

## 4.4. Intensive Livestock (poultry, dairy, pigs).

### 4.4.1. Number of full time and part time staff.

Table 81: Number of full time and part time staff (Intensive Livestock Industry)

	Nett 1 or more (% of businesses with ANY of these staff)	Number of employees in each position description							
		0	1	2	3	More than 3	TOTAL	Mean	Median
Full time staff	<b>27%</b>	73%	8%	6%	3%	10%	100%	2.4	0
Part time staff	<b>17%</b>	83%	7%	2%	3%	5%	100%	0.5	0

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD  
NUMBER 0 - 999 (Base: Total Intensive Livestock industry n=100)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD  
NUMBER 0 - 999 (Base: Total Intensive Livestock industry n=100)

### 4.4.2. Use of casual labour.

Table 82: Number of casual staff employed annually (Intensive Livestock Industry)

	Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100
Casual staff	
<b>Nett 1 or more (% ANY)</b>	<b>28%</b>
0	72%
1	10%
2	5%
3	5%
More than 3	8%
Mean	1.8
Median	0

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total  
Intensive Livestock industry n=100)

Table 83: Casual labour roles (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=100
Most common roles		Least common roles	
Manual/ general labour/various jobs	17%	Machinery operation	1%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	11%	Shearing	1%
Fencing	6%	Repairs and maintenance*	1%
Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	2%	Other	5%
Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc *	2%		
Not Applicable (do not employ casual labour (72%))			

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total Intensive Livestock industry n=100)

\* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims

#### 4.4.3. Contractor supply.

Table 84: Use of contractors (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=100
Use of contractors (Q4a)		Contractor roles (Q4c)	
Yes	54%	Manual/ general labour	25%
No	46%	Harvesting	14%
Number of contractors (Q4b)		Machinery operator/maintenance	11%
0	46%	Spraying	8%
1	16%	Transportation	8%
2	14%	Fencing	6%
3	8%	Stockwork*	4%
More than 3	16%	Planting	3%
Mean	1.9	Vegetation management*	3%
Median	1	Irrigation	1%
		Repairs and maintenance*	1%
		Other	11%
		Not applicable(do not employ contractors)	46%

Q4a. Do you use contractors on a semi-regular or regular basis? IF REQUIRED: not just a once off need or specialist need (Base: Total Intensive Livestock industry n=100)

Q4b How many contractors do you use? RECORD NUMBER 0-999 (Base: Total Intensive Livestock industry n=100)

Q4c. What do your contractors do for you? DO NOT READ OUT. MR (Base: As shown) \* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims

#### 4.4.4. Employment positions.

Table 85: Position descriptions occupied (Intensive Livestock Industry)

	Number of businesses with staff in particular position descriptions	Number of employees in each position description							
		0	1	2	3	More than 3	TOTAL	Mean	Median
Owner / manager	<b>96%</b>	4%	23%	56%	8%	9%	100%	1.9	2
Farm worker / farm hand	<b>46%</b>	54%	15%	15%	6%	10%	100%	1.0	0
Machinery operator / maintenance	<b>23%</b>	77%	10%	7%	1%	5%	100%	0.4	0
Labourer (including pickers)	<b>18%</b>	82%	8%	1%	1%	8%	100%	0.4	0
Office manager / administration	<b>18%</b>	82%	12%	3%	1%	2%	100%	0.2	0
Supervisor	<b>13%</b>	87%	5%	4%	2%	2%	100%	0.1	0
Stockman	<b>12%</b>	88%	7%	2%	1%	2%	100%	0.7	0
QA / marketing / sales	<b>10%</b>	90%	8%	0%	1%	1%	100%	0.1	0
Technical specialist	<b>8%</b>	92%	5%	2%	1%	0%	100%	0.1	0
Other	<b>6%</b>	94%	2%	2%	1%	1%	100%	0.1	0
Packing shed worker	<b>0%</b>	100%	0%	0%	0%	0%	100%	0.0	0

Q5a. Can you indicate how many employees you have using each of the following position descriptions?  
 READ OUT. (Base: Total Intensive Livestock industry n=100)

Q5a. Can you indicate how many employees you have using each of the following position descriptions?  
 READ OUT. (Base: Total Intensive Livestock industry n=100)

Table 86: Types of roles versus type of employment (Intensive Livestock Industry)

