers on 4092 6065

Registrations close Tuesday 17th October.
Farm Business Partners Workshops 2006

Mareeba 24th October

Innisfail 25th October

Babinda 26th October
Farm Business Partners Workshops 2006

Innisfail Wednesday 25th October
Babinda Thursday 26th October

Workshop Team
- Mick Ward  Bundaberg Sugar
- Ken Hall  Bundaberg Sugar
- Mark Magnanini  Bundaberg Sugar
- Ginette Barret  QSL
- Tracy Henderson  SRDC
- Drew Burgess  BSES
- Marian Davis  BSES
- Sarah Standen  Canegrowers

Program
- Industry profile
- Sugar marketing & pricing
- Cane payment
- Relative CCS
- Harvesting logistics
- Lunch
- Auditing delivery advices
- Canegrowing basics
- Interpreting productivity information
- What’s going on in R & D?
- Finish ~ 2.00pm
Everything you need to know about...

SRDC

Tracy Henderson
R&D Investment Manager

Our Corporate Outcome
A profitable and internationally competitive Australian sugar industry providing economic, environmental and social benefits for rural and regional communities.

A partnership approach

Critical to our success:
- Engagement with industry participants
- Emphasis on value chain
- Partnering with researchers
- Focusing on change that adds value.
Our funding

- Funded by levies paid by the sugar industry (currently $0.07/tonne from growers and $0.07/tonne from millers) and matching funds from the Australian Government.
- Levies are collected by mills by the Levies Revenue Service (Department of Agriculture, Fisheries and Forestry).

Our Investment Approach

- Focus is on investing in new and improved ways of doing things not core or ongoing services.
- Committed to setting the right targets, managing investments so they succeed.
- Committed to maximising the return on industry and Government investment into research and development.
- Three Investment Arenas
- Four types of projects

Measuring our success

1. Are our R&D investments well targeted and responsive to priority needs?
   - Feedback from industry at the 2006 series of regional workshops: 91% of participants indicated that though SRDC investments in R&D were valuable.
   - Feedback from Government on acceptance of Annual Operational Plan and Annual Report
Measuring our success

2. Are we continually improving our R&D portfolio management by learning, experimenting and influencing change?

✓ Industry indicated that there is a need to have a regional and mill area focus to R&D investment - regional futures arena;

✓ Feedback indicated the need ongoing investment in the area of strategic research - emerging technologies arena; and

✓ focus on building capacity for learning, change or innovation in sugar industry people to continue - people development arena.

Measuring our success

3. Is the Corporation delivering on industry priorities and the Australian Government’s National and Rural industry priorities?

✓ Sources of advice on priorities:
  - The Australian Government
  - The Representative Bodies
  - Other Industry Groups
  - Industry Participants
  - R&D Partners

✓ SRDC’s R&D portfolio balanced to ensure all priorities are met.

Celebrating our success

1. Delivering regional results:

✓ Yield Decline Joint Venture delivering economic and environmental benefits

✓ Specialist grower groups enhancing best management practices
Farm Business Partners Workshops 2006

25th October Innisfail
26th October Babinda

Celebrating our success

2. Harnessing the potential of emerging technologies

- Horizon 3 research - the value of this research lies in identifying options for future development.
- Harder to see tangible outcomes immediately.
- In early November SRDC will launch a publication which analyses the options of utilising bagasse and trash.

3. Developing the industry’s people

- Recognising the importance of individuals and networks:
  - Grower Group Innovation Projects have had a huge impact on industry. In 2005-06, over 150 growers and harvesters were involved in 18 projects, allowing them to try something that they had not tried or tested before.
  - In May 2006, 30 younger people from the Far North, Herbert and Burdekin regions graduated from the Impact on Sugar program.
  - Graduates are now equipped with the skills, knowledge and confidence to make a significant contribution to the Australian sugar industry at an individual, enterprise or regional level.
- Events such as G6P, its sibling and the GIVE (Grower Innovation Virtual Expo) Day are reinforcing the benefits of establishing links with researchers and extension personnel.

Contact Details

www.srdc.gov.au

Phone
07 3210 0495

141 Queen St Brisbane
NQ Coastal Mills District Profile 2005

Mick Ward
FBP Workshops
October 2006

Summary Data

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Innisfail
190 kt

Mourilyan Central 230 kt
Lever Estate/Walloon 110 kt
Cowley to Kurrimine 350 kt

Bombeeta - 3 Branch 110 kt
Silwood - 4 Branch 200 kt
Babinda West 180 kt
Babinda South 180 kt

Murray / Kennedy 330 kt

Total ~ 2.7Mt
Farm Business Partners Workshops 2006

25th October Innisfail
26th October Babinda

Harvested Area – Innisfail Babinda Mills 1987 - 2006

Farm Size & % of Cane Supply

Farm size range was 62 tonnes to 98 000 tonnes.

