

SRA Grower Group Innovation Project Final Report



Sugar Research
Australia

Research Funding Unit

SRA project number:	ACF003
SRA project title:	Building Future Industry Leaders
Group name:	Australian Cane Farmers' Association (ACFA) – Next Gen Program
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Executive Summary:

- Issue

The project has been developed as it has been identified that there is a real need to encourage and support young sugar professionals to play an active role in their industry, both now and in the future.

The project sought to ensure that the future leaders in sugar are prepared to become the new face of the industry by allowing them to complete a the Foundations of Directorship course, facilitated by the Australian Institute of Company Directors (AICD) as well as take part in an industry mentoring-style program.

- R&D Methodology

The project, which came to be known as the 'Leadership Program, first began to seek applications from young sugar industry participants in September 2013. The original proposal outlined that a group of 12 would be selected from the applicants, however thanks to further support received from various sponsors, the available positions was increased to 15. This meant that all applicants were able to participate in the program.

The 'Leadership Program' was officially launched in December 2013, where all 15 participants came to Brisbane to take part in 'Leadership Week'.

The week began with a Welcome Event sponsored by Burnett Mary Regional Group (BMRG) where the participants met each other in a casual setting as well as meeting the team running the project, including Next Gen Officer Gerard Puglisi.

The first three days of 'Leadership Week' included participation in the 'Foundations of Directorship' course, which was facilitated by AICD.

Following the completion of the course, the group then participated in a leadership workshop where they talked about identifying both personal and professional strengths and weaknesses and the importance of communicating and networking effectively.

The group then heard from each of the 'Leadership Consultants'; key industry figures who agreed to volunteer their time to act as 'mentors' to the program participants. The Leadership Consultants came from a wide range of backgrounds and expertise.

After hearing from each of the 'Leadership Consultants', the Great Land Networking Dinner was held at a nearby restaurant in a private function room which allowed the participants to test out their networking skills and talk with the key industry figures one-on-one.

Leadership Week concluded with a 'wrap-up' morning session where the Leadership Program participants nominated which Leadership Consultants that they would like to keep in contact with over the coming months.

- Key results.

As outlined in further detail in this report, key results include the next generation of leaders in the Australian sugar industry being able to connect with, and tap into, the current generation of sugar industry leaders' knowledge base.

Through the AICD course, the program participants have also learnt what being a director of a company entails and the skills which are required to run a successful organisation.

- The impact of the project findings on the group, the sugar industry and the community.

For any industry to remain sustainable, there has to be some kind of succession plan, whereby the current and/or outgoing generation of leaders share their knowledge and skills with the incoming generation. Through the interaction between young industry participants and established leaders, the 'Leadership Program' has worked towards equipping the incoming generation with the tools they need in order to contribute fully the sugar industry to ensure a sustainable and viable future.

Background:

ACFA's Next Gen program was established to encourage and support young people in the sugar industry and understands the importance of allowing the next generation of cane farmers opportunities to ever increase their knowledge of how to ensure a sustainable and viable Australian sugar industry.

With the growing trend of young people leaving agriculture to pursue careers in other sectors, it is important that the incoming generation of sugar industry leaders are given every opportunity to succeed in their goals of becoming tomorrow's leaders.

The mentoring-style section of this program is something that had been conducted in the past, however was not currently accessible for young people in the industry. Mentoring is a very effective leadership development method which allows for experiences to be shared, transfer of knowledge and the learning of innovative practices.

Coupled with the mentoring-style portion of the 'Leadership Program' was the opportunity the participants had to partake in the AICD's 'Foundations of Directorship' course. This course is aimed not only at new directors but also senior executives and managers. It focused on both the role and responsibilities of a Director of a company as well as the responsibilities of senior employees when reporting to a Board. The course offered valuable insight to the young participants on what to expect if they choose to pursue a more executive role within the sugar industry.

Objectives:

Project Objectives:

The project was developed as it had been identified that there is a real need to encourage and support young sugar professionals to play an active role in their industry, both now and in the future.

The project sought to ensure that the future leaders in sugar are prepared to become the new face of the industry by allowing them to complete the 'Foundations of Directorship' course, as well as take part in an industry mentoring program.

The mentoring-style portion of the project aimed at helping support the participants whilst taking part in an accredited leadership development course. This project also aimed at creating direct links between established industry professionals and the next generation to provide ongoing support and aid in professional development.

Overall, the aim of this project was to equip the next generation with the tools they need in order to contribute fully to the sugar industry to ensure a sustainable and viable future.

As outlined in the original proposal, specific project objectives are:

1. to develop a 'mentoring for industry succession and growth' model that supports future leaders of the Queensland sugar industry;
2. to trial model with a small group of 12 participants (future leaders) in Queensland; and
3. to provide accredited leadership training to target group;
4. to undertake a process and impact evaluation within 12 months of implementation.

Statement of the extent to which the project has achieved them

We are pleased to report that the objectives outlined above have been achieved.

1. To develop a 'mentoring for industry succession and growth' model that supports future leaders of the Queensland sugar industry

A significant amount of time and consultation with various parties was conducted prior to finalising the mentoring-style model for the 'Leadership Program'. The model allowed each of the 'Leadership Consultants' (mentors) the opportunity to address the participants to explain their area of expertise and how they would be able to aid in the participants development. Following these presentations and the subsequent networking dinner, each participant chose five Leadership Consultants to work with over the next 10 months.

2. to trial model with a small group of 12 participants (future leaders) in Queensland

The aforementioned model has been trialled with a small group of participants. Fortunately, thanks to additional sponsorship, we were able to extend the number of

participants from 12 to 15. All participants expressed their motivation to excel within the sugar industry with many already having demonstrated this. Participants included Nuffield Scholars, university graduates, mill apprentices, company secretaries and people you have held industry Board positions (but who had no formal training).

3. to provided accredited leadership training to target group

Whilst attending 'Leadership Week' in Brisbane in December 2013, all 15 participants completed the 'Foundations of Directorship' course which was delivered by AICD. This three day course covered topics including Governance for Directors, Finance for Directors and Strategy and Risk for Directors. Participants seeking recognition of successful completion of the Foundations of Directorship program may choose to complete the online assessment to gain the Foundations of Directorship Certificate.

Participants having successfully completed the Foundations of Directorship and attained the Certificate can record it on their CV as:

*Australian Institute of Company Directors, Foundations of Directorship Certificate
(insert year of completion).*

4. to undertake a process and impact evaluation within 12 months of implementation

As previously outlined, the Leadership Program was officially launched in December 2013. Since then, Next Gen has kept in regular contact with participants and gained feedback through online surveys after each meeting with their Leadership Consultants took place. Throughout the program, a number of participants approached Next Gen to ask whether they could speak with a particular Leadership Consultant on more than one occasion. Such requests were considered by the committee and after speaking with the Leadership Consultants concerned, was approved. In each case the participant explained that they felt it would be more beneficial to their own professional development to continue contact with a Leadership Consultant in a certain field.

Methodology:

June 2013

- Capacity Building Project Agreement signed.

August 2013

- 'Leadership Project' announced on nextgenfarmer.com and included in Next Gen E-Newsletter August 2013

September 2013

- Official letter of invitation sent to Next Gen contact list calling for applications to take part in the 'Leaders Program'

October 2013

- Case IH, Wilmar Sugar, Burnett Mary Regional Group (BMRG) and Great Land confirmed as sponsors for the project
- Applications close on 31st October 2014

November 2013

- Participants notified of successful application and travel arrangements made
- Leadership Consultants confirmed

December 2013

- 'Leadership Week' takes place from 2nd to 6th December
- Leadership Consultants and participants paired based on feedback from 'Leadership Week'
- Participants complete 'Leadership Week' satisfaction survey (Please see below *Results and Outputs* section)

January 2014

- Participants conduct their first 'Leadership Consultant' meeting and complete first meeting survey

March 2014

- Participants conduct their second 'Leadership Consultant' meeting and complete second meeting survey

May 2014

- Participants conduct their third 'Leadership Consultant' meeting and complete third meeting survey

July 2014

- Participants conduct their fourth 'Leadership Consultant' meeting and complete fourth meeting survey

September 2014

- Participants conduct their fifth 'Leadership Consultant' meeting and complete fifth meeting survey

October 2014

- 'Leadership Consultants' complete project survey

Results and Outputs:

As outlined above, the Leadership Program has involved a week-long event held in Brisbane in December 2013 which brought together the project participants (next generation of leaders in Australian sugar) and current key industry leaders (Leadership Consultants).

Following the week in Brisbane, dubbed 'Leadership Week', based on feedback from participants, each participant received a pathway outlining their selection of with whom they would speak with over the next ten months.

The Leadership Program has been reported on through various avenues including:

- Nextgenfarmer.com
- Australian Sugarcane Magazine
- Burdekin Canegrowers e-newsletter
- SRA's e-news & website

Please see below summary of results from surveys completed by the project participants and consultants. Please note, all of the below results are as of 29th October 2014.

Leadership Week Satisfaction Survey

Please see *Appendix A* for Satisfaction survey results.

The Leadership Week satisfaction survey was distributed to participants shortly after attending Leadership Week in December 2013. As it can be seen in the survey results, 13 of the 15 participants completed the satisfaction survey.

100% of respondents confirmed that they enjoyed the AICD 'Foundations of Directorship' course, with 100% of respondents also confirming that they enjoyed the second half of the week which focused more on individual leadership.

Respondents were given the opportunity to identify what they enjoyed most about the course with some stating:

'Networking with people in the same industry with common goals and interests'

'The interaction between professionals from different sectors and there (sic) thoughts on our industry and the comfortable open floor learning approach'

'The opportunity to meet and network with influential and well respected members of the sugar industry'

Participants were also asked if more funding was available for the course to be run again if they would recommend it to their friends in the industry, of which 100% of respondents indicating that that would.

Participants were asked to identify if there was anything about the course that they would like to change, with responses indicating that they would have liked to spend more time face-to-face with the Leadership Consultants.

Some respondents chose to leave additional comments which included:

'I thoroughly enjoyed the course and listening to the mentors addresses. The opportunity is one not to be missed and I am recommending to growers to go if it is offered again.'

Meeting One Survey

Please see *Appendix B* for Meeting One survey results.

14 out of the 15 participants completed the Meeting One survey. It can be seen from the attached appendix that 71.4% of meetings occurred via telephone, 14.3% via email and 7.1% in person.

Topics discussed, amongst others, with the Leadership Consultants included:

- Professional development
- Mills and transport
- Row spacing, controlled traffic, varieties, succession planning
- Goal setting
- Business planning
- How to communicate effectively
- Land mapping

85.7% of respondents indicated that their Leadership Consultant answered their questions to their satisfaction, with the remainder stating that they 'Sort of' answered their questions.

Meeting Two Survey

Please see *Appendix C* for Meeting Two survey results.

14 out of the 15 participants completed the Meeting Two survey. It can be seen from the attached appendix that 71.4% of meetings occurred via telephone with 21.4% via email.

Topics discussed, amongst others, with the Leadership Consultants included:

- Succession planning
- Risk versus success
- Fertiliser options
- Personal & professional strengths and weaknesses
- Productivity
- Soil health
- Farming practises

92.9% of respondents indicated that their Leadership Consultant answered their questions to their satisfaction, with the remainder stating that they 'Sort of' answered their questions.

Meeting Three Survey

Please see *Appendix D* for Meeting Three survey results.

14 out of the 15 participants completed the Meeting Three survey. It can be seen from the attached appendix that 50% of meetings occurred via telephone, 21.4% in person and 14.3% via email.

Topics discussed, amongst others, with the Leadership Consultants included:

- Business structures

- SWOT analysis
- Industry bodies
- Fertiliser strategies
- Professional development
- Future of sugar cane
- Future of raw sugar marketing in Queensland

84.6% of respondents indicated that their Leadership Consultant answered their questions to their satisfaction, with the remainder stating that they 'Sort of' answered their questions.

Meeting Four Survey

Please see *Appendix E* for Meeting Four survey results.

13 out of the 15 participants completed the Meeting Four survey. It can be seen from the attached appendix that 66.7% of meetings occurred via telephone, 16.7% via email and 8.3% in person.

Topics discussed, amongst others, with the Leadership Consultants included:

- Government regulations (environment)
- Sugar pricing in Queensland
- Soil Health
- R&D
- Goal planning
- Natural resource management
- Soil types
- Future of QSL

76.9% of respondents indicated that their Leadership Consultant answered their questions to their satisfaction, 15.4% stating that their Consultant 'Sort of' answered their questions with 7.7% stating that they did not.

Meeting Five Survey

Please see *Appendix F* for Meeting Five survey results.

11 out of the 15 participants completed the Meeting Five survey. It can be seen from the attached appendix that 90% of meetings occurred via telephone and 10% via email.

Topics discussed, amongst others, with the Leadership Consultants included:

- Investment analysis
- Sugar politics
- Personal development
- Cost of production
- Sugar marketing
- Soil Health
- R&D
- Developing professional relationships

81.8% of respondents indicated that their Leadership Consultant answered their questions to their satisfaction, 9.1% stating that their Consultant 'Sort of' answered their questions with 9.1% stating that they did not.

Leadership Consultant Survey

Please see *Appendix G* for Leadership Consultant survey results.

7 out of the 9 Leadership Consultants have completed the Leadership Consultant Survey.

Question one stated 'Overall, the participants were prepared when contacting me'. 14.29% reported that they strongly agreed with this statement, with the remainder (85.71%) reporting that they somewhat agreed.

The consultants were also asked if they felt that the participants engaged well. 42.86% reported that they strongly agreed, with the remainder (57.14%) stating that they somewhat agreed.

85.71% of the respondents strongly agreed that the Leadership Program is of a benefit to the sugar industry, with 100% of the respondents rating the project as good or better. Most consultants confirmed that they would be involved with the program if it were to run again.

Finally, Leadership Consultants were asked if they had any further comments to make which included:

'One participant and I had trouble making contact, , and I am still keen to but it didn't happen, no one's fault, but would still like to try with that person. The others have made contact and I have tried, within reason to maintain good contact. Very positive'

'I found it most rewarding! I really enjoyed interacting with the participants that contacted me. I hope the discussions were of mutual benefit. I was able to improve my understanding of how the younger generation view and tackle issues. Many thanks for the opportunity'

Intellectual Property and Confidentiality:

(Detail any commercial considerations or discoveries made, and means of protection (e.g. patents) undertaken or planned. Is there anything in this report that should be treated as confidential, and if so under what circumstances?)

Program participant and Leadership Consultant details must remain private and are to be used for no reason other than to review this project.

Capacity Building:

Although this project was not linked to R&D or to implementation of better farming systems as it was focused on human capacity building, it was however aimed at developing the leadership skills of the next generation of leaders in sugar. The project has given the

participants the opportunity to study directorship as well as form relationships with today's industry leaders.

The project has aided in the development (both professional and personal) of participants and has helped them understand, in finer detail, how the sugar industry works and also the obstacles which may be presented at a Board level.

Environmental and Social Impacts:

Environmental impact include increased awareness of future leaders of compliance and governance issues, which include environmental stewardess.

Social benefits of the Leadership program include participants being given the opportunity to 'bond' with each other as young people in the industry, but also instill the confidence in them to make important potentially industry-changing decision in the future.

Also, by creating direct links with the industry professionals through the mentoring-style portion of the program, the participants have been able to access a wealth of knowledge and skills which will aid in their professional development.

Outcomes:

Initially predicted outcomes were that each of the participants will be an emerging member of the sugar community and will be a part of industry Boards of the future helping to make key decision that will affect the entire sugar industry. It was predicted that through leadership development it will address particular issues relating to the Australian sugar industry.