	Type of employment					TOTAL
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	
Owner / manager	84%	22%	4%	0%	4%	100%
Farm worker / farm hand	22%	8%	18%	6%	54%	100%
Supervisor	13%	0%	0%	0%	87%	100%
Machinery operator / maintenance	12%	1%	5%	9%	77%	100%
Office manager / administration	10%	6%	3%	0%	82%	100%
Stockman	8%	2%	3%	0%	88%	100%
Labourer (including pickers)	6%	0%	10%	4%	82%	100%
QA / marketing / sales	5%	2%	1%	2%	90%	100%
Technical specialist	3%	2%	1%	3%	92%	100%
Packing shed worker	0%	0%	0%	0%	100%	100%
Other	1%	1%	3%	2%	94%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.  
 (Base: Total Intensive Livestock industry n=100)

#### 4.4.5. Changes in staffing.

Table 87: Type and number of staffing changes in past 12 months (Intensive Livestock Industry)

	Nett 1 or more (% businesses with ANY change of this nature)	Number of staff							
		0	1	2	3	More than 3	TOTAL	Mean	Median
How many staff would you have lost where they have voluntarily left	<b>25%</b>	75%	11%	6%	1%	7%	100%	1.3	0
How many new staff have you employed to replace staff losses	<b>17%</b>	83%	5%	5%	0%	7%	100%	0.9	0
How many new staff have you employed in addition to your existing workforce	<b>11%</b>	89%	7%	3%	0%	1%	100%	0.3	0
How many Staff have you had to make redundant or terminate their employment	<b>5%</b>	95%	3%	2%	0%	0%	100%	0.1	0

Q6a(a). Over the past 12 months, how many... READ OUT. (Base: Total Intensive Livestock industry n=100)

Table 88: Reasons for redundancies or employment termination over past 12 months (Intensive Livestock Industry)

	Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100
Lack of performance	4%
Business being down	1%
Due to a change in business focus	1%
Other	0%
Not applicable (no staff made redundant or terminated)	95%

Q6a(b). And was this due to.... READ OUT. MR. (Base: Total Intensive Livestock industry n=100)

Table 89: New staff (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=100
New staff roles (Q6b)		How new staff are sourced (Q7)	
Farm worker / farm hand	13%	Through a contact/ friend/ family member (incl. word of mouth)	55%
Stockman	4%	Do not source/look for staff*	29%
Labourer (including pickers)	3%	Online job ads	12%
Machinery operator / maintenance	1%	Newspaper ads	10%
Sales / marketing / retail personnel	1%	Recruitment company	4%
Office manager / administration	1%	Walk-bys	4%
Technical specialist	1%	Ads on bulletin boards/around town	2%
Other	4%	Facebook	2%
Not applicable (no new staff)	76%	Backpacker lodgings	1%
<p>Q6b. With those new staff you employed within the last 12 months, what position descriptions were they filling? DO NOT READ OUT. MR (Base: Total Intensive Livestock industry n=100)</p> <p>Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total Intensive Livestock industry n=100)</p> <p>* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims</p>		Contractors used on a regular basis*	1%
		Through the unis/TAFEs/accreditation courses/other education	1%
		Cane Growers Association	1%
		Ads on-site e.g. sign on gate/window	1%
		Immigration agency*	1%
		Other	1%

#### 4.4.6. Current employment vacancies.

Table 90: Current employment vacancies (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=100
Current employment vacancies (Q8a)		Positions currently vacant (Q8b)	
Yes	7%	Farm worker / farm hand	4%
No	93%	Stockman	2%
		Owner / manager	2%
		Other	1%
		Not applicable (no gaps)	92%

Q8a. Do you have any current vacancy gaps? (Base: Total Intensive Livestock industry n=100)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR (Base: Total Intensive Livestock industry n=100)

#### 4.4.7. Skills shortages.

Table 91: Skills shortages (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Business owners & Managers in Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=98
Types of skills shortages (entire workforce) (Q9a)		Skills shortages amongst owners and managers (Q9b)*	
No skills missing	81%	No / nothing	63%
Previous farm/horticulture experience	4%	IT / Computer skills	10%
Good experienced workers	3%	Accounting / book keeping	4%
Managerial skills incl: manager / supervisor	3%	Business management	4%
Machinery skills - Mechanical skills incl: maintenance / welding / fabricator	2%	Machinery skills incl: maintenance / welding / fabricator	4%
Stock knowledge incl: mustering, cattle handling	2%	Animal health incl: animal husbandry / nutrition / pregnancy testing / veterinary skills	4%
IT / computer literacy	2%	Marketing / sales skills	4%
Positive attitude	2%	Office admin skills	3%
Strong work ethic	1%	Technical skills / Technology	2%
Appropriate licence to operate	1%	Financial management	2%
Accounting / finance	1%	Managerial skills incl: manager / supervisor	2%
Fencing	1%	Agronomy	1%
A person with common sense	1%	Other	2%
Farm hands / farm skills	1%		
Adequate English and math skills	1%		
Other	2%		