Farm Size Category Statistics

Larger farms tended to have higher yields...
Farm $/ha ranged from $384 to $2434 /ha

Weak relationship between CCS and $/ha

$1900/ha and 11.8 CCS

$900/ha and 13.6 CCS

Strong relationship between cane yield and $/ha

Cane Yield (tc/ha) vs $/ha (by farm)

R² = 0.75
No relationship between CCS & yield at farm level — ie
• Low yield farms don't have better CCS
• High yield farms don't have worse CCS

The Message: What Drives Farm Profitability?
• Cane yield **strongly** drives profitability
• CCS alone is less important
• You can have both - high yield doesn't mean low CCS
Marketing and Pricing of Raw Sugar

October 2006

The Market

- World production around 158mt/year
- Consumption 151mt/year
- Growing at 2.0%/year
- Most sugar is consumed in country of origin
- Tradeable raw sugar around 46mt/year (30% of total production)
- Queensland @ 8.5% of tradeable raw sugar

Who are the major players in the raws tradeable market?

- Major exporters - Brazil, Thailand, Guatemala, South Africa, EU & Australia
- Major importers - Russia, Japan, Korea & Malaysia
- Swing importer/exporter - India
- Growing markets - China, Indonesia
- Major Traders - Cargill, Sucden, Dreyfus and ED&F Man
Queensland Deals Direct

Queensland Deals Direct

Queensland Marketing Package

- Buy direct from the producer
- Cost & Freight (C&F) basis
  - control supply chain
- Consistent high quality
- In full on time delivery
- Flexibility & responsiveness
- Technical support
- Commercial integrity

MARKETING OF RAW SUGAR
Farm Business Partners Workshops 2006

25th October Innisfail
26th October Babinda

Part 1: Develop a Marketing Plan
- Forecast production
- Storage constraints

• First Half Season: July - November
  - coincides with the harvesting and crushing
  - must sell & ship at least 60% of production
• Second Half Season: December - June
  - coincides with the storage period
  - aim to have sheds full at end of crush to gain max. advantage for the pool

Marketing Plan

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Total Tonnage: 0

• Once production is agreed the marketing plan is developed
• It is updated throughout the season as crop changes occur
• Timing and delivery is important to our storage profile

Part 2: Where to sell sugar
Individual markets are assessed on the following basis:
- Net Returns
  - needed to sustain the industry in the long term
  - simply the net return we believe is available from a particular market
- Payment Reliability
  - ensures viability & sustainability
- Market Size and Growth
  - large importers provide security for the long term
  - growing markets provide scope for industry growth
- Strategic Value
  - The fit with QSL’s shipping, storage & quality considerations
  - Potential for innovative marketing techniques
Who are Queensland’s main Customers?
- Limited number of stable & reliable customers
- Primary markets - New Zealand, Korea, Japan, Indonesia, Malaysia & Taiwan
- Secondary markets - Canada, USA, Saudi Arabia & EU
- Contingency markets - China, Iran, Philippines & Bangladesh

How do we know when customers require supplies?
- Longstanding relationships
- Regular customer contact
- Knowledge of customers’ meltsheet
- Understanding competitor’s sales & shipping patterns
- Understanding of customer’s product quality & timing constraints

Part 3: Negotiating a Sale
Normally a potential customer will request an offer to supply a specific quantity of sugar for a specified delivery period. Once we determine we want to do a deal & they want to buy, we enter into negotiations to determine the following:

- Tonnage
  - do we have sugar available?
  - refer to marketing plan
Negotiating a Sale cont.

- Delivery period
  - how will it effect storage?
  - how will sugar be priced?

- Fixed or Futures
  - sophisticated market - sophisticated pricing
  - Countries where the domestic price of refined sugar is regulated by the government, normally are fixed price buyers because they have some certainty of the margin
  - futures pricing enables both QSL & the customer to best manage their own price risk & make their own pricing decisions independently of each other

Negotiating a Sale cont.

- Freight
  - we sell on a C&F (cost & freight) basis or CIF (cost insurance freight) basis
  - we are responsible for delivering sugar to the customers port & in the case of CIF, arrange the insurance as well
  - this is an integral part of QSL’s strategy, as it allows us to control the destination of all raw sugar
  - by coordinating freight & logistics, QSL is able to achieve attractive freight rates
  - more competitive on a landed cost or total cost to customer basis.

Once we know the tonnage to be lifted, the destination and the timing we are able to establish the cost of freight.

PRICING OF RAW SUGAR
How do we determine the base price?