Participants of the Leadership Program were from a wide range of backgrounds, each possessing different knowledge and skills. They included recent University graduates (finance & agronomy), mill apprentices, Next Gen representatives, Nuffield Scholars and productivity service employees, all seeking to be more involved in the industry through leadership roles. Since the completion of the project, it is pleasing to report that participants have gone on to progress their careers in sugar. Examples include organising of successful soil health workshops, securing a position at Department of Agriculture, Fisheries & Forestry, and obtaining positions on regional representative Boards.

It was also predicted that by conducting this project the emerging industry leaders will be able to make better business decisions based on good corporate governance skills learned through both the 'Foundations of Directorship' course and the mentoring-style program.

Having completed both the 'Foundations of Directorship' course and the mentoring-style program participants have a better insight into the corporate side of the sugar industry.

The AICD course educated the participants on what being a member of a Board of Directors really means and the responsibility that comes with such a role. Participants openly expressed how they better understand now what good governance means and how they will view Boards within the industry in a different light.

The mentoring-style program has allowed participants to create direct links with current key industry leaders. Participants have reported that they have kept in contact, and will continue to do so after the completion of the project with their Leadership Consultants.

Although highly beneficial for the 15 participants (and Leadership Consultants) of the 2013/2014 Leadership Program, for the sugar industry to gain the full benefit of this project, on-going training and development should be offered to both this round of project participants as well as other emerging industry leaders.

Communication and Adoption of Outputs:

The communication activities that have been conducted through the life of this project are outlined below. In all publications from Next Gen, SRA has been acknowledged as a key contributor. SRA has also been otherwise represented in this project as one of the Leadership Consultants, Bernard Schroeder, is a senior researcher who formally worked for SRA.

- SRA article which feature in e-news which can be found at:
(http://www.sugarresearch.com.au/page/Your_SRA_at_work/SRA_News/9th_September_2014/Capacity_building_through_Next_Generation_leadership_program/)
- Nextgenfarmer.com report: <http://nextgenfarmer.com/projects-20132014/next-gen-leadership-program/>
- Nextgenfarmer.com photo gallery: <http://nextgenfarmer.com/next-gen-leadership-program/>
- Australian Sugarcane Magazine (**Appendix H**)
- Burdekin Canegrowers e-newsletter (**Appendix I**)

Lessons learnt by members of the group can be seen in the aforementioned Results and Outputs section, where participants and consultants have outlined their what they feel they have got out of the project.

Recommendations:

In order to continue to support and encourage the next generation in the sugar industry to 'step up' and take the reins, it is recommended that this kind of leadership training is provided in the future.

It is recommended that this style mentoring program be conducted again in 2016/17 year. The feedback from both participants and consultants has been very positive, with both parties agreeing that the project will benefit the long term sustainability of the Australian sugar

industry. It is also recommended that the AICD's 'Foundations of Directorship' course be offered to emerging leaders in sugar.

Although participation in this project by participants has been generally excellent, it would be recommended at the beginning of the program each successful applicant sign an agreement outlining their obligations for the duration of the project. If these obligations are not fulfilled then some penalty cost would be applied (as outlined in the aforementioned agreement). The aim of this would be to ensure absolute 100% participation from all of the group.

Publications:

All of the below appendices for copies of publications.

- Nextgenfarmer.com report: <http://nextgenfarmer.com/projects-20132014/next-gen-leadership-program/>
- Nextgenfarmer.com photo gallery: <http://nextgenfarmer.com/next-gen-leadership-program/>
- Australian Sugarcane Magazine (**Appendix H**)
- Burdekin Canegrowers e-newsletter (**Appendix I**)
- SRA article which feature in e-news which can be found at: (http://www.sugarresearch.com.au/page/Your_SRA_at_work/SRA_News/9th_September_2014/Capacity_building_through_Next_Generation_leadership_program/)
- Official invitation to apply to take part in Leadership Program- September 2013 <http://us6.campaign-archive1.com/?u=720900c2a1&id=4fb4001687>
- Initial sponsors announced- October 2014: <http://us6.campaign-archive2.com/?u=720900c2a1&id=c36caa7721>
- Next Gen e-newsletter August 2013- Project announced <http://us6.campaign-archive2.com/?u=720900c2a1&id=74e5252896>

Acknowledgements:

- Sugar Research Australia (SRA)
- Leadership Program Consultants: Greg Beashel (QSL), Gerry Deguara, Stephen Ryan (ACFA), Greg Shannon (Tully Sugar), Bernard Schroder (formally SRA now USQ), Gary Murdoch-Brown (Advanced Nutrients), Richard Cooper (KPMG), Ray Magill (Mackay Sugar), Rob Coco (Reef Catchments)
- Case IH
- Burnett Mary Regional Group (BMRG)
- Wilmar Sugar
- Great Land
- Hammond Communications
- Alliance Hotel
- Australian Institute of Company Directors (AICD)
- Best Western Astor Metropole Hotel

Photos:

Please see below list of pictures related to the project.

Picture 1- Nikki Hellyer from BMRG talks with Leadership Program participants at Leadership Week welcome event.

Picture 2- Nikki Hellyer from BMRG with Nuffield Scholars Simon Mattsson and Bryan Granshaw

Picture 3- Participants at Leadership Week in Brisbane

Picture 4- Gavin Lerch, Andrew Law, Matt Kingston and Ben Clift at Leadership Week

Picture 5- Shannan Marano, Lance Wassmuth, Peter Becke, Hayden Quabba at Leadership Week

Picture 6- Greg Shannon talks to participants

Picture 7- Bernard Schroeder talks to participants

Picture 8- Leadership Consultant Gerry Deguara talks to Simon Mattsson and Hayden Quabba

Picture 9- Networking Dinner

Picture 10- Hayden Quabba with QSL CEO Greg Beashel

APPENDIX A Next Gen Leadership Program Satisfaction Survey

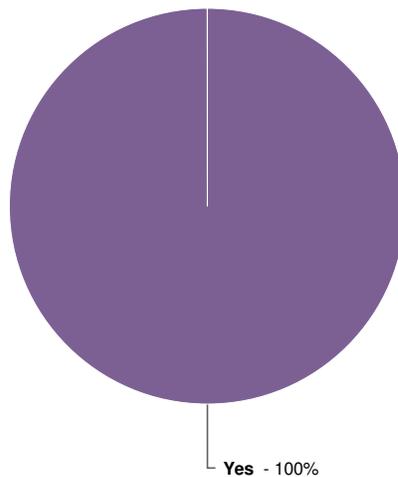
New Summary Report - 28 October 2014

Survey: Next Gen Leadership Program Satisfaction Survey

1. What is your name?

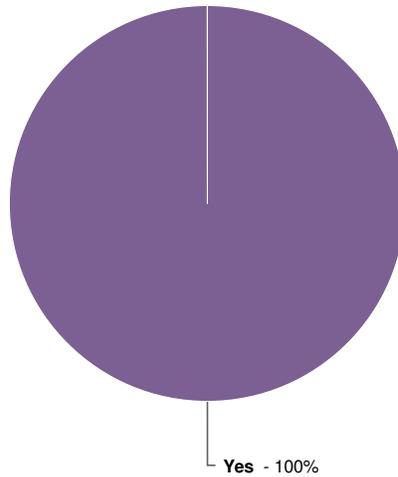
Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	Gavin Lerch
1	Gerard padovan
1	Graham Maifredi
1	Hayden Quabba
1	Lance Wassmuth
1	Matthew Kingston
1	Peter Becke
1	Philip Deguara
1	Shannan Marano
1	Simon Mattsson

2. Did you enjoy the AICD element of the Next Gen Leadership Course?



Yes	100.0%		13
No	0.0%		0

3. Did you enjoy the second part of the Leadership Course (Thursday and Friday)?



Yes	100.0%	<div style="width: 100%; height: 15px; background-color: #6a3d9a;"></div>	12
No	0.0%	<div style="width: 0%; height: 15px; background-color: #d3d3d3;"></div>	0
Total			12

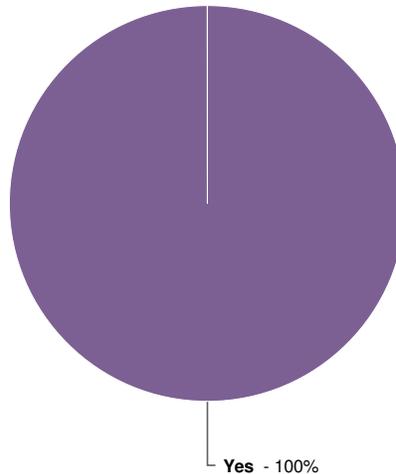
4. In your own words, what did you enjoy the most about the course?

Count	Response
1	Being able to talk face to face with key industry personal.
1	Listening to the enthusiasm of the participants and the stories they had to tell.
1	Networking with people in the same industry with common goals and interests
1	The connection to a new and wide range of passionate sugar industry personnel.
1	The course vacillator's were very good, the way they were able to engage with the group.
1	it's given me a wider range of career options i had not previously considered pursuing.
1	Meeting new people who are involved in the industry and talking to them and learning new things. And it was also good to be shown the proper role of a director.
1	I most enjoyed the interaction between those involved in running both segments of the program and us.
1	I enjoyed the open interaction we had with the presenters and how professional the whole course was run and how clearly financials were discussed
1	The interaction between professionals from different sectors and there thoughts on our industry and the comfortable open floor learning approach
1	I liked the education about directorships and especially the second day on finance this is an area where I need to learn more.

The networking is always good and it was good to meet up with some old friends.

1 The opportunity to meet and network with influential and well respected members of the sugar industry.

5. If more funding was made available, would you recommend the course to your friends in the cane industry?



Response	Percentage	Count
Yes	100.0%	13
No	0.0%	0
Total		13

6. What else would you like to see / what would you change about the course?

Count	Response
1	Have not been able to think of anything over the past couple weeks.
1	Make the AICD more in line with company structures in the cane industry.
1	The conference room was a little stuffy, a room with more natural light would be great.
1	more targeted to younger people, more emphasis on "what happens next".
1	more time with the leadership consultants possibly
1	The course had a different focus each day and it would have been good if one of the mentors who are on their boards for that reason could have attended that session. It would lend some practical experience to each session.
1	No I thought the course was really good at touching on a wide range of topics giving insight into them all which has then let us focus on the smaller parts of the puzzle that we each think are important
1	When the mentors come to speak more time is needed for questions and interactions....an less grandstanding... unless its subject matter that is relevant to topics ... encourage and allow the "younger" Next Gen's to relate and ask questions for a less knowledgeable point of view...Possibly less intimidation.
1	It would be good to spend a bit more time with the industry leaders, maybe in smaller group sizes and rotate around the room? And the directors course I don't think we could do much there.

- 1 Having round tables at the networking function. A mentor to a table and participants move around each table at networking dinner.

- 1 It would have been more valuable to me if we could have had more time with the "mentors" during the time they shared there stories, to me that was an opportunity to know them more as people and to understand what motivates them a little better.

- 1 A little more time for each guest speaker on thursday would have been good. 30 mins was a little tight.

7. Is there anything else you would like to add?

Count Response

- | Count | Response |
|-------|---|
| 1 | A great Course I would recommend thanks next gen for the invite. |
| 1 | Hope everyone had a good Christmas and will talk you all in the new year. |
| 1 | I commend ACFA for this initiative and hope that more train courses follow. |
| 1 | It was a great week. |
| 1 | Maybe we could have 1 or 2 activities that are not held In a room. My ass was killing me! |
| 1 | More of these courses should support by SRA and sugar industry |
| 1 | Well done to the organisers! Very well done. |
| 1 | no the course was well run and i really enjoyed it |
| 1 | My experience has lead me to understand how important it is to be able to effectively communicate, I would have liked more time spent on effective communication skills. Because I know how much this has impacted my life. |
| 1 | networking evening was a great even to relax and mingle with people from most aspects of the sugar industry. |
| 1 | Thanks Amanda and all the sponsors....I feel you get a great return on this investment...Blessings :) |
| 1 | I thoroughly enjoyed the course and listening to the mentors addresses. The opportunity is one not to be missed and I am recommending to growers to go if it is offered again. |

APPENDIX B Meeting One_Next Gen Leadership Program

New Summary Report - 28 October 2014

Survey: Meeting One: Next Gen Leadership Program

1. Your name:

Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	Gavin Lerch
1	Gerard Padovan
1	Graham Maifredi
1	Hayden Quabba
1	Lance Wassmuth
1	Matt kingston
1	Max Menzel
1	Peter
1	Simon Mattsson
1	Terese Puglisi
1	shannan marano

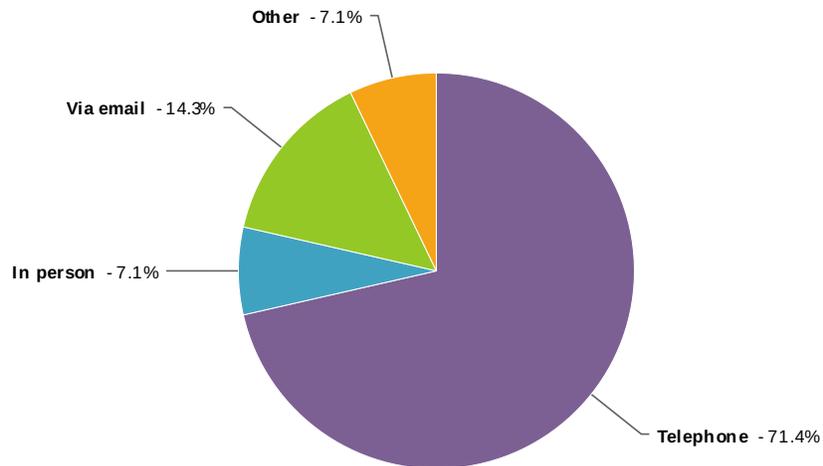
2. You leadership consultant's name:

Count	Response
1	Bernard Schroeder
1	Can't remember...
1	Gerry Deguara
4	Greg Beashel
2	Greg Shannon
1	Ray Magill
1	Richard Cooper - KPMG
1	Richard cooper
1	Robert coco
1	Stephen Ryan

3. What date did you talk with your leadership consultant?

Count	Response
1	15/1/2014
1	17th January 2014
1	21/01/14
1	28/01
1	28/01/2014
1	29/8/14
1	30/01/2014
1	30/1/2014
1	30th Jan 2014
1	31/08/14
1	January 30th
1	Didn't... I moved to the Gold Coast and lost the contact details and got busy with University studies...