- All raw sugar sales are in US dollars
- NY11 international benchmark price for raw sugar
  - Most sugar priced at a premium to NY11
- NY11 also plays price risk transfer role
  - Hedgers & speculators
  - QSL hedges price risk
- Futures market allows producers & consumers to set the price of their commodity independent from the sale of the physical product

Liquidity – Futures Contract

Centre South Brazil

- Sugar (52%) vs. Ethanol (48%) Split
- Flex fuel vehicle fleet (FFV)
  - 2.2 million vehicles
  - 8% of the total fleet
  - Monthly sales 80% are FFV
  - 20% blend
  - UNICA lobbying to increase to 25% blend
  - 1.2bn hrs p.a. = 14mn mt of cane & 2.3mn mt of sugar
CS Brazil Relative Returns

Negotiating a Sale cont.
- Physical Price
  Two components: base price and premiums
  
  Base Price
  - NY11 is used as a reference for the contract month that reflects the delivery period, which is used to calculate the physical sales price
  - Pricing tends to be weighted toward the July & October contracts, because more sales are delivered during this period

  Premiums
  Two types of premiums: physical & regional
  
  Physical
  - NY11 is basis 96 degrees polarization. A pol premium is charged to account for sugars over this
  - International Pol Scale or the Sugar Association of London (SAL) pol scale:
    | Min Degree | Max Degree | Percentage | Max Degrees |
    |------------|------------|------------|-------------|
    | 96.00      | 97.00      | 1.50       |             |
    | 97.00      | 98.00      | 1.25       |             |
    | 98.00      | 99.00      | 1.00       |             |
  - sugar >99 degrees pol a fixed price quality premium is extracted
Negotiating a Sale cont.

Regional Premiums
- value of physical sugar is largely influenced by its location
- refiners look to purchase on the basis of delivered price
- QSL are best positioned to deliver into the Asian region
- QSL competition & production periods of raw sugar exporters

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Marketing and Pricing of Raw Sugar

October 2006

Cane Payment

Mark Magnanini
Financial Controller
Northern Region

Farm Business Partners Workshops
October 2006
Cane Price Formula - History

- Cane payment in Queensland has traditionally been based on a formula originally designed to allocate net proceeds from sugar sales between millers and growers so that profits were shared on roughly the ratio of their assets.
- When introduced in 1916, the formula was based on industry production relativities at that time. Average recovery of CCS in the mills at that time was 90 (90 tonnes of sugar produced for each 100 tonnes of CCS) and the average CCS of cane was 12.
- It was determined that at base levels of efficiency, the proceeds should be split in the ratio of two-thirds to farmers and one-third to the miller. Standard efficiency of 90 on the millers’ part and cane of average 12 CCS on the farmers’ part resulted in a formula of:

\[ Pc = Ps \times 0.009 \times (CCS - 4) + 0.328 \]

(where \( Pc \) and \( Ps \) are price of cane and sugar respectively).

Cane Price Formula - Today

- Negotiated in the cane supply contract
- Cane price* = sugar price* x 0.009 x (CCS - 4) + $0.6275
  (* both in $/tonne)
- Example: Sugar price = $400
  CCS = 12.5
  Cane price = $400 x 0.009 x (12.5 - 4) + $0.6275
  = $31.23
Innisfail Babinda Mills
Relative CCS Scheme

- Commercial Cane Sugar (CCS) content in cane varies throughout the crushing season.
- CCS is usually low at the start of the harvest, rises to a peak around late September and falls towards the end of the season.

Average Weekly CCS
Babinda and SJ Mills 2001 - 2006

- A relative payment scheme is used to allow growers to supply cane early and late in the season (when CCS is lower) without penalty.
- CCS of cane supplied by growers is compared with the average CCS for all cane supplied to the mill for that day. The difference is then transferred across the season average CCS for the mill area.
- A farmer supplying mill average CCS cane in July when CCS is around 11 will receive the same payment as someone supplying mill average CCS cane in October when CCS is around 13.
- This allows an orderly harvest and maintains even supply of cane over a full season.
Because we don’t know at the beginning of the season what the season average CCS will be, we use a ‘base CCS’ throughout the season for cane payment purposes.

Base CCS is usually the average of the last 5 years season average CCS.

At the end of the season we replace the base CCS with the season average CCS.

Base CCS is also adjusted throughout the season to as close as possible to season average CCS.

Relative CCS Scheme: Early Season Example

(Pre-season) Mill & Growers set base CCS at 12.5
A grower supplies cane at 11.2 actual CCS
The average CCS for all cane supplied that day is 10.6
The grower’s cane was (11.2 minus 10.6) = 0.6 CCS units above mill average for that day
We apply that difference (+0.6 units) to the base CCS (12.5): 12.5 + 0.6 = 13.1
The grower’s relative CCS for that cane is therefore 13.1

Relative CCS Scheme: Mid-season Example

(Pre-season) Mill & Growers set base CCS at 12.5
A grower supplies cane at 12.8 actual CCS
The average CCS for all cane supplied that day is 13.6
The grower’s cane was (13.6 minus 12.8) = 0.8 CCS units below average for that day
We apply that difference (-0.8 units) to the base CCS (12.5): 12.5 – 0.8 = 11.7
The grower’s relative CCS for that cane is therefore 11.7
At season’s end, if season average CCS is 12.8 (base was 12.5) that cane will be paid for at 12.8 – 0.8 = 12.0
Your Turn

- Grower sends in cane at 11.5 CCS
- Mill average CCS for that day is 11.0
- Base CCS being used is 12.0
- What is the grower’s relative CCS for that cane?
  \[ 11.5 - 11.0 = 0.5 \text{ units} \]
  \[ \text{Relative CCS} = 12.0 + 0.5 = 12.5 \]
- What is their actual CCS?
- What will the relative CCS for that cane be when we later adjust the base CCS to 13.0?
  \[ 11.5 + 0.5 = 13.0 \]

Congratulations

Payment CCS

The payment CCS shown on growers’ payment advices is calculated as per this example:
- If a grower supplied 1000 tonnes of cane over three days, with 200 tonnes at 14.0 relative CCS on day one, 300 tonnes at 13.5 relative CCS on day two and 500 tonnes at 13.8 relative CCS on day three, the payment CCS would be calculated as below:

<table>
<thead>
<tr>
<th>Tonnes supplied</th>
<th>Relative CCS</th>
<th>Relative units</th>
</tr>
</thead>
<tbody>
<tr>
<td>200 tonnes</td>
<td>14.0</td>
<td>2800 rel. units</td>
</tr>
<tr>
<td>300 tonnes</td>
<td>13.5</td>
<td>4050 rel. units</td>
</tr>
<tr>
<td>500 tonnes</td>
<td>13.8</td>
<td>6900 rel. units</td>
</tr>
<tr>
<td><strong>1000 tonnes</strong></td>
<td><strong>13.750</strong></td>
<td><strong>13750 rel. units</strong></td>
</tr>
</tbody>
</table>

Payment CCS for the period = 13750 x 1000 = 13.75
Ex-Mourilyan farms supplying SJ: better or worse off?

- Is a farm that used to get above mill average CCS supplying Mourilyan now worse off supplying South Johnstone and getting below mill average CCS?

Mick Ward
October 2006

Typical Weekly CCS – Myn & SJ Mills

10
11
12
13
14

SJ
Myn

Example
- An ex-Mourilyan farm with average 12.6 CCS
- Mourilyan Mill average is 12.4 CCS
- SJ Mill average is 12.8 CCS
- Sugar price is $400 (one CCS unit = $3.60)

Supply Mourilyan
- Base price for cane (12.4 CCS) is $30.87
- At 12.6 CCS, example Mourilyan farm is 0.2 units above mill average
- Example farm’s price per tonne of cane is 0.2 x $3.60 = $0.72 above base price
- $30.87 + $0.72 = $31.59

Supply South Johnstone
- Base price for cane (12.8 CCS) is $32.31
- At 12.6 CCS, example Mourilyan farm is 0.2 units below mill average
- Example farm’s price per tonne of cane is 0.2 x $3.60 = $0.72 less than base price
- $32.31 - $0.72 = $31.59

Example:
- An ex-Mourilyan farm with average 12.6 CCS
- Mourilyan Mill average is 12.4 CCS
- SJ Mill average is 12.8 CCS
- Sugar price is $400 (one CCS unit = $3.60)
Changing between Bundaberg Sugar Mills

- When changing to a mill with higher average CCS, what you 'lose' relative to mill average, you 'gain' in base price.
- When changing to a mill with lower average CCS, what you 'gain' relative to mill average, you 'lose' in base price.
- The same principle would apply if you had a single regional CCS, instead of one for each mill.

Cane Supply Logistics

Ken Hall
Cane Supply Coordinator

Scope of Job

- Manage harvest & transport of ~ 2.6Mt over ~ 20 weeks to meet combined crushing requirements of 2 coastal factories.
Mapping

► Map farms with modern GIS systems (annually / as required)
► Record cane variety and crop class (grower input)
► Correct maps are important for harvest management and accurate consignment info (payment & productivity)

Estimates

► Each year in April, we send growers a draft map and last year’s production figures for them to make a block by block farm estimate
► Information arising from the estimate is used for:
  • Season start & finish date calculations
  • Allocating daily harvest tonnage quotas for each group
  • Harvesting arrangements within groups

Harvest Management: Bundaberg’s Role

► Consolidate individual grower estimates into a season estimate.
► Actively manage the harvest to progress harvesting at an even rate throughout the district.
► This is important for growers’ cash flow, replant, and even growth of ratoons
Harvest Management: Growers’ & Groups’ Role

- Harvest group members (growers) decide number of rounds and % (t or area) each round.
- Intra-group ‘equity’ (how much each farm within the group has cut) is an issue for the group to manage. We assist groups to do this by providing tonnage data to a nominated group controller.