4. How did you meet with your leadership consultant?

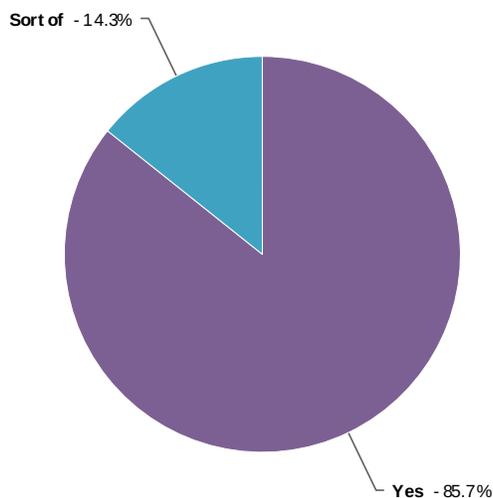


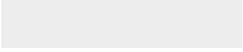
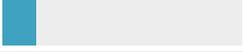
Skype / facetime	0.0%	<div style="width: 0%;"></div>	0
Telephone	71.4%	<div style="width: 71.4%;"></div>	10
In person	7.1%	<div style="width: 7.1%;"></div>	1
Via email	14.3%	<div style="width: 14.3%;"></div>	2
Other	7.1%	<div style="width: 7.1%;"></div>	1

5. What did you talk with your leadership consultant about?

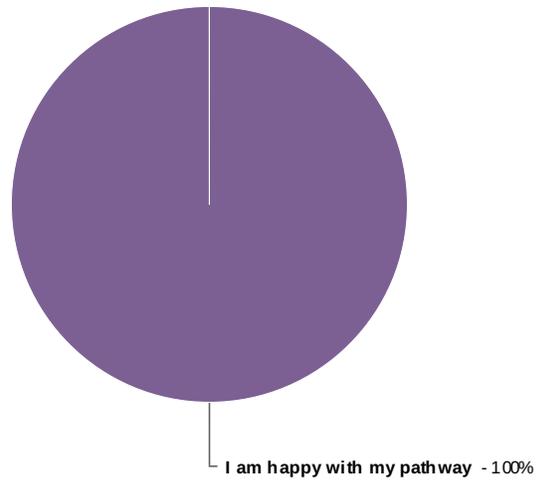
Count	Response
1	(see above
1	General issues facing sugar industry and my professional development
1	Information regarding setting up a small business
1	Mills and transport Said to call him anytime talked for 20 mins
1	Row Spacings, Controlled Traffic, Varieties Farming Systems Succession planning
1	We spoke about how to stay focused on your goals, how to set goals, how to use goals as a form of business plan, listing out all the problems that may stop you from achieving those goals.
1	Just a general Catch up with some questions being asked of me to report back for the next meeting.
1	Richard and I spoke about succession planning, general business planning and investing capital on infrastructure to safe on labour inputs. The discussion was very informative and has give me some ideas for the future to follow up on
1	How to maintain passion for a job How to manage pitfalls where passion leads to failure Future of Industry and in particular research functions moving forward
1	Sugar Industry in general. Sugar Marketing. Prioritising jobs. Setting Goals and objectives for employment and lifestyle purposes.
1	We talked about effective communication , and how to deal with adversity. Talked about goal setting, and having a concise consistent message, and having facts to back up your message.
1	Land Mapping of my property looking at soil types and testing use of alternative fertilisers such as mill ash and mill mud. Equipment such as a Mill Mud spreader. General conversation and my farm familiarisation.
1	Industry politics, Supply contracts harvesting contracts and a huge range of isssues sorrounding these

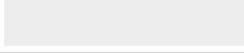
6. Do you feel that your leadership consultant answered your questions?



Yes	85.7%		12
No	0.0%		0
Sort of	14.3%		2
Total			14

7. At this stage of the program, are you happy with your pathway, or would you like to change it?



I would like to change my pathway	0.0%		0
I am happy with my pathway	100.0%		14
Unsure	0.0%		0
Total			14

8. If you would like to change your current pathway, please let us know why.

Count	Response
1	All good!
1	No

APPENDIX C Meeting Two_Next Gen Leadership Program

New Summary Report - 28 October 2014

Survey: Meeting Two: Next Gen Leadership Program

1. Your name:

Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	GavinLerch
1	Gerard Padovan
1	Graham Maifredi
1	Hayden Quabba
1	Lance Wassmuth
1	Matthew Kingston
1	Max Menzel
1	Shannan
1	Simon Mattsson
1	Terese Puglisi
1	peter becke

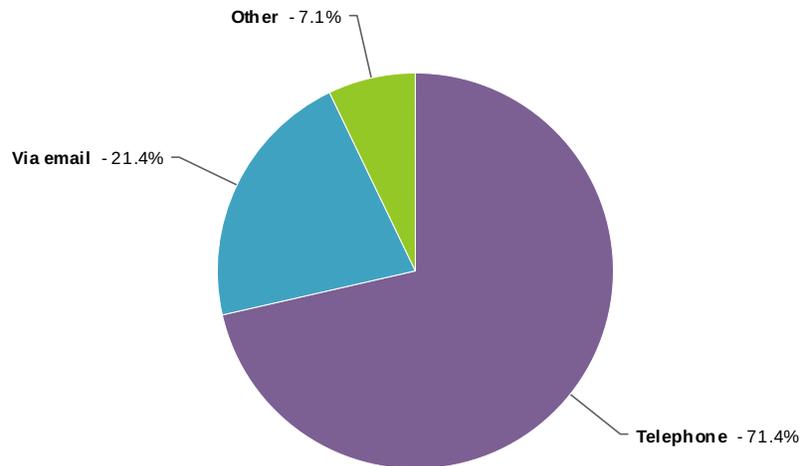
2. You leadership consultant's name:

Count	Response
1	Bernard Schroeder
1	Can't remember...
1	Craig Salmon (Advanced Nutrients)
1	Gerry Deguara
2	Gerry Deguara
2	Greg Beashel
1	Greg Shannon
2	Ray Magill
1	Ray magill
2	Richard Cooper

3. What date did you speak with your Leadership Consultant and how long did you speak for?

Count	Response
1	(didn't speak to anyone)
1	01/05/2014
1	1/04/14 for 40 min
1	16/1/2014 for 50min
1	2 April 2014
1	25th March 2014 - 30 mins
1	27/03/14
1	3 Calls 28th Feb 2014 3rd March 2014 ,mid March 2014 approx 5 to 10 mins each
1	30 April 1 hour
1	30/09/14 - 30mins
1	31/03/2014, 20minutes
1	40 minutes

4. How did you meet with your leadership consultant?

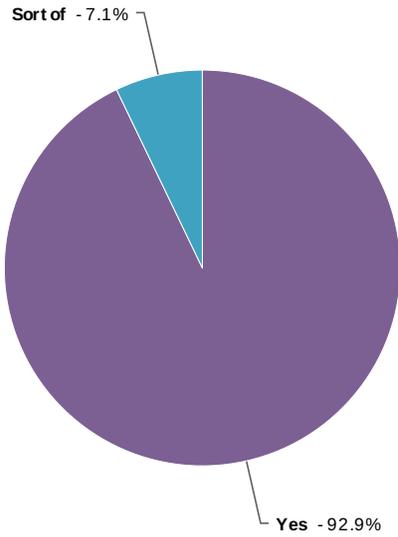


Skype / facetime	0.0%		0
Telephone	71.4%		10
In person	0.0%		0
Via email	21.4%		3
Other	7.1%		1

5. What did you talk with your leadership consultant about?

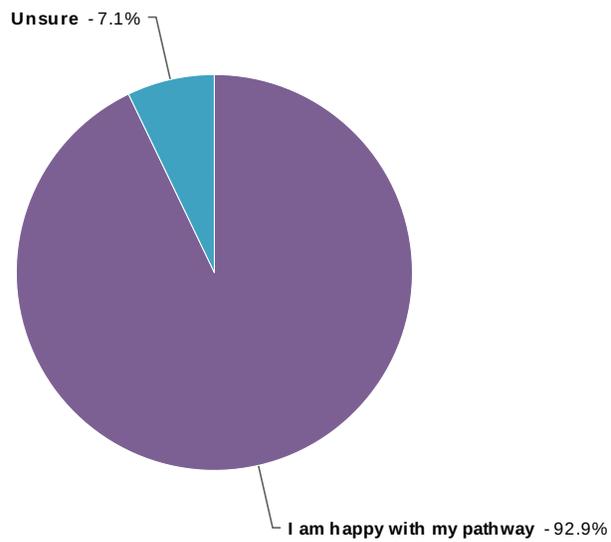
Count	Response
1	(see above)
1	Just about succession planning and aspects of how to get the right arrangement
1	QSL's involvement with my new business "Sweet Farm Tours"
1	1. Risk versus success 2. Managing in tough times 3. What are key success indicators you see are important for business
1	Fertiliser options for 2 year old sugarcane crops. Fertiliser industry constraints in regard to quality of product. Retailers of fertiliser and their role in client supply
1	Response to the questions in which Greg asked me before about where I would like to go with the program. Person strengths and weakness.
1	The sugar industry and it's different models used across different sugar areas along with the viability of sugar in areas depending on there models
1	Arranging a time to travel down to Mackay to look at his operation and in particular look at his Mill Mud Spreader with a view to applying the knowledge of use to our farming practices and the purchase or build of a similar machine.
1	General Industry matters, Each of our employment background/history, Foreign ownership of mills, SRA, Productivity issues,
1	Communication with Mackay and Mossman grower, soil health, mill issues, weather varieties mill mud
1	Further to my session with Greg I am to develop a spread sheet to get a better understanding of my costs, so that I can develop a more concise business plan. I need to get some training on the use of spread sheets.
1	Spoke about how to achieve r/d outcomes for the industry, Talked about the next generation of farmers (my peers) who need to understand where we fit in the world with our r/d. The best way to experience that is to see it first hand, to get a full appreciation of how important it is to have effective communication to realise better industry outcomes. This is important as these people will be the industries future leaders.
1	our farming practices and the progress since we last talked as well as my personal and professional development within my current position at TGT.

6. Do you feel that your leadership consultant answered your questions?



Yes	92.9%	<div style="width: 92.9%; height: 10px; background-color: purple;"></div>	13
No	0.0%	<div style="width: 0%; height: 10px; background-color: lightgrey;"></div>	0
Sort of	7.1%	<div style="width: 7.1%; height: 10px; background-color: teal;"></div>	1
Total			14

7. At this stage of the program, are you happy with your pathway, or would you like to change it?



I would like to change my pathway	0.0%	<div style="width: 0%; height: 10px; background-color: lightgrey;"></div>	0
I am happy with my pathway	92.9%	<div style="width: 92.9%; height: 10px; background-color: purple;"></div>	13
Unsure	7.1%	<div style="width: 7.1%; height: 10px; background-color: teal;"></div>	1
Total			14

8. If you would like to change your current pathway, please let us know why.

Count

Response

APPENDIX D Meeting Three_Next Gen Leadership Program

New Summary Report - 28 October 2014

Survey: Meeting Three: Next Gen Leadership Program

1. Your name:

Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	Gavin Lerch
1	Gerard padovan
1	Graham
1	Hayden Quabba
1	Lance Wassmuth
1	Matthew Kingston
1	Max Menzel
1	Peter Becke
1	Shannan
1	Simon Mattsson
1	Terese Puglisi

2. You leadership consultant's name:

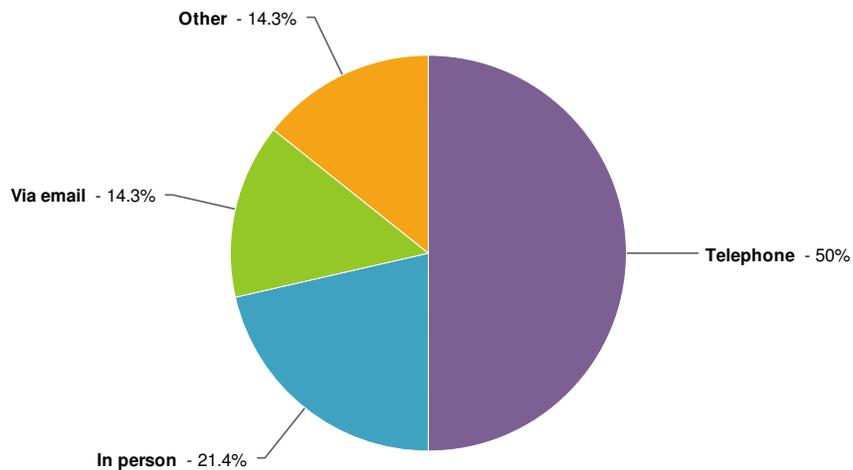
Count	Response
1	(can't remember)
1	Bernard Schroder
1	Bernard Schroeder
1	Gary Murdoch- Brown
1	Gary Murdoch-Brown
2	Greg Beashel
1	Greg Shannon
1	Lance Sparrow
1	Maifredi
1	Ray Magill

1	Rob Cocco
1	Rob Coco
1	Stephen Ryan

3. What date did you speak with your Leadership Consultant and how long did you speak for?

Count	Response
1	02/09/14
1	03/06/2014
1	15th May - 1 hour
1	17 -07- 2014 20 min
1	21/1/2014 for 50min
1	24/07/2014
1	29/08/14
1	30 May 30mins
1	9 oct
1	Didn't meet)
1	I tried 3 times and didnt hear back
1	Ray Magill

4. How did you meet with your leadership consultant?



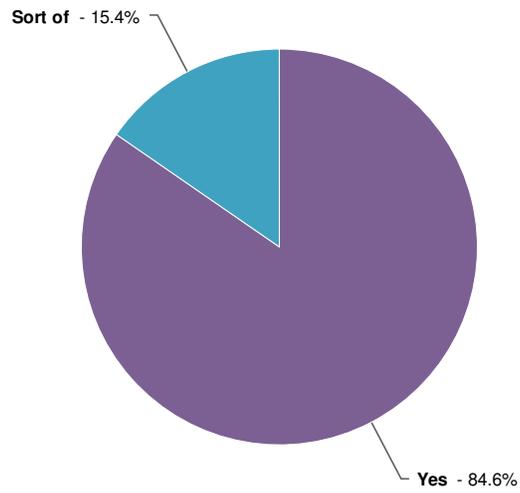
Skype / facetime	0.0%		0
Telephone	50.0%		7

In person	21.4%		3
Via email	14.3%		2
Other	14.3%		2
Total			14

5. What did you talk with your leadership consultant about?

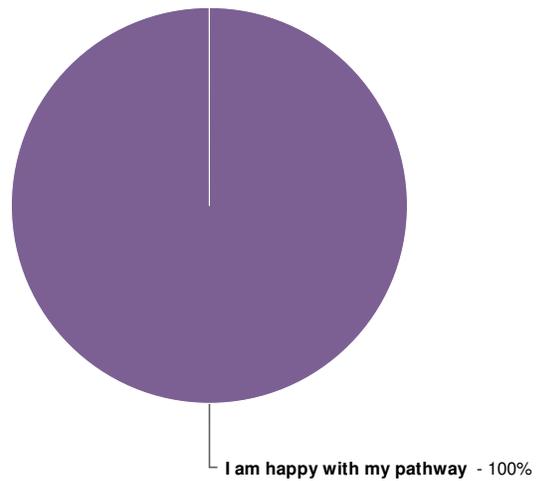
Count	Response
1	Business structures and what is occurring with QSL
1	Cane industry, Reef Catchments DAFF Wilmar Next Gen
1	Didn't talk I got busy with uni and moved to the gold coast
1	Fertiliser strategies on farm. The Australian fertilisers industry
1	SWOT analysis for my new Business "Sweet Farm Tours"
1	Thursday 29th April 2014
1	Our current positions as we had both started new positions since the leadership program as well as professional development
1	1. Important issues facing industry at the present time. 2. What service bodies do you feel will be necessary for industry survival 3. How do you effectively manage your time.
1	General Chat about how I am going with my projects at work and any challenging questions that I have for Greg.
1	We spoke about leading from the front, if you want some action you need to be prepared to step up and have a go. We identified a lack of up take of current research as a problem, so I have organised a meeting with some industry leaders locally to talk about addressing this.
1	The need to be persistent and have a consistent message when speaking with industry participants.
1	The future of sugar cane in our area and the potential of natural fertilizers doing the same as chemical fertiliser
1	I did want to talk about current situation about sugar marketing in QSL and the 3 mills that quit QSL.