Cane Transport - Scope

- Develop & manage a transport plan to deliver sufficient cane bin units to harvest groups for their daily allocation.
  - Loco shifts
  - Scheduled group start times
  - Bin fleet management
  - Cane storage management
- Delivery is based on a harvest output of 50 t/hour at the siding.

Regional Statistics

- 55 harvest groups
- 118 locomotive employees
- 500 + farmers
- 500 km of rail line
- 11 QR crossings
- 200 Bridges
- 972 Road crossings
- 480 Rail sidings

Each season we haul more tonnes of freight via our rail system in 20 weeks than the whole of Queensland Rail hauls in a year.
Checking Your Delivery Advices

Sarah Standen

Are you supplying the correct information to the mill to receive the correct payment for your cane?

- Pre season variety and block information
- Consignment note/proof of delivery and identity of rake
- Obligation under the CAP to fill in correctly
- Incomplete or incorrectly filled in tickets hinders the Cane Analyst Auditor’s role should the grower make any inquiries.
Checking Your Delivery Advices

- Growers harvest detail
  “This information is not validated and subject to change”

Preliminary check
- Bins
- Variety
- Block
- Burnt/green
- Purity/CCS
Checking Your Delivery Advices

- On receipt of grower's delivery advice (final document for this process)
  - Check bin numbers and number of bins
  - Individual bin weights
  - Check samples from same block/variety, etc for any unexplainable variations in CCS
  - Check allocated CCS

Checking Your Delivery Advices

- Allocated samples
  - Missed Sample … M
  - Dry Sample ……… D
  - Delay Cane ………… L
  - Off Samples ……… Off
  - Reload Cane ……..

Checking Your Delivery Advices

- Cane Analysis Auditor - contact numbers
  - Babinda: 4043 8117
  - South Johnstone: 4064 3831
  - Within time limit
  - SS lost or gained
Growing sugarcane
All the stuff no one ever tells you about because you’re a woman

Basics of successful sugarcane production
Topics

- Crop rotation
- Weed control
- Planting
- Irrigation/drainage
- Pest management
- Disease management
- Crop nutrition
- Variety selection

Crop rotation

- Continuous sugarcane leads to "yield decline" – a condition masked with greater inputs (e.g. fertiliser & water)
- Short term fallow provides some benefit (20% yield gain over plant & 3 yrs)
- Largest benefit from 18 to 36 month rotations
- Best responses from legume field crops such as peanuts & soybeans
- Economics are bolstered if rotation crops are harvested for cash

Weed control

- Sugarcane is slow to establish compared to most crops
- Grass competition during the establishment phase causes dramatic yield reductions
- There are no effective herbicides that kill grass but not cane that can be sprayed over cane
- Where possible use 'pre-emergent' herbicides
- Pre-emergent herbicides at 'out of hand' also provide yield benefits
- Never forget the adage "one years seeding, seven years weeding"
Planting

- Most important operation on a cane farm
- Basis of not only plant crop but also ratoons
- Essentials for good germination:
  - undamaged setts 250 to 300mm long
  - short internodes
  - uniform placement along row
  - complete coverage of cut ends with fungicide
  - good sett to soil contact
  - adequate soil moisture
  - soil temperature > 18 degrees C

Pest Management

- Canegrubs single most serious pest of sugarcane
- Controlled with SusCon Maxi or Confidor Guard insecticides
- Minimal tillage & trash retention benefit natural control organisms
- Natural controls more prevalent in wetter coastal districts

Nutrition

- Most soils need additional nutrition for sugarcane production
- Take guess work out of fertilising by soil testing
- Fertiliser rates based on critical values determined through research
- Replace nutrients removed by crop
- Reduce fertiliser inputs with mill mud
- Cut back plant cane fertiliser after legume fallows
Disease management

- Spread your disease risk - grow a range of varieties
- Avoid 'Maccarone' effect – alternate varieties
- Be prepared for SMUT – maintain resistant/intermediate varieties on farm
- Introduce “clean” seed regularly to meet future planting needs
- Ensure all equipment moving onto farm is cleaned down & sterilised

Variety selection

- Avoid temptation to plant a variety because it is the only erect cane available
- Match variety to soil type & environment
- Avoid planting free-flowering varieties in late cut blocks
- Review mill info to monitor variety performance
- Avoid “eyeballing” plant crops to select varieties
- Remember sugarcane grows for more than a single plant crop

Drainage

- Good drainage is essential for cane growth in all irrigated and irrigated areas
- In-field drainage relies on each row acting as its own drain
- GCTB requires slopes > 0.2%
- Modern laser levelling machinery has revolutionised surface drainage
- Common problems:
  - Headlands too high
  - Low spots in fields
  - Wrong row/interrow shape & height
  - Wrong row direction
  - Poor drainage design
  - Inadequate drain maintenance
Drainage (continued)