6. Do you feel that your leadership consultant answered your questions?



Yes	84.6%	<div style="width: 84.6%; height: 15px; background-color: #6a3d9a;"></div>	11
No	0.0%	<div style="width: 0%; height: 15px; background-color: #d9d9d9;"></div>	0
Sort of	15.4%	<div style="width: 15.4%; height: 15px; background-color: #009696;"></div>	2
Total			13

7. At this stage of the program, are you happy with your pathway, or would you like to change it?



I would like to change my pathway	0.0%	<div style="width: 0%; height: 15px; background-color: #d9d9d9;"></div>	0
I am happy with my pathway	100.0%	<div style="width: 100%; height: 15px; background-color: #6a3d9a;"></div>	14
Unsure	0.0%	<div style="width: 0%; height: 15px; background-color: #d9d9d9;"></div>	0
Total			14

8. If you would like to change your current pathway, please let us know why.

Count

Response

APPENDIX E Meeting Four_Next Gen Leadership Program

New Summary Report - 28 October 2014

Survey: Meeting Four: Next Gen Leadership Program

1. Your name:

Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	Gavin Lerch
1	Gerard Padovan
1	Graham Maifredi
1	Lance wassmuth
1	Matt Kingston
1	Max Menzel
1	Peter Becke
1	Shannan
1	Simon Mattsson
1	Terese Puglisi

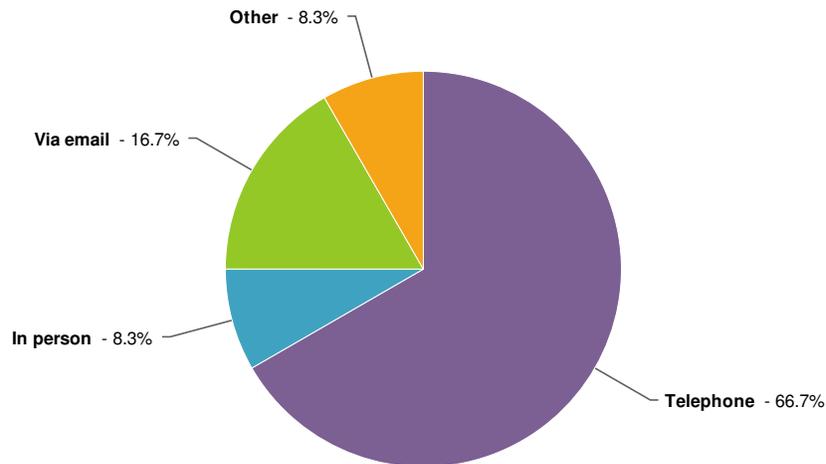
2. You leadership consultant's name:

Count	Response
1	(can't remember)
1	Bernard Schroeder
2	Greg Beashel
2	Greg Shannon
1	Ray Magill
1	Rob Cocco
1	Robert Coco
2	Stephen Ryan
1	Steven Ryan
1	ray magill

3. What date did you speak with your Leadership Consultant and how long did you speak for?

Count	Response
1	(didn't speak)
1	01/06/2014
1	20 mins
1	20-08-2014 30 min
1	28/08/2014
1	28/1/2014
1	29/08/2014
1	3/10/14
1	30/09/14
1	31/8/2014
1	7th August 30 minutes
1	July 28 40minutes

4. How did you meet with your leadership consultant?

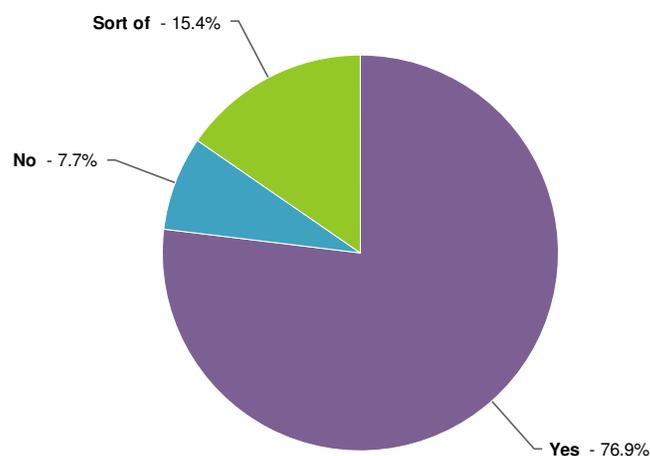


Skype / facetime	0.0%		0
Telephone	66.7%		8
In person	8.3%		1
Via email	16.7%		2
Other	8.3%		1
Total			12

5. What did you talk with your leadership consultant about?

Count	Response
1	Different government regs in regards to environment
1	I didn't I moved to the Gold Coast and got busy with uni...
1	Sugar Pricing in QLD
1	general industry issues and developments as well as my personal and professional development
1	soil health r and d, next gen, mills, Greg is sending me his monthly newsletter
1	1.key to establishing a successful enterprise 2. What are the keys to limiting industry downturns in communities where a single agriculture industry exists 3. Strategies to keep staff morale high and performing their best
1	Followed up on our first session, I listed four goals I had set for myself for the year and how I was going to achieve those goals.
1	The sugar industry in general. The major issues we are facing and what can be done to help with them. We covered irrigator farm location and most of all the marketing of sugar.
1	Spoke mainly about Natural Resource management from an agricultural point of view. Also how I felt big business ; in this case consumers of raw sugar, and how I am not comfortable with them using farmers practice change an environmental stewardship as a marketing advantage for them with not much return for the farmers on the ground.
1	General overview of my new business "Sweet Farm Tours", such as which local products to stock and ideas for layout designs for sugar room and display areas.
1	Soil Types and practices such incorporation of Mill Ash and Mill Mud into both ratoon cane and plant blocks. The rate and tonnage to apply the ash and /or mud to the cane blocks. Talked about Water Soluble fertilisers the make of or that type of fertiliser.talked about trying out ideas of incorporating molasses to planting process on a small trial basis...possibly with my stick planter next year. Next time he will be up this way he said we should catch up for a chat.
1	QSL marketing options. The future of the sugar price. Mills withdrawing from QSL. Mills paying incentives to growers for increased cane production.

6. Do you feel that your leadership consultant answered your questions?



APPENDIX F Meeting Five_Next Gen Leadership Program

New Summary Report - 28 October 2014

Survey: Meeting Five: Next Gen Leadership Program

1. Your name:

Count	Response
1	Andrew Law
1	Ben Clift
1	Bryan Granshaw
1	Gavin Lerch
1	Gerard Padovan
1	Graham Maifredi
1	Lance Wassmuth
1	Peter Becke
1	Shannan
1	Simon Mattsson
1	Terese Puglisi

2. You leadership consultant's name:

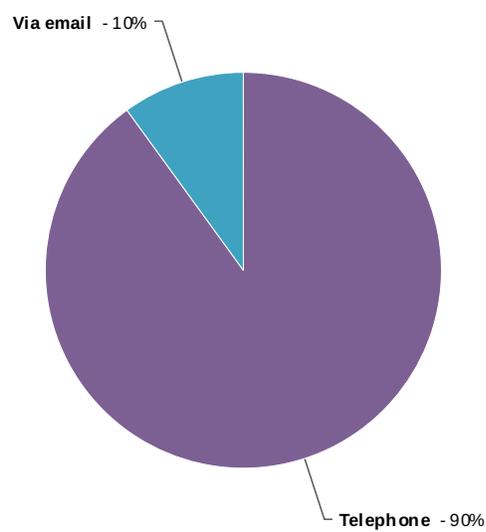
Count	Response
1	Bernard Schroeder
1	Gary Murdoch Brown
1	Gary Murdoch-Brown
1	Greg Beschel
1	Greg Shanon
1	Richard Cooper
1	Rob Cocco
3	Stephen Ryan
1	Tom Ponting

3. What date did you speak with your Leadership Consultant and how long did you speak for?

Count	Response
1	1 Oct
1	13/10/14

1	22/09/2014
1	24th October 20 min
1	25/08/2014
1	30/09/14
1	31/09/2014
1	5/8/2014 for 50 minutes
1	8/10/14 15 minutes
1	Wednesday 24th Sept 2014 / 1 hour

4. How did you meet with your leadership consultant?



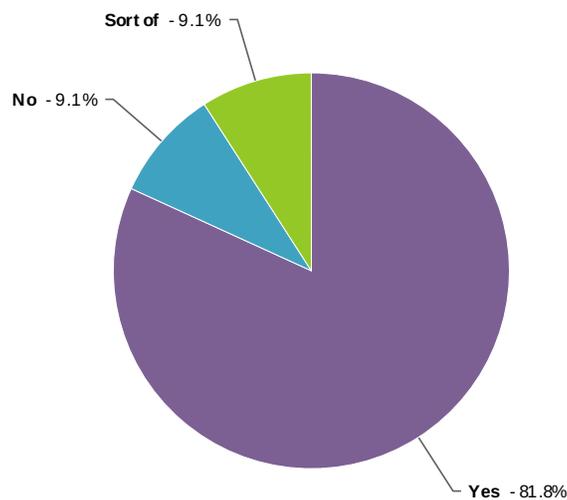
Skype / facetime	0.0%		0
Telephone	90.0%		9
In person	0.0%		0
Via email	10.0%		1
Other	0.0%		0
Total			10

5. What did you talk with your leadership consultant about?

Count	Response
1	Investment analysis and discount rates Economics
1	Marketing issues and sugar politics
1	Personal development

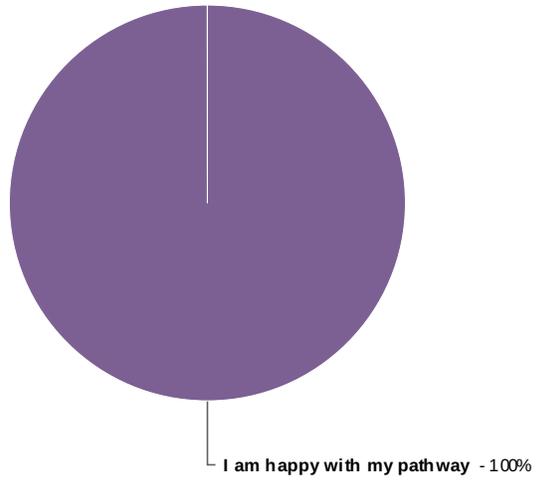
1	Sugar Marketing ,QSL,Farming Practices,cost of production,future of Queensland Sugar .
1	talked about the lack of uptake of industry R/D and how it is interesting to me that his new employer value industry R/D enough to put him in a role to help promote new and improved practices.
1	His new job at the Uni and his involvement with SRA. We also spoke about soil health and the importance of it for our industry.
1	1. How do you keep abreast of all things affecting your business 2. How do you see the environment factor in 5 years time 3. Industry needs a multi faceted approach in my view, what is your view
1	Marketing strategy to increase visitor numbers through my new business. Potential new local products that will appeal to tourists.
1	Power supply for irrigation, soil health and my Nuffield scholarship, sugar marketing what i think Mackay Sugar needs to do and how could i influence the board to show more leadership to promote soil health, how NSW sugar is working to improve their soil health.
1	We discussed my our current roles at work and the similarities between them as well as discussing different ways of thinking and viewing our business and client relationships

6. Do you feel that your leadership consultant answered your questions?



Yes	81.8%	<div style="width: 81.8%; height: 15px; background-color: purple;"></div>	9
No	9.1%	<div style="width: 9.1%; height: 15px; background-color: blue;"></div>	1
Sort of	9.1%	<div style="width: 9.1%; height: 15px; background-color: green;"></div>	1
Total			11

7. At this stage of the program, are you happy with your pathway, or would you like to change it?



I would like to change my pathway	0.0%		0
I am happy with my pathway	100.0%		11
Unsure	0.0%		0
Total			11

8. If you would like to change your current pathway, please let us know why.

Count

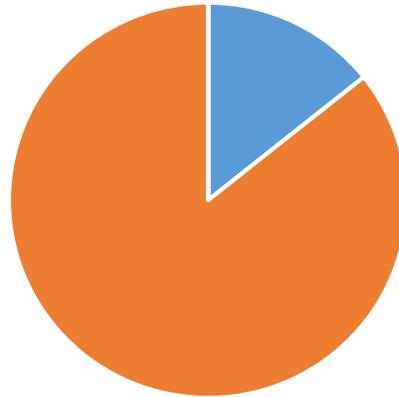
Response

APPENDIX G Leadership Consultant Survey

Leadership Consultant Survey

Respondents: 7

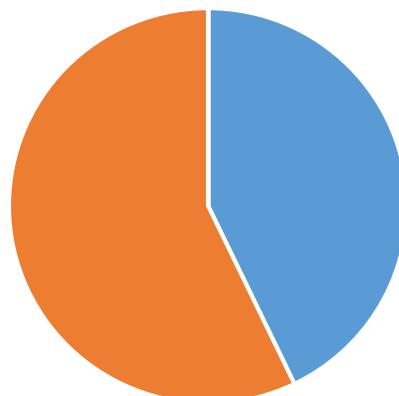
Q1. Overall, the participants were prepared when contacting me (i.e. had topics ready to talk about).



■ Strongly Agree ■ Somewhat Agree ■ Neither Agree or Disagree
■ Somewhat Disagree ■ Strongly Disagree ■

Strongly Agree	14.29%
Somewhat Agree	85.71%
Neither Agree or disagree	0.00%
Somewhat disagree	0.00%
Strongly disagree	0.00%

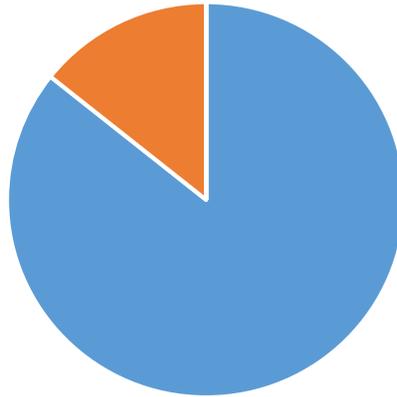
Q2. Overall, I feel the young Leadership Program participants engaged well.



■ Strongly Agree ■ Somewhat Agree ■ Neither Agree or disagree
■ Somewhat Disagree ■ Strongly disagree ■

Strongly Agree	42.86%
Somewhat Agree	57.14%
Neither Agree or disagree	0.00%
Somewhat disagree	0.00%
Strongly disagree	0.00%

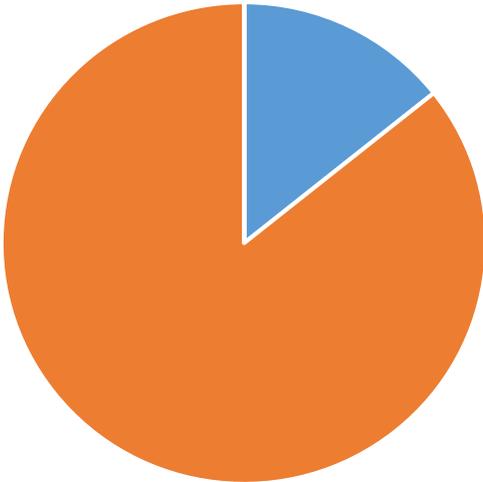
Q3. Overall, I feel the Leadership Program is of benefit to the sugar industry.



■ Strongly Agree
 ■ Somewhat Agree
 ■ Neither Agree or disagree
■ Somewhat disagree
 ■ Strongly disagree

Strongly Agree	85.71%
Somewhat Agree	14.29%
Neither Agree or disagree	0.00%
Somewhat disagree	0.00%
Strongly disagree	0.00%

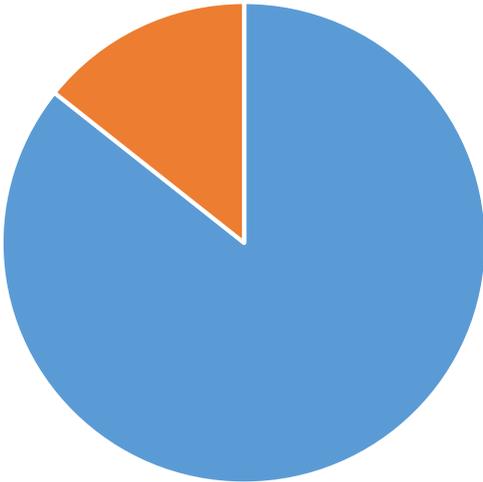
Q4. How would you rate the overall course?



■ Excellent ■ Good ■ Average ■ Poor ■ Very Poor

Excellent	14.29%
Good	85.71%
Average	0.00%
Poor	0.00%
Very Poor	0.00%

Q5. Would you take part in the Leadership Program again?



■ Yes ■ No

Yes	85.71%
No	14.29%

Comments: It would be great to be involved again.

Q6. Are there any further comments you would like to make?

One participant and i had trouble making contact, , and i am still keen to but it didn't happen, no one's fault, but would still like to try with that person. The others have made contact and I have tried, within reason to maintain good contact. very positive

I found it most rewarding! I really enjoyed interacting with the participants that contacted me. I hope the discussions were of mutual benefit. I was able to improve my understanding of how the younger generation view and tackle issues. Many thanks for the opportunity

APPENDIX H Australian Sugarcane Feb_March 2014- Leadership Report

NextGen



FARMER Issue 6



Editorial

By Stephen Ryan

Firstly, I would like to wish everybody a Happy New Year and hope you all enjoyed the festive season. The year ahead is already shaping up to be an exciting one, with the next couple of months already filling up fast!



The Leadership Program that was launched in December is now in full swing with participants making contact with their first Leadership Consultant in January. February and March will see the Business Planning & Cash Flow Management workshops being held in six locations throughout Queensland and New South Wales. Next Gen will also be attending the Grower Innovation Virtual Expo (GIVE) in Innisfail on March 18 and 19 and encourage all farmers to attend where possible.

Earlier this month we had the pleasure of announcing that a new Rep had joined the Next Gen team, Matt Kingston. Matt will be the tenth Rep on board and will look after the Isis region. Matt is a third generation cane farmer and has been involved with Next Gen through the Case IH Step UP! Conference and Leadership Program. Welcome Matt.

For anyone who is interested in supporting the Next Gen program in 2014, I really encourage you to get in contact with us to discuss options which include several levels of partnership along with opportunities to sponsor Step UP! 2015.

Remember to keep up to date with all that is going on via our website, nextgenfarmer.com, our Facebook page 'Next Gen' or follow us on Twitter; @nextgenfarmer. To receive the monthly Next Gen Farmer E-Newsletter, please email nextgenfarmers@gmail.com.

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Next Gen QSL updates	7
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FRONT COVER:

Next Gen Leadership Program participants Shannon Marano, Lance Wassmuth, Peter Becke and Hayden Quabba.

Thank you to our partners



Sugar Research
Australia



Next Gen farmer spotlight – Erik D’Urso

Next Gen Rep, Erik, lives in Wangan with his wife Josephine and two sons, Brayden 2 and Kody 3 months. A few years after Erik’s Italian grandfather migrated to Australia in the 1950’s, he purchased a small cane farm in North Queensland which is where Erik’s family have been farming and expanding their business ever since.

Together with Erik’s father, Alf, and uncle, Erminio, they farm 180 acres in the Silkwood/ Japoonvale area, about 25km south of Innisfail.

Between running D’Urso Air Conditioning & Electrical with his brother Carl, helping out with his family’s 65,000 tonne harvester contracting business and working on the farm, Erik rarely gets much down time.

“It’s hard to fit it all in, but when I do get spare time I like to spend it with family and friends. I also love watching cricket and rugby league,” says Erik.

Although Erik says he enjoys the challenge of being a

cane farmer and gets satisfaction from watching his hard work getting results, he has some worries for the future of the industry.

“My biggest concern is that farmers need more incentive to keep farming and to remain profitable.

“I think if you ask any of the farmers around they would tell you that they would love to be able to solely work on the farm, but with rising costs that is just not possible. Many farmers have to work off-farm to remain viable.”

Erik says that he farms because it’s in his blood and loves doing it, something he says a lot of people don’t understand.

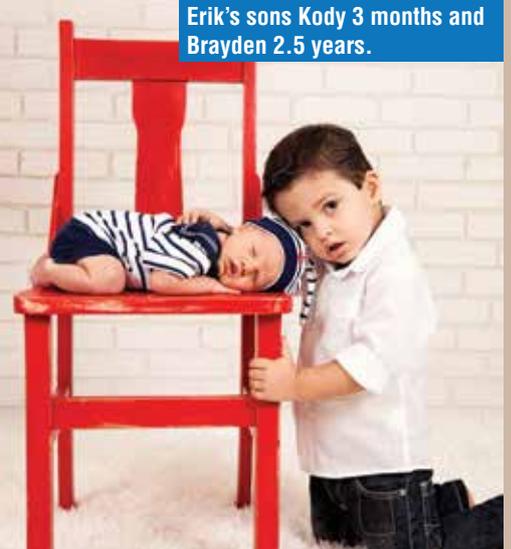
“A lot of younger people move away or will choose a different career path because the farm isn’t going to give them that same constant cash flow.

“I would love to keep on doing what we are doing and I hope, for everyone concerned, the price of sugar stays strong for the years ahead.”

Erik with son Brayden at the Case IH Step UP! Conference.



Erik’s sons Kody 3 months and Brayden 2.5 years.



Planting in 2013.



Next Gen Leadership Program

In the first week of December, 16 young cane farmers and industry professionals descended on Brisbane to take part in the Next Gen Leadership Program. Participants came from as far north as Mossman in Far North Queensland to the Northern Rivers region in New South Wales.



Next Gen Rep, Hayden Quabba, with QSL CEO Greg Beashel.

The week kicked off with a Welcome Event sponsored by Burnett Mary Regional Group where participants took some time to network and get to know each other.

The first three days saw the group participate in the 'Foundations of Directorship' course delivered by the Australian Institute of Company Directors (AICD). The intense course covered three key areas involved with Directorship; Governance, Finance, Strategy & Risk.

Young aspiring agronomist, Peter Becke, spoke of the knowledge he gained by taking part in the AICD course.

"Overall the AICD course was highly beneficial to me as I now have a greater understanding of how a Board works and the responsibilities and obligations involved with being a Company Director.

"It really put into perspective for me the process and information which Boards must consider in order to make decisions," Peter said.

Following the AICD course, the participants took part in a two day Leadership Workshop which involved analysing personal and professional strengths and weakness.

The group then heard from a group of well-established, influential industry professionals, the 'Leadership Consultants', who covered a wide range of expertise including Directorship, Agronomy, Soil Health, Sugar Marketing, Research & Development, Finance & Succession Planning, Farming

Participants of the Next Gen Leadership Program.



Systems, Environment & Sustainability and Agri-Politics.

The Great Land Networking Dinner, attended by both program participants and Leadership Consultants, gave both a chance to interact with each other on a more informal manner, discuss industry matters and start to form relationships.

“The Networking Dinner was a great opportunity for the participants of the course to speak openly with key high profile members of our industry when we otherwise would not have had the chance,” said Mackay Next Gen Rep, Hayden Quabba.

The group will now keep in contact with their Leadership Consultants over the next 10 months, continuing to work on their relationships with these key industry leaders. The Consultants will be on hand to discuss topics of interest and offer advice where possible.

Not only did the week allow participants to expand their knowledge base and form relationships with key industry figures, it allowed them to network and share their ideas with other young industry participants from all over Queensland and New South Wales.

Thank you to SRA, Case IH, Burnett Mary Regional Group, Wilmar and Great Land for supporting this important program. ■



Next Gen Officer Gerard Puglisi with Nikki Hellyer from Burnett Mary Regional Group.

Leadership Program participants network with Leadership Consultants at the Networking Dinner.



NEXT GEN LEADERSHIP PROGRAM SPONSORS





2014 International Year of Family Farming

2014: International Year of Family Farming

You may not be aware, but 2014 is the International Year of Family Farming! An initiative promoted by the World Rural Forum and supported by the United Nations, this worldwide celebration aims ‘to become a tool to stimulate active policies for sustainable development of agricultural systems based farmer families, communal units, indigenous groups, cooperatives and fishing families.’

Officially launched on November 22, 2013 at the United Nations headquarters in New York, chaired by the Director General of the Food and Agricultural Organization of the United Nations (FAO), Jose Grasião da Silva, 2014 International Year of Family Farming’s goal is to ‘reposition family farming at the centre of agricultural, environmental and social policies in the national agendas by identifying gaps and opportunities to promote a shift towards a more equal and balanced development.’

The 2014 IYFF will promote broad discussion and cooperation at the national, regional and global levels to increase awareness and understanding of the challenges faced by smallholders and help identify efficient ways to support family farmers.

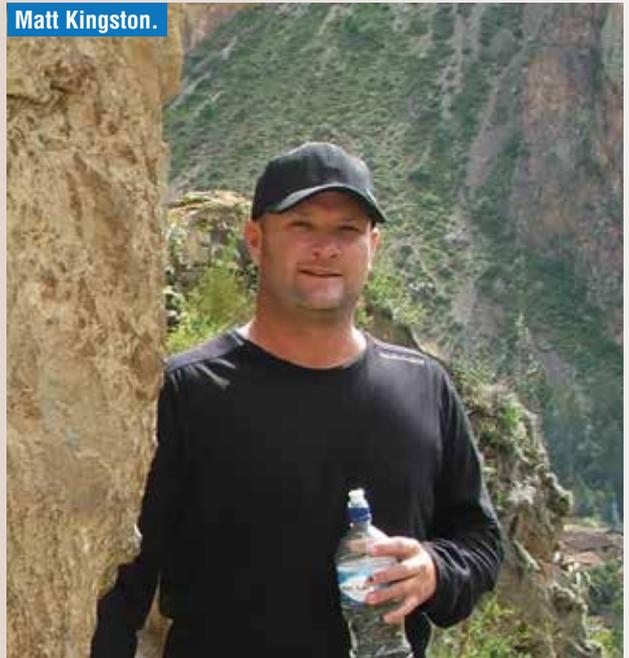
More information on International Year of Family Farming can be found at www.familyfarmingcampaign.net/

Next Gen welcomes new Rep

Next Gen has the pleasure of announcing that Matt Kingston has joined the Next Gen team as the new Isis Rep.

Matt is a third generation young cane farmer and after working in other industries in previous years has decided to carry forward the family business. Welcome Matt.

Matt Kingston.



Next Gen QSL updates...



By Liquidity Manager
Ginette Barrett

Current as of
Tuesday, January 28, 2014

Sugar

The raw sugar futures market is struggling to keep its head above 15c/lb, the price reaching as low as 14.97c/lb before closing the fortnight at 15.22c/lb. Sugar fundamentals have not hugely changed yet more sugar keeps appearing on the market.



Ginette Barrett.

Key market themes at present include

- The Indian government continues to delay making a decision as to how much subsidy to grant to raw sugar exports and there are suggestions it could lead to an additional 4m tonnes of sugar onto the market. Further delays may put the whole subsidy on hold, particularly with an upcoming election and with the crop already well underway.
- The Brazilian Real continues to trade lower and the Thai Baht and Indian Rupee are following in pursuit. This lowers the costs of production in these countries.
- China is not expected to buy as much sugar as initially expected but could resume stock piling if pricing continues to remain low.
- The Brazilian Government has suggested it may raise the amount of ethanol in gasoline to 27.5 per cent from 25 per cent which would increase ethanol demand.

QSL's view is that the sugar price will remain under the 15c/lb in the short-term before it is likely to start to consolidate in the second half of 2014.

Currency

The Australian dollar is currently vulnerable in the market, making small surges on positive data and losing any gains on any negative data. What is encouraging is how easily our dollar weakened over the past two weeks as evidence of a recovering US economy continued to emerge. As of Friday, January 24, the dollar hit a low of 86 cents to the \$US.

The outlook for the Australian dollar is positive for the sugar industry locally and we expect it to find support under 88 cents to the \$US with pressure to the downside. The key will be the announcement from the Federal Open Market Committee (FOMC) in coming weeks, where the FOMC is widely expected to taper its bond purchase program which is likely to strengthen the \$US against the Aussie dollar.

The outlook going forward is likely to range between 85 and 90 cents to \$US in the short-term with bias still to trend down in the medium-term.

Current as of Tuesday, February 4, 2014

Declining sugar price

It has not been a happy start to the New Year for the sugar price with the market spiralling downwards. The sugar price has fallen from 17c/lb levels prior to Christmas to below 15c/lb. Unfortunately, the recent depreciation of the Australian dollar has not been sufficient to offset the declining sugar price.

The structure of the QSL pools means that the majority of them have been heavily priced to-date (more than 80 per cent priced) with the exception of the Harvest Pool where around 30 per cent remains to be priced. The nature of the Harvest Pool means that it is vulnerable to in-season crop fluctuations and the Production Buffer, designed to manage crop shortfalls experienced in the season, isn't priced or sold until it is delivered to the terminals towards the end of the year. This means a significant quantity of pricing is undertaken in this pool later compared to others, which makes it exposed to world sugar prices at the back-end of the season. Therefore, advance payments in relation to the Harvest Pool are currently being affected by the low sugar futures price.

QSL acknowledges that the Christmas/New Year period is a crucial time for growers in preparing for the upcoming season. Last year, we recognised that the volatile market was starting to shift downwards and in response we increased the percentage rates during the Christmas/New Year period so that ongoing payments could still be made. With the sugar price continuing to fall, we will be approaching our Board again to increase the rates for March but it should be noted that if the market continues to decline then those in the Harvest Pool may receive minimal payments in April/May.

This is due to the fact that up until December, growers received payments based on the weighted average price for the sugar supplied across all of their mills' nominated pools. With better prices throughout the beginning of the year, it is looking like the end price for the Harvest Pool will be below the weighted average and therefore Advance Payments need to be adjusted down so that overpayment does not occur. We will keep you updated.

Selecting the Harvest Pool means you avoid any production risks (weather or disease) that may affect the amount of tonnage you can supply. But it does carry a high level of price risk, the highest of all the pools, with a significant portion of pricing conducted at the back-end of the season. This should be a key consideration when making pricing decisions and is one we will explore in our upcoming road shows.

QSL road show

At the time of writing, we are preparing for upcoming road shows where we will outline the range of QSL pooling options for 2014. We are offering the same range of pooling options this year as we did last season, as members have told us they offer the right mix of options with varied risk appetites. During

our presentations, we will explore what needs to be considered when making decisions about how your sugar is priced. A snapshot of the topics we will explore are below.

Pooling arrangement vs individual forward pricing

Pools allow you to participate in the market over a defined timeframe and this is dependant on whether you choose a committed or uncommitted pool (Harvest Pool). Committed pools generally give greater pricing flexibility. Individual forward pricing on the other hand provides you with a guaranteed outcome. It does require you to guarantee your tonnage and does limit participation in the market over a period of time.

How much sugar will I produce this season?

QSL has committed and uncommitted pools and certain allocations must be made. Up-to five per cent of total raw sugar produced will be allocated to the US Quota Pool and a minimum of 35 per cent allocated to the Harvest Pool. The remainder of total raw sugar produced can be allocated to one or a number of the other committed QSL pools. Importantly,

any sugar allocated to a committed pool must contractually be supplied regardless of crop variations or any other events that may impact supply. In contrast, the Harvest Pool is the only uncommitted pool where there is no obligation to deliver raw sugar allocated to this pool unless it is produced.

How much risk am I willing to take when it comes to pricing on the volatile market?

Pricing risk is measured relative to the likelihood that the pool's final price could be more or less than the average market price during the season. This market price assumes pricing occurs evenly from Pricing Declaration Date over the life of the pool. Each pool provides a bandwidth or percentage in which our pricing team is able take discretion above or below the benchmark.