**Subsurface**
- High water tables (< 600mm below soil surface) reduce growth
- 0.5 tonne/hectare/day
- Water tables > 1m below soil surface are OK
- Remedial action involves:
  - open drains
  - slotted pipe
  - mole drains

---

Sunshine is the key driver of productivity in the Wet Tropics (1970 - 1981)

\[ y = 8.0741x + 31.857 \]

\[ R^2 = 0.7088 \]

---

Harvest season rainfall determines seasonal ccs (Mourilyan Mill 1990 - 2005)

\[ y = -0.0035x + 13.94 \]

\[ R^2 = 0.8252 \]
5 EASY QUESTIONS

• What practice can growers adopt to arrest "yield decline" in sugarcane?
  **LEGUME ROTATION**

• During what stage of growth is sugarcane most vulnerable to grass/weed competition?
  **ESTABLISHMENT – first 12 weeks**

• Which nutrient should be cut back when fertilising sugarcane following legume fallows or mill mud applications?
  **NITROGEN**

• A lack of what often limits sugarcane growth on the wet tropical coast?
  **SUNSHINE**

• What is the most serious pest of sugarcane in Queensland?
  **CANEGRUB**

Interpreting Productivity Information
Bundaberg Sugar provides growers with three major types of productivity information:

- Productivity report (annual)
- Variety CCS reports (weekly)
- Harvest details reports (daily)

**Productivity Reports**

- Based on consignment information.
- 'GIGO' principle applies (put garbage in, get garbage out).
- Compare variety performance at region, zone and farm level.
- Benchmark your farm against other farms in your zone & across the region for CCS, t/ha, ts/ha & $/ha.
- Useful variety info – best time to harvest, pest & disease, soil suitability.
- Focus on $/ha.

**Productivity Report: Farm Block Report**

- Use it to compare the blocks on your farm.
- Ranked from highest to lowest for $/ha.
- Farm totals / averages at bottom.
$/ha – why & how it’s used

- We see $/ha as the major factor influencing profitability
- It is based on
  - sugar price
  - your relative CCS
  - your tonnes cane/ha
  - assumed harvest & levy costs
- It doesn’t include other costs (fertiliser, chemical, water etc)

$/ha – example calculation

- Sugar price = $320
- Farm relative CCS = 11.96
- Cane price = $320 x 0.009 x (11.96 - 4) + 0.6275 = $23.56
- Farm tc/ha = 113.5
- Assumed harvesting & levies = $7.20
- $/ha = (cane price - harv & levies) x tc/ha
  = ($23.56 - $7.20) x 113.5
  = $1858
Productivity Report: Variety CCS Trend Charts

- Compare CCS of a particular variety to mill average for the week.
- For simplicity, mill average represented as zero (variety is above or below).
- Provides a guide as to best time to harvest that variety.

Weekly Variety CCS Reports

- Provide a guide to how varieties are going in-season.
- Give weekly and season-to-date figures.
- E-mailed or faxed weekly.

Harvest Details Reports

- E-mailed or faxed daily (automated system).
- Designed to provide rapid, automated grower feedback.
- Information is *not validated* (subject to change).
Farm Business Partners
Feedback Sheet

a. What were the three most important things you learned today?
   1. 
   2. 
   3. 

b. How useful was the workshop in providing you with useful information about how cane payments are made (please circle)
   
   1  2  3  4  5
   Not useful  Very Useful

c. How useful was the workshop in providing you with useful information about sugar marketing and pricing (please circle)
   
   1  2  3  4  5
   Not useful  Very Useful

d. Would you recommend others attend workshops like this?
   √ Yes  √ No

e. Do you intend discussing what you have learned today with others?
   If so, who?
   ________________________________
   