We hope to have spoken to you at one of our road shows but at any time, please don't hesitate to contact one of our Industry Relationship Managers:

**Cathy Kelly on 0409 285 074 / cathy.kelly@qsl.com.au or
Carla Keith on 0409 372 305 / carla.keith@qsl.com.au.**



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APPENDIX I Burdekin Canegrowers Canenews Dec 20 2013- Shannan Marano report



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MESSAGE FROM OUR REGIONAL MANAGER

With the year coming to an end this will be our final edition of the *canenews* for this year with the next edition due out the week ending 17 January 2014.

Wayne Smith and myself will be on annual leave from Monday 23rd December returning on Monday 13th January.

If an urgent matter arises please leave a message on our mobile phones (Wayne: 0428 834 802, Debra: 0417 709 435) and we will return your call.

The Directors and Staff wish to thank the members of CANEGROWERS Burdekin for your support over the year and your continued support in the new year.

We will continue to put your needs first and fight to lower your costs including electricity, general rates, fertiliser, insurance and negotiating the best Cane Supply Agreement to benefit you.

Wishing you a safe and festive Christmas and New Year.



Debra Burden

Debra Burden B. Bus FAICD FAIM

T: 07 4790 3603 | M: 0417 709 435

E: debra_burden@canegrowers.com.au

Canegrowers Burdekin Directors & Staff are

*wishing YOU
JOY peace
& HOPE
THIS christmas*



GOVERNMENT HAS SIGNED OFF ON ANOTHER ROUND OF FUNDING FOR RURAL WATER USE EFFICIENCY FOR IRRIGATION FUTURES



**Queensland
Government**

In approving this next round of funding the Department of Natural Resources took into account that a key focus for irrigation in Queensland is in advancing irrigators ability to apply and manage irrigation water for maximum efficiency, productivity and environmental benefit through precision irrigation. The Department recognised that coupled with increased energy costs the irrigation sector is facing a number of challenges to maintain productivity capability and secure a sustainable future.

An initial focus for RWUE-IF will be to work with irrigators in areas that are constrained by water resource availability and /or threatened by natural resource degradation, namely Lakeland, Wet Tropics, Burdekin and Callide.

Andrew Cripps the Minister for Natural Resources and Mines stated: *“Grants will be provided to a number of peak industry groups to assist irrigators across Queensland to improve on-farm water management. The Newman Government is taking a targeted approach, such as providing funding to areas where water allocations have been reduced or are under stress, where there are water issues, or areas of concern to industry state-wide. For example we are providing almost \$1.12m more to CANEGROWERS to improve on-farm productivity and to address rising ground water levels”,* Mr Cripps said.



Andrew Cripps MP

Following lengthy negotiations the contract for a total of \$2.8m over a four year period between CANEGROWERS Qld and the Department of Natural Resources was signed earlier this week. The contract goal is to progress the RWUE-IF program to achieve irrigation water use efficiency and improve productivity.

A total of \$1.7m (\$426,200 annual funding over four years) has been allocated to the Burdekin.



For the Burdekin the main focus is on the Burdekin Groundwater Management Area (BGMA) and the proposal is to provide on-farm technical extension activities and financial assistance to assist irrigators to mitigate against water table rises and to implement decision support weather and soil moisture networks to assist irrigators to better schedule irrigations.

The \$426,200 pa funding represents \$290,000 pa in incentives for irrigators in the BGMA with the remaining funds allocated to implementing the weather and soil moisture networks, extension, consultants and project management.

More information will be available by the end of February, 2014.

ROAD WORKS

Wondering why such a high volume of road works are occurring between Ayr and Townsville at the same time?

Peter Walsh, Chief of Staff for the Department of Transport and Main Roads (TMR) has recently advised:

The section of the Bruce Highway between Ayr and Townsville has experienced a high volume of roadworks, particularly during the last 18 months. TMR is continuing to reconstruct sections of the network damaged by severe weather events in 2010, 2011, 2012 and 2013. These projects are funded under the Natural Disaster Relief and Recovery Arrangements (NDRRA) program. The funding comes with strict conditions attached, one of which stipulates that works must be complete by June 2014. This explains the large volume of projects underway concurrently in fairly close proximity. TMR makes every effort to minimise impacts on motorists. However, with such a large volume of reconstruction works required around the state – and only a finite amount of time in which to complete them before funding is withdrawal – the priority has been to get as many workers on the ground as possible.

In addition, TMR has an ongoing program of capital works on the entire highway which includes duplications, realignments, construction of additional overtaking lanes, intersection upgrades, shoulder widening and sealing, and upgrades to rest areas. In the 2012-2013 financial year, TMR completed \$715m of works along the Bruce Highway between Brisbane to Cairns, and another \$731m is planned to be spent in 2013-2014. These projects, such as the \$50m upgrade between Sandy Corner and Collinsons lagoon and two recently constructed overtaking lanes will result in long term improvements for motorists traveling between Ayr and Townsville.

CANEGROWERS Queensland ... taking up the fight on all issues affecting cane farmers businesses

Below is a summary of just some of the actions undertaken by your CANEGROWERS Queensland in the past week to help you and the cane industry. Current as at 18 December 2013

Reef Water Quality Cane Science Working Group

- ✓ CANEGROWERS attended the Reef Water Quality Cane Science Working Group meeting in Townsville on 11 December. The meeting presented findings from the Queensland Government funded R&D projects on nutrients. There was some interesting work on legume and mill mud showing that the nutrient availability is highly variable and not always as expected. This work may contribute to a review of the nutrient look-up tables in Six Easy Steps. CANEGROWERS presented an outline of the Smartcane BMP program to the GBRMPA.

Reef Partnership Committee

- ✓ CANEGROWERS attended the final meeting for the year on reef water quality and Reef Plan related issues. CANEGROWERS provided an update to the successful Smartcane BMP launch. Discussion focused on the activities on actions for Reef Plan, Reef Trust and Reef Rescue, as well as Strategic Assessment reports for the GBR being put together by GBRMPA and the Queensland Government.

Strategic direction

- ✓ The CANEGROWERS policy and management team underwent an intensive strategic direction session this week; looking at ways CANEGROWERS as an organisation could best structure itself to deliver on strategic priorities into the future. The group delved into the changing needs of its member growers and worked closely with the priorities determined recently by our network of CANEGROWERS district managers at a similar strategic workshop.

Environment & Natural Resources

- ✓ Matt Kealley, (Environment and Natural Resources Manager), met with Ami McGrath from Department of Environment to discuss the Reef Trust funding program, Smartcane BMP and the Nitrogen Forum. The Nitrogen Forum is planned to be held in Townsville mid February, 2014.
- ✓ Matt Kealley met with USQ to discuss climate forecasting projects they are working on.
- ✓ Matt Kealley met with Nick Heath from WWF. CANEGROWERS told WWF that the Smartcane BMP is the program that is going to deliver the continuous improvement for industry, its endorsed by Government and needs to get off and running. CANEGROWERS challenged WWF on the media approach they took for the Smartcane BMP launch and every subsequent point he made about nitrogen, crown of thorns starfish, water quality targets, reef rescue program, chemicals, innovation, R&D and delivery.

Ravensdown AGM

- ✓ Paul Schembri (Chair), Brendan Stewart (CEO) and Ron Mullins (CFO) attended the Ravensdown AGM and Ravensdown Fertiliser Australia board meeting and dinner in Townsville last week. Over 350 shareholders were in attendance. It was pleasing to see many outstanding issues being tabled and dealt with directly. During the meeting, Ravensdown reaffirmed its commitment to Queensland and its commitment to addressing any outstanding operational issues.
- ✓ CANEGROWERS took the opportunity to restate its unwavering support of Ravensdown and the ongoing importance its presence has on the market for fertiliser in Queensland. While sales have been steadily increasing on the south-eastern seaboard, 2014 will be a critical year for Ravensdown's operation in Queensland and we, as an industry, need to increase sales to 100,000 tonnes to play our part in helping to make it a commercially going concern.

CANE CASH

2.95%

**Bank Deposit –
Investment Grade
Monthly Rate to 30/11/2013**

- Interest calculated and paid monthly, either by reinvestment or cheque.
- Funds available on call

**Generally higher rates and terms
negotiable for amounts over \$100,000**

For conditions contact local Canegrowers office or
CANEGROWERS FINANCIAL SERVICES PTY LTD
190 Edward Street, Brisbane, QLD 4000
Phone: (07) 3864 6444.

Irrigators and SunWater work together to maximise water delivery as high demand stretches Burdekin water supply

Warm temperatures and extensive irrigated crop areas continue to drive water demand in the Burdekin region, with high demand stretching the capacity of the channel delivery system.

SunWater General Manager, Bulk Water and Irrigation Systems, Tom Vanderbyl said the current hot and dry weather conditions have rapidly increased water demand across the region.

"SunWater and the Burdekin River Irrigation Area Committee (BRIAC) are working closely together to implement equitable water delivery arrangements for irrigators across the Burdekin River Irrigation Area," he said.

Russ McNee, Manager of Invicta Canegrowers and the BRIA Committee said the reduction in productivity as a result of restricted irrigation during the peak growing period has been highlighted to SunWater.

"This is why the BRIA Committee is working with SunWater to maximise the delivery of available water as a matter of urgency," he said.

Mr Vanderbyl said the Tom Fenwick Pump Station is currently delivering 1,950 megalitres per day to irrigators on the Barratta and Haughton channels, as well as supplementing the Haughton River and the Giru Benefitted Area.

"Irrigators are restricted to their peak-flow entitlement and we are bringing our channel delivery infrastructure to full working capacity to maximise the amount of water being delivered to irrigators," he said.

"With hot, dry conditions and clean water, the rapid growth of submerged weeds may also reduce the capacity of irrigation channels.

"We are using excavators to dislodge any submerged ribbon weed in an effort to maximise the channel's capacity during this peak demand period."

Mr Vanderbyl said rainfall in the Haughton River catchment would be a welcome sight for irrigators dependent on this system and praised the cooperation of irrigators and local SunWater staff who are working to manage the high demand and workload, with support from SunWater's senior managers in the region.

"This close working relationship is testament to the dedication of both irrigators and SunWater staff who have been working extensive hours to maximise the water delivery to customers," he said.

Update from SunWater

As at 20 December 2013

- The Haughton Balancing Storage has recovered following a power outage last weekend, and is now at full capacity.
- This has allowed SunWater to continue to supply channel irrigators downstream of the storage, while increasing the release into the Haughton River to 300 ML/ day.
- Significant effort is being put into controlling submerged weeds in the channel system to ensure channels are running at their maximum capacity.
- SunWater will make further water available to irrigators as system capacity allows.

to reduce your costs

COUNCIL GENERAL RATES

Burdekin Shire Council will soon commence the process to set their budget for General Rates for 2014/15.

The Council's long term forecast indicates that General Rates for the coming year will increase by a further 5.9%.

Local Councils are required to prepare and publish a long term (10 year) forecast budget.

Detailed in the Burdekin Shire Council's long term forecast for General Rates is an indication that the Council is forecasting General Rates will increase by a further 5.9% for the 2014/15 year. This information is detailed within the Council's "Budget Statements for 2013/14" (click [here](#)) on page 23 under the table titled "General Statement of Original Budget by program for the periods ended 30 June". This table indicates that the revenue forecast to be received from General Rates will increase from \$23,560,268 in 2013/14 to \$24,951,828 in 2014/15 a 5.9% increase.

We have requested a meeting with all Councillors and the Council CEO for the end of January with the view of continuing lobbying the Council to cease treating cane farmers unfairly.

In addition we have undertaken to facilitate a meeting with the other four collectives being Australian Cane Farmers Association, Pioneer Cane Growers Organisation, Kalamia Cane Growers Organisation and Invicta Cane Growers Organisation on the topic of co-ordinating our efforts and uniting on this important topic.

The law requires the Council to utilise land valuations when calculating General Rates as rates are a tax on land. This means that the higher the value of the land the higher the rates are charged. As a simple example a \$1m property pays 10 times more than a \$100,000 property.

To complicate the process Council has introduced separate land categories and has allocated a different General Rate allocation for each category. This is referred to as the Rate in the Dollar (RID) and means that some categories pay more in General Rates than other categories even if the land is valued at the same amount.

It is at this level that Council are treating cane farmers unfairly.

Council has allocated a RID of 3.551 to cane farming land. This allocation is over 3 times higher than the RID allocated to Commercial properties. So for an average cane farm that has a land valuation of \$300,000 the General Rates charged are \$10,653 whilst a Commercial property that has the same land valuation is only charged \$3,459.

Category	Description	Rate in the Dollar	Rates charged per \$100,000 of land value
Category A	Residential	1.189	\$1,189
Category B	Commercial and Industry	1.153	\$1,153
Category C	Grazing and Livestock	2.116	\$2,116
Category D	Sugar Cane	3.551	\$3,551
Category E	Rural Other	1.968	\$1,968

Cane farmers in the Burdekin have been hit with a 13% increase in their RID in the last three years (3.99% for this year, 3.95% last year and 5.1% the year prior). Whilst at the same time Commercial Properties have enjoyed a reduction of their RID of over 50% to the extent that owners of Commercial properties now have the lowest RID of any category...even lower than the RID charged to owners of residential properties.

Councillors must understand that cane farmers are faced with narrow and volatile margins and any small increase in costs has a dramatic change in profitability.



CANEGROWERS SUBMISSION TO THE 30-YEAR ELECTRICITY STRATEGY



Electricity sector reform is critical to achieving the Queensland Government's objectives of building a 4-pillar economy and doubling agricultural production by 2040. The CANEGROWERS submission to the 30-year electricity strategy provides a range of recommendations that the Queensland Government can implement which will reduce the price of electricity for irrigators in the short- and long-term. Lowering the price of electricity is key to the long-term success of the sugarcane industry.

The CANEGROWERS submission calls on the Queensland Government to:

- ✓ Recognize irrigators as a separate class of users in the 30-year strategy;
- ✓ Develop irrigation tariffs for food and fibre production that reflect the low cost of supply;
- ✓ Use the upcoming AER Regulatory Re-set to slow the rate of increase and significantly reduce the effective prices of network charges in Queensland.

CANEGROWERS will continue to work towards reducing the price of electricity for irrigators in the sugarcane industry.

Please find the CANEGROWERS submission to the 30-year electricity strategy [here](#).

A POSSIBLE SOLUTION FOR SOME GROWERS TO REDUCE THEIR ELECTRICITY COSTS

Last Friday (13th December) Paul Horan from Horan and Bird provided close to 40 attendees with an overview of how solar panels could reduce their electricity costs.

Key points from Paul's presentation are detailed on page 6 of *canenews*.



NOTICE

REVIEW OF RETAIL ELECTRICITY PRICE REGULATION IN REGIONAL QUEENSLAND

Publication of Issues Paper

The Queensland Competition Authority (QCA) has released an Issues Paper for the review of retail electricity price regulation in regional Queensland and is seeking submissions from stakeholders by 28 February 2014. The Issues Paper is available from our website here www.qca.org.au/electricity-retail/AdviceUTPRPR/IssuesPaper/.

A number of workshops will be conducted across Queensland in early 2014 to discuss this review and the recently released Draft Determination of regulated retail electricity prices for 2014-15. Details of these workshops will be released on their website soon.



Solar and pumping.