   √ Yes  √ No

f. Do you have any suggestions to improve future workshops?
<table>
<thead>
<tr>
<th>Three most important things learnt</th>
<th>Cane Payments &amp; Pricing</th>
<th>Marketing &amp; Pricing</th>
<th>Recommend Workshops</th>
<th>Discuss info learnt</th>
<th>Discuss info learnt with</th>
<th>Suggest to improve workshops</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Relative CCS</td>
<td>Woman's group w/ Judy</td>
<td>5</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>2. Irrigation to max yields</td>
<td>QSL Operations</td>
<td>5</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>other family members</td>
</tr>
<tr>
<td>3. P. Ryan - making a better crop</td>
<td>M. Ward - sugar</td>
<td>5</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>4. Mill operations</td>
<td>Sugar marketing</td>
<td>5</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>5. P. Ryan - making a better crop</td>
<td>Sugar pricing</td>
<td>5</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>6. Mill operations</td>
<td>QSL facts &amp; marketing</td>
<td>4</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Family &amp; extended farmers</td>
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<tr>
<td>7. P. Ryan - making a better crop</td>
<td>Mill operations</td>
<td>5</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>8. P. Ryan - making a better crop</td>
<td>Cane Payments</td>
<td>5</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>All Good</td>
</tr>
<tr>
<td>9. Mill operations</td>
<td>How CCS was based</td>
<td>4</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>10. Mill operations</td>
<td>How CCS was based</td>
<td>4</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>11. Mill operations</td>
<td>How CCS was based</td>
<td>4</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband &amp; other women</td>
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<tr>
<td>12. Mill operations</td>
<td>Importance of irrigation</td>
<td>5</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>growers</td>
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<tr>
<td>13. Mill operations</td>
<td>How the mill works</td>
<td>4</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband &amp; kids</td>
</tr>
<tr>
<td>14. Mill operations</td>
<td>Structure of teams &amp;</td>
<td>4</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
</tr>
<tr>
<td>15. Mill operations</td>
<td>cane industry functions</td>
<td>5</td>
<td>5</td>
<td>Yes</td>
<td>Yes</td>
<td>All Good</td>
</tr>
<tr>
<td>16. Mill operations</td>
<td>Where sugar is sold</td>
<td>4</td>
<td>4</td>
<td>Yes</td>
<td>Yes</td>
<td>Less topics &amp; more time</td>
</tr>
</tbody>
</table>

Suggestions to improve workshops:
- Want more workshops like this one
- More Chocolates
- Run workshops regularly
- More time- maybe 6hrs 9-3 or 8.30-2.30
- It was very good Thankyou
- Maybe a mill tour, womans networking brainstorming session, everyone has to put their hand up and ask questions in the group.
- Regular on-going workshops for woman in sugar
### Farm Business Partners Workshop – Feedback Sheets Innisfail