Key points –

- Solar is used to offset your power bill. A solar system will not run your pump but feeds electricity into your pump, reducing the kilowatt hours of power you buy from Ergon energy.
- Conversion of a solar array to kW's produced, is a multiplier of 4.5, 5kW x 4.5 = 22.5kW per day, 10kW x 4.5 = 45kW per day, 15kW x 4.5 = 67.5kW per day and so on.
- A 15Hp motor will consume 11.2 kilowatts of power an hour. If it runs for 12 hours it will use 134kWs. If a 10kW solar system was installed on this pump it would reduce your 134kWs to 89kWh, a saving of \$17.73 a day on T62.
- If this pump was used for 200 days it would save you \$3546 a year.
- A simple way to predict savings is to work out how many days you use a pump and multiply that by kW hour savings – days pumping x solar array production x tariff price per kW- 150days x 45kW saved x \$0.394c T62 = \$2659.
- Solar is not for every pump you own. If you have a pump that is only used for 50 days of the year, it is not cost effective for the short term.
- Solar is an investment on your power consumption for the future.
- Solar hedges your power bill on that pump for the rest of its life.
- Power prices have doubled in the last 6 years. The price will continue to rise with some predicting an increase of up to 70% over the next 3 years. Solar is not the complete solution to the huge price you now pay for power but can play an important role in significantly reducing your costs from day one of installation.
- A 10kW solar system will produce 16425kW a year and 410625kW over 25 years, if you spend \$13,000 on a 10kw system, you have purchased 410625kW for \$0.03 a kilowatt compared to \$0.39 for current Tariff 62 price.
- It is important to remember that a solar system saves you money. It does not make you money. There is no feed in tariff for systems over 5kW. The feed in tariff for systems under 5kW is \$0.08
- A fact that cannot be denied is that solar does significantly reduce your energy costs and will continue to do so over the life of the system. (Approx 25 years) Solar systems can now be leased through Horan & Bird with very flexible terms, no upfront costs, with maintenance & insurance included.

129 Mackenzie Street, AYR, QLD 4807

www.horanandbird.com.au

ABN: 17 156 517 341



Phone: 07 47 83 7555 Fax: 07 47 83 7666

info@horanandbird.com.au

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INSURANCE WITH MARTINE BENGEOA



Insuring Solar Panels on Farm

We have had many enquiries in the last few weeks asking whether Solar Panels on farm machinery/ pump sheds can be insured. The answer is yes they can. If your panels are on an already insured shed you need to make certain that the sum insured amount of the shed is including the solar panels. For example if you have your shed insured for \$30 000 and your solar panels cost \$20 000, you would need to adjust your sum insured to \$50 000. When insuring your solar panels they will need to be noted on the policy, so please provide us with inverter details and the number of panels that are to be covered.

If your solar panels are on an uninsured shed they can still be covered, they would just need to be specified as an above ground farm improvement on your policy, once again you would need to provide details on inverter and number of panels.

Youi

We are of the understanding that Youi is no longer insuring domestic properties in the Burdekin, this has yet to be confirmed. If you are insured with Youi, Youi should advise you about one month before renewal if you will need to organised new insurance. Before your policy expires, come in and see us for a quote.

Our office will be closed from next Tuesday 24th December until the 2nd January. If you require Insurance assistance over the Christmas break, I will be available on mobile 0408 638 518, for **URGENT** matters only.

CHURCHILL

Time is ticking for growers to apply for the 2014 round of Churchill Fellowships, with applications closing on February 19, 2014.

The applications are open to all residents, with those successful gaining the opportunity to conduct research into agricultural projects overseas and bring the benefits back to Australia.

Over 100 fellowships are awarded to passionate citizens, with no prescribed qualifications required.

A number of fellowships are applicable within the agricultural industry, namely the James Love fellowship, which offers a project in any field in Queensland.

To be eligible to apply for a Churchill Fellowship you must:

- be an Australian Citizen over the age of 18
- not be enrolled in tertiary studies directly related to the topic of your proposed project
- have experience in and commitment to the field of your project
- have a project of 4 weeks to approximately 6 weeks that requires overseas investigation

For more information or to download an application form visit the Churchill Memorial Trust at www.churchilltrust.com.au



Workplace Health and Safety Queensland is investigating a fatal incident that occurred on Thursday 12 December 2013 at a rural property near Hughenden.

An eleven year old died when the adult size quad bike she was riding rolled on top of her. She was not wearing a helmet or any other protective gear at the time.

Could this happen anywhere your employees are working?

This alert is a reminder for you and your organisation to consider the effectiveness of your safety management systems in preventing an incident like this from occurring at a workplace.

For information on workplace health and safety visit the Workplace Health and Safety Queensland website at www.worksafe.qld.gov.au.



Cane Science Working Group (nutrients) Meeting

Canegrowers Burdekin Director Russell Jordan and Smartcane Facilitator Gary Halliday recently attended an industry science working group meeting in Townsville. The stakeholder meeting was facilitated by staff from the Department of Agriculture, Forestry and Fisheries (DAFF) and the Department of Environment and Heritage Protection (DEHP) to present findings from a number of Reef Water Quality cane science projects to cane researchers, extension officers and industry groups for the purpose of obtaining feedback on how to best extend the new information and products to growers and the broader industry.

Chris Johnson (Reef Water Quality, DEHP) introduced the topics for the day with an overview of the Reef Water Quality Program, including links between cane sciences program, Smartcane BMP, extension programs and the objectives of Reef Plan.

Carla Wegscheidl (DAFF) raised awareness for effective extension from interstate and abroad with a report of the Australia Pacific Extension Network Conference held in Christchurch in August 2013. She highlighted extension initiatives in other industries / commodities – what worked / what did not.

The focus then shifted to several nutrient project reports with presenters providing project objectives, methodologies and results. Each presentation was followed by group table discussions to gather group feedback and expectations for extension activities. The workshop concluded with general discussions that related to prioritisation for project expansion or continuance.



Canegrowers Burdekin Director Russell Jordan is pictured recording feedback during project

Have you signed up yet?



Ravensdown

Fertiliser Australia

Retain Ravensdown In The Burdekin

A record number of growers are taking advantage of the bonus from the Ravensdown "Early Bird" deal to have their soil samples undertaken.

Ravensdown Account Manager and Sales Agronomist, Mark Whitten and CANEGROWERS Burdekin's Tiffany Giardina sort out Monday's soil samples ready for mailing.



Staff can assist
with applications

PREMIER'S SUSTAINABILITY AWARDS NOW OPEN

Nominations are now open for the 2014 Premier's Sustainability Awards which recognise the achievements of Queenslanders who are developing or adopting sustainable practices.

These prestigious awards celebrate Queensland's highest achievers in building a sustainable future.



Rita & Vince Papale (middle) with sponsors of the Rural Award, David Foote (left) Australian Country Choice and David Stout (right) Coles

Last year's winners in the Rural category were local farmers Vince & Rita Papale, who have rolled out a number of projects to lift the farm's productivity, water efficiency and to minimise environmental impact on their land.

Upon winning the award Vince stated that "Australia's sugarcane farmers are recognised as being amongst the most sustainable in the world, but perhaps because 80% of our produce is sold overseas, we haven't gone out and told our neighbours about the massive changes which have been rolled out right across the industry,"

"There are so many good stories in agriculture and we should be proud that we feed and clothe the people of the world."

Nominations for the awards close on Friday 14 March 2014.

More information and an online application form can be found at www.ehp.qld.gov.au/premiersawards



Queensland Government

Department of Environment and Heritage Protection

MESSAGE FROM CANEGROWERS CEO BRENDAN STEWART



During my visit to North Queensland, it came to my attention that there appears to be some confusion or mis-communication with respect to the recent Ministerial approval of Sugar Research Australia's (SRA's) 'Interim Strategic Plan' and the consultation process that SRA has been conducting with the industry. To clarify, the 'Interim Strategic Plan' is not related to the current round of strategic planning consultation.

Under its funding agreement with the Commonwealth, SRA was required to submit an 'Interim Strategic Plan' for Ministerial approval within one month of the date of commencement of the agreement – that is, by 5 September 2013. The 'Interim Strategic Plan' was based on the Transitional Operating Plan and Interim Strategic Plan prepared by the Australian Sugar Industry Alliance in May 2013 and is viewed as a short-term transitional plan only. Its purpose is simply to provide general guidance to SRA until its current comprehensive and consultative strategic planning process can be completed.

Due to the Federal election and change in Commonwealth Government, there was unfortunately a significant delay in SRA receiving approval for the 'Interim Strategic Plan' from the Commonwealth Minister for Agriculture, the Hon. Barnaby Joyce MP. This delay has subsequently resulted in the announcement of the Minister's approval of the 'Interim Strategic Plan' coinciding with SRA's current industry-wide consultation process for the development of its 2013/14 – 2017/18 Strategic Plan (the 'Strategic Plan').

SRA is committed to collaborating with industry in the development of its Strategic Plan. As part of its industry-wide consultation process, SRA has recently held regional forums in seven locations from Ballina in the south to Gordonvale in the far north. SRA also sponsored a separate forum for the industry's young participants in Townsville, as well as a specific researcher forum in Brisbane.

Both SRA and CANEGROWERS appreciate that a number of members have given up their time to attend these forums and provide input into SRA's planning process. Please be assured that your time and input have not gone to waste. SRA is currently assessing the output from all of the forums to identify the key issues and Research, Development and Extension focus areas that are to be addressed in its Strategic Plan. The Strategic Plan will be drafted over the next month or so, in consultation with Industry Representative Bodies (including CANEGROWERS), and is expected to be finalised in February 2014.

If you have any questions regarding SRA's strategic planning process, please contact Ms Leigh Clement, SRA's Manager Corporate Planning and Reporting on (07) 3331 3329 or by email to lclement@sugarresearch.com.au.

My Week at the “Next Gen” Leadership Program By Shannon Marano

Let’s be totally clear here, I am not a cane farmer. Nor do I work in anything remotely related to the sugar cane industry. But I grew up on a cane farm in Home Hill, and I’ve seen first-hand the relentless dedication and passion it takes to grow a crop, year after year after year. It’s not an easy job. I don’t want to see that go to waste, for my family or anyone else’s family, who’ve put in their lives to the farm. If nothing else, this opportunity has given me some skills I can use towards the sustainability of cane growing in my area, and Australia wide.

It all started when my Dad spotted an article in *canenews* which he emailed to me – “Hi, are you interested in this?”, the article was about this previously little known organisation trying it’s hardest to generate enthusiasm with the youngsters about cane farming. Good luck with that. But I thought, “Why not, at worst I get a week in Brisbane” and filled in an application for the Next Gen Leadership Program. Fast forward to now and I have the opportunity and the enthusiasm to forge a whole new path into the Australian Sugar industry. Nicely done, Next Gen.



So at the start of December, 16 young cane farmers and industry professionals descended on Brisbane to take part in the Next Gen Leadership Program. Participants came from as far north as Mossman in Far North Queensland to Wardell in the Northern Rivers region in New South Wales.

The week kicked off with a Welcome Event sponsored by Burnett Mary Regional Group where participants took some time to network and get to know each other. A nice little icebreaker party, drinks included. What a way to break down barriers and shyness and get to know the people you’d be spending the week with. You could call it networking, but it was much more relaxed than that.

The first three days saw our little group participate in the ‘Foundations of Directorship’ course delivered by the Australian Institute of Company Directors (AICD). The course covered three key areas involved with Directorship; Governance, Finance, Strategy & Risk. Monday morning – here we go, what is this all about? Hi, I don’t believe we’ve met, oh we did last night? That’s nice, how’s your head? Where’s the coffee? Day one was the DO’s and DO NOT’s of Directors & their responsibilities. Although being a director clearly has the potential to be frightening and quite intimidating, all I could think about was how great it would be to be able to make an actual difference and to be part of your company’s reason for success.

Day two was all about financials. Company financials is as foreign to me as rocket science! Our guest speaker today broke down the cash flow and balance sheet into something that looked less like Chinese and more like your favourite novel. Indeed, his opening words were “is finance Art, a Game or a Story?” Although I have no desire to go out and become a CFO, I do now have enough skill and knowledge to know if my company is going under, and to jump ship, or if we’re on to a winner. It’s also the most important area to understand *before* taking on a director’s role. Day three we talked about strategy and risk - the main game for directors and the board, the guts of Directorship, what we’re really all doing here to learn about or become better at. This is something that needs to be brought back to focus to stay on track and result in effective board meetings.



The group then heard from each of the Leadership Consultants who covered a wide range of expertise including Directorship, Agronomy, Soil Health, Sugar Marketing, Research & Development, Finance & Succession Planning, Farming Systems, Environment & Sustainability and Agri-Politics. Each generously donating their invaluable time & knowledge to help us achieve our individual goals.

We’ll now keep in contact with the Leadership Consultants over the next 10 months, continuing to work on our relationships with these key industry leaders. The Consultants will be on hand to discuss topics of interest and offer advice where possible.

Making connections and building good relationships is part of everyday life, but learning how to apply this constructively to get the best performance and outcomes as a Company Director is now something I can see on my horizon. Having the opportunity to share knowledge and ideas with so many people from so many areas in the sugar industry is invaluable. The Next Gen Leadership Program has shown me that. I encourage you to take the opportunities that come your way, it might just be the best thing you do.



Thanks for letting me share my experience with you,
Shannan Marano.

Safety Talk

From 1 January 2014, there will be changes to Queensland electrical safety codes of practice to align the codes with the updated electrical safety legislation. In most cases existing Codes are updated without any changes that affect rural industry: From 1 January 2014:

- The new *Electrical Safety Code of Practice 2013 – Managing Electrical Risks in the Workplace* replaces the *Electrical Safety Code of Practice 2010 – Electrical Work*. The new code is based on the national model code but retains the existing Queensland test and tag and safety switch requirements.
- This existing code is updated and renamed *Electrical Safety Code of Practice 2010 – Working Near Overhead and Underground Electric Lines* (previously the *Electrical Safety Code of Practice 2010 – Working Near Exposed Live Parts*) better reflects the content of the code. The renamed code retains existing exclusion zone distances and authorised/instructed person requirements.
- The existing *Electrical Safety Code of Practice 2010 – Electrical Equipment Rural industry* and the *Electrical Safety Code of Practice 2010 – Works* are updated and retain existing requirements.

In addition, the *Electrical Safety Code of Practice 2010 – Risk Management* will be repealed as risk management is already covered under the *How to Manage Work Health and Safety Risks Code of Practice 2011*.

A copy of the new and amended codes and a summary of changes to the amended codes are available from the [‘Changes to the electrical safety laws’](#) web page.



BECOME A MEMBER TODAY

Are you a member of Sugar Research Australia? Even though you are paying the levy this does not automatically make you a member, you must fill in the membership form to be a member.

As a member you can have the members rights including voting and nominating for elections to the Director Selection Committee or a Delegate in your region.

A member is a company or individual that holds an ABN and pays a Sugarcane levy. Therefore if you supply cane under more than one ABN you will require multiple membership forms. The forms can be downloaded from [here](#).

LOWER BURDEKIN LANDCARE END OF YEAR WRAP UP

The Lower Burdekin Land Care Annual General Meeting and end of year dinner had 16 attendees last week.

Brooke Corrie announced that our Nursery Manager and Co-ordinator, Karen Kerr, had resigned and will finish up on 18th December 2013 – our last day of Nursery operations for 2013.

Karen will be sadly missed, having done such a wonderful job in the Nursery. Karen will not be in the district for some time after 18th. The Management Committee will meet to organise advertising of the position. If anyone is aware of potential candidates then please let them know.

Tom McShane was voted as Lower Burdekin Landcare Association Chairperson. Many of you would know Tom through his role as BBIFMAC Manager.

Brooke Corrie, who stepped down as Chairperson, was voted as Vice-Chair.

Keith Kiloh continues his role as Treasurer, after being voted in for another year.

Linda Kirk will continue to fill the position of Secretary. As per the LBLCA Constitution, the Secretary does not form part of the elected Management Committee.