#### Three most important things learnt

<table>
<thead>
<tr>
<th>1.</th>
<th>2.</th>
<th>3.</th>
<th>Cane Payments</th>
<th>Marketing &amp; Pricing</th>
<th>Recommend Workshops</th>
<th>Discuss info learnt</th>
<th>Discuss info learnt with who</th>
<th>Suggestions to improve workshops</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Cane payment advice</td>
<td>Checking delivery</td>
<td>Relative CCs</td>
<td>5</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td>Keep up the good work</td>
</tr>
<tr>
<td>2.</td>
<td>Relative CCS</td>
<td>Mill Mud &amp; fertilising</td>
<td>Mill averages</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Friends</td>
<td>Similar workshop for husband and wife team</td>
</tr>
<tr>
<td>3.</td>
<td>Relative CCS</td>
<td>Cane payment advice</td>
<td>Growing sugar cane</td>
<td>4</td>
<td>3 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Sugar cane pricing</td>
<td>All world news about sugar</td>
<td>Chequeing all delivery of cane to mill</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Anyone who is interested</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Don't use a trade house</td>
<td>CCS</td>
<td>Farmers get 2/3 &amp; mil 1/3</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Use a microphone</td>
</tr>
<tr>
<td>6.</td>
<td>Harvest Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>7.</td>
<td>How payments work</td>
<td>CCS vs. tonnage</td>
<td>Our position in world picture of sugar industry</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td>It was ample. Congrats to all</td>
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<tr>
<td>8.</td>
<td>How CCS works</td>
<td>Cane payments</td>
<td>Production &amp; marketing</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Other sugar growers</td>
<td>No - It was GREAT!</td>
</tr>
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<td>9.</td>
<td>About world price</td>
<td>About CCS</td>
<td>&amp; tonnage vs CCS</td>
<td>4</td>
<td>5 Yes</td>
<td>Yes</td>
<td></td>
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<tr>
<td>10.</td>
<td>CCS not as important as Tonnages</td>
<td>What relative CCS means</td>
<td>How sugar market on global scale works</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td></td>
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<td>11.</td>
<td>Relative CCS</td>
<td>Where we fit in the big picture</td>
<td>Tracking individual cane bins</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
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<td>Cane payment advice</td>
<td>Relative CCS</td>
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<td>4 Yes</td>
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<td>13.</td>
<td>Cane payment advice</td>
<td>Relative CCS</td>
<td>Marketing</td>
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<td>14.</td>
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<td>SRDC</td>
<td></td>
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<td>5 Yes</td>
<td>Yes</td>
<td></td>
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<tr>
<td>15.</td>
<td>That the workshop team</td>
<td>Sugar news generally</td>
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<td></td>
<td></td>
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<td>16.</td>
<td>are interested in us</td>
<td>SRDC</td>
<td>Cane Pricing</td>
<td>5</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Family &amp; other rural people</td>
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<td>17.</td>
<td>Marketing &amp; Pricing</td>
<td>Mill averages</td>
<td>Tonnage vs. CCS</td>
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<td>5 Yes</td>
<td>Yes</td>
<td>Sons</td>
<td></td>
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<td>18.</td>
<td>How cane price &amp; CCS is calculated</td>
<td>Understanding sugar market: to world prices:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>19.</td>
<td>Understanding cane/pay reports/CCS</td>
<td>$USD</td>
<td>Cane supply logistics</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>More info on understanding variety</td>
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<tr>
<td>Three most important things learnt</td>
<td>Cane Payments</td>
<td>Marketing &amp; Pricing</td>
<td>Recommend Workshops</td>
<td>Discuss info learnt with</td>
<td>Discuss info learnt with</td>
<td>Suggestions to improve workshops</td>
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<tr>
<td>Tonnes per hectare are more important than</td>
<td>20 CCS Relative CCS Cane payments</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Family</td>
<td>Workshop was very well prepared &amp; presented in a manner we found easy to understand</td>
<td></td>
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<tr>
<td></td>
<td>21 Relative CCS Structure of cane payments How we negotiate sales &amp; pricing</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>22 Marketing of sugar</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>23 How sugar is marketed Understanding cane price etc Weed control &amp; use of fertilizer Sugar cane process into sugar mill</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Other sugar growers</td>
<td>Workshops to be held at the end of the week so fruit growers can attend Holding future workshops on Thurs or Friday once the fruit crops come back in.</td>
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<tr>
<td></td>
<td>24 Marketing of sugar Reading &amp; understanding cane payment advices</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Other sugar growers</td>
<td></td>
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<td></td>
<td>25 Relative CCS The way the sugarcane price is worked out Relative CCs</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td>Husband &amp; wife workshops</td>
<td></td>
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<tr>
<td></td>
<td>26 Relative CCS Pricing formula Marketing of sugar</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>27 Relative formula Relative CCS Negotiating sale of sugar</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Cashflow &amp; Farm Management</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>28 Relative CCS Cane payment advice Marketing</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Very good for me as we are only 2nd year in this industry but sugar needs to encourage women to be able to obtain the knowledge to make decisions with men.</td>
<td></td>
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<tr>
<td></td>
<td>29 How to read info from the mill How the price is reached Effect of weather factors</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband &amp; family</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Three most important things learnt</td>
<td>Cane Payments</td>
<td>Marketing &amp; Pricing</td>
<td>Recommend Workshops</td>
<td>Discuss info learnt with who</td>
<td>Discuss info learnt with who</td>
<td>Suggestions to improve workshops</td>
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</tr>
<tr>
<td>1. QSL - Marketing</td>
<td>Payment System</td>
<td>4.5</td>
<td>3 Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Husband</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Weeds - Plants - CCS</td>
<td>Working from growing to selling</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband &amp; other unattending</td>
<td>Everyone was great</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Buying and selling</td>
<td>On CCS - Payments</td>
<td>2</td>
<td>3 Yes</td>
<td>Yes</td>
<td>Husband &amp; other unattending</td>
<td>Sugar quality &amp; Cane analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Understanding payment</td>
<td>CCS reading reports</td>
<td>4</td>
<td>3 Yes</td>
<td>Yes</td>
<td>New farmers</td>
<td>Good Workshop - next time</td>
<td></td>
<td></td>
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<tr>
<td>5. SRDC - Their role</td>
<td>QSL</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Sugar quality analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Process</td>
<td>Process of cane from start to finish</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Promote sugar in advertising as good not bad &amp; Varieties of cane for Babinda area</td>
<td></td>
<td></td>
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<tr>
<td>7. About CCS</td>
<td>Well presented</td>
<td>4</td>
<td>4 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Sugar quality, Cane analysis &amp; Varieties for our area</td>
<td></td>
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<tr>
<td>8. SRDC</td>
<td>QSL</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Husband</td>
<td>Sugar quality, Cane analysis &amp; Varieties for our area</td>
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<tr>
<td>9. Reinforcement of Cane</td>
<td>Although I have prior knowledge of the industry important as a woman &amp; partner in the sugar industry</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Partner</td>
<td>On-going workshops / perhaps specific subjects with a little more depth. Thanks it was excellent no improvement needed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Cane pay info</td>
<td>Yield matters most</td>
<td>5</td>
<td>5 Yes</td>
<td>Yes</td>
<td>Partner</td>
<td>Lots of questions for my husband &amp; also encourage the other farmers wives to come to the next one and get involved &amp; interested</td>
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</tbody>
</table>

Really there is so much to know (esp for newcomers) that woman should become involved & that everyone needs to work together for the better of the industry.

Amounts for 3. 47.5 | Amounts for 4. 46