They had a surprise guest at the meeting who kindly took the chair for the election of office bearers. Any guesses who!! (see picture of the wild travelling couple).



Lower Burdekin Landcare would like to thank all the volunteers for their dedication and hard work throughout the year. Without their support Lower Burdekin Landcare Association would not be able to accomplish its many activities. Thank you also to their many partners.

Lower Burdekin Landcare will not meet again until February 2014. Have a safe and enjoyable break over the festive season.

A CANE FARMER'S BALLAD

The following was written by Ross Caruso, a Macknade farmer who is semi retired reflecting on the ups and downs of farming in his lifetime.

*There was movement at the farm shed
When the word was passed around
That the price of export sugar
Had fallen to the ground.*

*As farmers, we are takers, we have no right to choose
Sometimes we come out winners, and then sometimes we lose
They say that we're complainers, but we're lovers of the land
All we ask is a fair go, and perhaps a helping hand.*

*The lifestyle is the greatest, you nominate your hours.
Sometimes you work from dawn to dark, and sometimes between the
showers
We've built up some fond memories as we travelled through the years.
We also have some bad ones that reduce a man to tears.*

*There were the young gun cutters
The rails, the knives, the file.
You couldn't keep up or catch them
To within a country mile.*

*They came from distant lands
They stayed around a while
They left behind a legacy
And they made the farmers smile.*

*The hours they worked were long and hard
And what they earned was small
They were the backbone of the industry
And they still stand strong and tall.*

*Then came the 515 harvester
The damn thing wouldn't go
After you worked 12 long, hard hours
Thirty bins was all you had to show.*

*But things are all done different now
It's done within the hour
All the farmer has to do
Is go home and take a shower.*

*Along comes the contractor, he's looking for more dough
The price of things is rising, I can't survive you know
This is the price I'm asking, that's what you have to pay
You take it or you leave it, then we'll talk another day*

*So then the tracks start turning, it's money in the bank
We get paid upon delivery, the mills we have to thank
Then bills start rolling in, they're coming thick and fast
That's when you have to hope and pray the money's going to last.*

*Along come all the greenies, but they're not all that green
They say they're out to save the world but they're not all they seem*

*They say that all the farmers are endangering the reef
We'll not take it lying down, we'll hand them out some beef*

*We've got this new technology: GPS and traffic lane
But with all this increased knowledge, we seem to grow less cane
We've got all of these computers and also the spreadsheet
But the bottom line is always, we have to make ends meet.*

*Then there are the politicians with their theories and their tales
You've never had it so good but something's jumped the rails
You're told to work hard and smart, that's what they have to say
We'll have some inquiries with an increase in our pay.*

*We always fight diseases, RSD and smut and rust
We've got dozens of varieties, in many we can't trust
Along comes the yellow cane, the experts can't decide
We pay our honest levies and we'll take it in our stride.*

*We battle with the elements, sometimes the rain won't come
With long, hot summer days and lots and lots of sun
Then you look to Heaven and pray the rain will fall
You look around your cane farm, the crop it will be small.*

*Then the heavens open and the rain just tumbles down
The rivers are all rising, there's water all around
The cane is going under, you can't get in to town
We'll pack a few belongings and head for higher ground.*

*The Larrys and the Yasis, with wind and driving rain
You estimate the damage and learn to wear the pain
We get up and start again, with faith and trust and hope
With heart in hand and courage, we pray that we will cope.*

*You look around the district, with farmers old and grey
They can't afford to get out and they can't afford to stay
Their children have all left home, they've left behind the land
They don't want to make their home upon the shifting sand.*

*They've gone away to better things, their futures to explore
Some headed to the cities, some to distant shores
They leave behind them this fair land, they shall return no more
So we work a little harder to keep the banker from the door.*

*You wonder was it all worthwhile, the anguish and the pain
The striving and the hardship for oh so little gain
The answer to this question can be found within the name
We're cane farmers through and through, we'd do it all again.*

*And then will come the time when you knock on Heaven's door
You no longer have to worry if the price will hit the floor
Then you ask yourself the question: 'Did I really pass the test?'
You hear that voice say: 'Welcome home my son, you're the best of
all the best... you're a cane grower!'*



QSL UPDATE BY CARLA KEITH AS AT 20 DECEMBER 2013

Over the next few months, growers will need to consider which pricing pools they wanted to participate in for the 2014 season, remembering the cut off date for nominations from mills to QSL is **28 February 2014**. Your mill may require you to finalise your pool nominations a few weeks before this date, so you'll need to check with your miller about their nomination cut off date.

It's also important to note that not all mills offer the full suite of QSL pooling options. Again, you'll need to discuss what options are available to you with your mill.

In 2014, QSL will be offering the same pools as the 2013 season. You can find an overview of our updated Pool Description Statements at (www.qsl.com.au). As we get closer to the Declaration Date, QSL will be conducting a series of information sessions on each of our pools. Your mill will advise you when these are to be scheduled. In the meantime, don't hesitate to contact me with any questions you may have.

2013 Season Pool Performance

Current indicative price for QSL's 2013 pools are:

Current as of 29 November 2013	2013 Gross
QSL Harvest Pool	\$395
QSL Discretionary Pool	\$396
QSL Actively Managed Pool	\$409
QSL Guaranteed Floor Pool	\$391
QSL US Quota Pool	\$475
QSL 2013 Season Forward Pool	\$429
QSL 2014 Season Forward Pool	\$420

Note: The prices given are in Gross \$A dollars/ IPS tonnes and don't include a shared pool allocation.

Christmas Break

I'd like to take this opportunity to thank you all for your continued support throughout 2013. I look forward to working with you again in 2014. The QSL Brisbane office and BSTs will be closed **from Monday 23rd December to Friday 3rd January, 2014**. I will also be taking a break during this time, but will be contactable by phone if necessary.

On behalf of the QSL team I'd like to wish you and your families a happy and safe holiday.

If you have any questions or feedback, please don't hesitate me on 0409 372 305 or carla.keith@qsl.com.au.



MARKET OVERVIEW BY QSL TREASURER STEPHEN STONE AS AT 9 DECEMBER 2013

Raw Sugar

Neither Thanksgiving in the US recently, nor Christmas approaching have delivered any good news to local sugar farmers by way of higher prices. The price decline we have seen since futures topped out above 20c/lb. recently, continued unabated with futures falling a further 5% to now rest at 16.50 c/lb. The change in market sentiment has most market participants frustrated and searching for answers. Let me recap quickly recent market drivers:

- The Brazilian currency has fallen by 5%, remaining locked in-step with sugar futures
- Trade flows in raw sugar now reflect a stronger finish to Brazil's crush, with refining premiums remaining unattractive at present
- Asset managers have been reducing risk for year end, with fewer funds anticipated finding their way back to commodity investment in 2014
- Domestic prices in China and India are weaker, not supportive of reducing the raw sugar trade balance.

On the positive side, speculative positioning has been significantly reduced and we approach price levels clearly not sustainable to attract any increases in sugar production.

The new calendar year is unlikely to bring any timely relief for farmers by way of prices quickly rebounding. There remains a significant amount of sugar still to find homes.

Accordingly, the improving sugar price trend we have alluded to in earlier updates is now more likely to materialise toward the middle to later part of 2014.

Australian Dollar

There are more pleasing developments in the currency. The Australian dollar has weakened in line with further evidence of a recovering US economy.

Whilst not negating the fall in sugar prices, our currency did fall to retest important support at the US90 cent level after Friday's employment data in the US.

Whilst some year-end profit taking may be mildly supportive over the Christmas period, we expect further falls in the currency into the New Year and sense the Reserve Bank will be quick to endorse such weakness in 2014.

If you have any questions or feedback, please don't hesitate to contact one of us; Cathy Kelly on 0409 285 074 or cathy.kelly@qsl.com.au or Carla Keith on 0409 372 305 or carla.keith@qsl.com.au.

PRICING INFORMATION

2013 Season Advances & Payments as at 6 December 2013

	\$/tonne IPS	% estimated return
Initial *	\$219	
22 August 13*	\$235	
26 September 13*	\$256	
24 October 13*	\$262	
21 November 13*	\$275	
19 December 13	\$284	
23 January 14	\$305	77.5%
20 February 14	\$315	80.0%
20 March 14	\$325	82.5%
24 April 14	\$335	85.0%
22 May 14	\$354	90.0%
26 June 14	\$374	95.0%
Final Payment	\$394	100%

* paid

The Advance Program is a guide only. CANEGROWERS Burdekin takes no responsibility for its accuracy. It only applies to growers who did not forward price for 2013 (the default method). Growers who have forward priced for 2013 will be paid the same percentage of their final expected proceeds. For individual advance rates check your grower forecast on the Wilmar website.

Wilmar Indicative Future Sugar Prices as at 20 December 2013

	Gross	Net
2013 Season	\$390	\$366
2014 Season	\$431	\$407
2015 Season	\$472	\$448
2016 Season	\$496	\$472

Estimated QSL Pool Prices As at 29 November 2013

	\$/Tonne IPS GROSS
QSL Harvest Pool	\$395
QSL Discretionary Pool	\$396
QSL Actively Managed Pool	\$409
QSL Guaranteed Floor Pool	\$391
QSL US Quota Pool	\$475
QSL 2013 Season Forward Pool	\$429
QSL 2014 Season Forward Pool	\$420

Growers can monitor QSL pool performance via the Price Pool Matrices published on the QSL website (www.qsl.com.au). This information is updated regularly and provides a sense of how the QSL-managed pools are performing over the current season.



Next Gen is excited to announce a new project for 2014

Business and Cash Flow Management course

The course will be held over two days and will cover topics such as Business Structures, Government Regulations, Legal and Taxation Issues, Income & Cash Flow Projections, Profit & Loss and Break-Even Projections.

Elements from the course are taken from a nationally accredited training package and credits can be gained towards further studies.

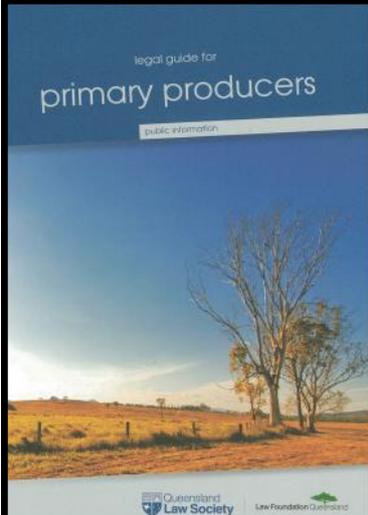
The course will be delivered in Cairns, Ayr, Mackay, Bundaberg, Ballina in early 2014.

Cost: \$150 per person (includes lunch both days)

Register your interest by emailing nextgenfarmers@gmail.com or call (07) 3839 1900.

Limited number of spaces available





FREE

The *Legal Guide for Primary Producers* is available from the Ayr office.

Drop in today to pick up a copy.

OFFICE SPACE FOR RENT

Office space & chemical storage shed available to rent at CANEGROWERS Burdekin's Home Hill office.

To organise an inspection or for more information, contact Gary at CANEGROWERS Project & Training Centre, Home Hill on 4782 1922.

DATES TO REMEMBER

**Friday 20 December -
Friday 17 January**
Home Hill Office closure

**Wednesday 25 December -
Wednesday 1 January**
Ayr Office Closure

Tues 4– Wed 5 March 2014
[ABARES Outlook Conference](#)
Canberra
Ph 02 6272 2303 for enquiries

CANEGROWERS WEATHER UPDATE

The forecast for **Ayr** is represented below.

	THU		FRI		SAT		SUN		MON		TUE		WED	
Summary														
Minimum	22°		22°		23°		23°		23°		23°		24°	
Maximum	31°		31°		31°		30°		31°		31°		33°	
Chance of rain	70%		70%		40%		90%		60%		70%		70%	
Likely amount	< 1mm													
Frost risk	Nil													
	0am	3pm												
Wind speed	31 km/h	36 km/h	29 km/h	30 km/h	26 km/h	27 km/h	24 km/h	25 km/h	23 km/h	24 km/h	20 km/h	25 km/h	16 km/h	19 km/h
Wind direction	E	E	E	E	E	E	E	E	E	ENE	E	ENE	E	ENE
Relative humidity	60%	56%	59%	55%	58%	54%	60%	53%	60%	52%	58%	59%	58%	57%
Dew point	19°C	19°C	19°C	18°C	19°C	19°C	19°C	18°C	19°C	18°C	20°C	20°C	20°C	21°C



The latest CaneClips

Presented by
The Professional Extension and Communication Unit

Grower Series: **Getting More From Your Crop Part 4**
Northern Region

Today's CaneClip is the final video in the Grower Series that focuses on how individual growers in four major regions achieve consistently high yields. This week, David Calcino speaks with Andrew Greenwood in the North.



GREEN POOL WEEKLY SUGAR REPORT

The Green Pool weekly sugar reports which were available to growers via the grower web are now available through the CANEGROWERS Burdekin website. To view the reports click [here](#).



BPS NEWSLETTER

The latest edition of the BPS Grower Update is available on their website www.bps.net.au. Click [here](#) to view the update.

CLASSIFIEDS

WANTED

Family of 4 looking for rental house in the Clare/Airville area.
Phone CANEGROWERS on 4790 3600 for details.

If you wish to place a classified email bdk@canegrowers.com.au
Members advertise for free

RECYCLE YOUR USED AGVET CHEMICAL CONTAINERS



DISPOSAL INSTRUCTIONS:

- ➔ **RINSE** empty drums immediately after use
- ➔ **PUNCTURE** metal drums through the base
- ➔ **REMOVE** lids to allow drums to dry
- ➔ **RECYCLE** with **drumMUSTER**



TO FIND YOUR NEAREST COLLECTION SITE VISIT: WWW.DRUMMUSTER.COM.AU

CONTACT DETAILS

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Michelle Andrews	Manager: Finance & Admin	4790 3602
Tiffany Palmer	Payroll & Administration	4790 3601
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PROJECT & TRAINING CENTRE

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Picture 1



Picture 2



Picture 3



Picture 4

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Picture 5



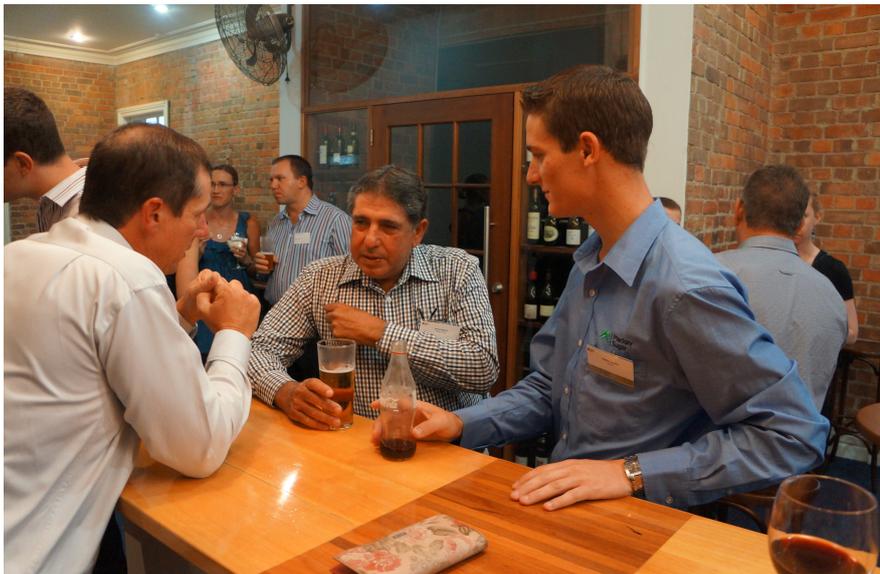
Picture 6



Picture 7

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Picture 8



Picture 9



Picture 10