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total Intensive Livestock industry n=100)

Q9b. As an owner or manager of the business, are there any particular skills you would like to improve on or have? RECORD VERBATIM (Base: Business owners and managers in the Intensive Livestock industry n=98)

\* This question was open-ended capturing full verbatims. Verbatims have been coded into themes as shown above.

#### 4.4.8. Retirement and business succession.

Table 92: Retirement and business succession (Intensive Livestock Industry)

	Business owners or managers in the Intensive Livestock industry		Business owners or managers in the Intensive Livestock industry planning to retire in next 5-10 years
Sample size (unweighted) n=	n=98		n=44
Plans to retire in next 5-10 years - owners/managers only (Q9c)		Succession plans post-retirement (Q9d)	
Yes	45%	Yes	45%
No	49%	No	55%
Don't know	4%	Ease of succession planning (Q9e)	
Undecided	2%	Yes	23%
		No	75%
		Don't know	2%
		Haven't considered yet	0%

Q9c. Are you planning on retiring in the next 5 to 10 years? (Base: Business owners or managers in the Intensive Livestock industry n=98)

Q9d. Do you have a succession plan in place? (Base: Business owners and managers in the Intensive Livestock industry planning to retire in next 5-10 years n=44)

Q9e. Do you find succession planning difficult? DO NOT READ OUT. SR (Base: Business owners and managers in the Intensive Livestock industry planning to retire in next 5-10 years n=44)



#### 4.4.9. Qualifications and training.

Table 93: Qualifications and Training (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Total Intensive Livestock Industry
Sample size (unweighted) n=	n=100		n=100
Preference for staff with Certificate 2 and above qualifications (Q10a)		Impediments to training (Q10c)	
Yes	19%	Cost	29%
No	81%	Time commitment	17%
Don't know	0%	Staff motivation	7%
Preferred delivery method for workforce training (Q10b)		Accessibility - distance to facilities	6%
Field days	24%	Limited information on course content / options	6%
Participating in workshops or classes	34%	Availability of skilled trainers	6%
Hands on / on-site training	20%	Nothing	5%
Face to face training / face to face	4%	Attitude incl: finding the right people who willing to learn	5%
Participating in online courses	3%	Availability of courses	4%
By any means	4%	Decline in the industry / lack of job	4%
Nothing / no training necessary	2%	Lack of practical skills / experience on farm	3%
College / TAFE	1%	Don't need more staff / don't need training	3%
Don't know	8%	Government rules and legislations incl: WH&S / employment red tape	2%
		Lack of interest from young people	1%
		Lost productivity / covering staff for training	1%
		Lack of government support / funds	1%
		Insurance risk	1%
		Other	2%
		Don't know	23%

Q10a. Is there a preference to employee staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total Intensive Livestock industry n=100)

Q10b. What is your preferred delivery method for workforce training – e.g. face to face classes, online courses etc? DO NOT READ OUT. SR. (Base: Total Intensive Livestock industry n=100)

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total Intensive Livestock industry n=100)

#### 4.4.10. Migrant workers.

Table 94: Use of migrant workers (Intensive Livestock Industry)

	Total Intensive Livestock Industry		Businesses in the Livestock Industry who have employed migrants (ever)
Sample size (unweighted) n=	n=100		n=10
Prior use of migrant workers (Q12a)		Recruitment sources (Q12d)	
Yes	10%	Recruitment company	**
No	90%	Online job ads	**
Number of migrant workers employed in past 12 months (Q12b)		Through a contact/ friend/ family member	**
0	94%	Ads on bulletin boards/around town	**
1	0%	Walk-bys	**
2	2%	Backpacker lodgings	**
3	0%	Facebook	**
More than 3	4%	Other	**
Mean	1.0		
Median	0		
Positions occupied by migrant workers (Q12c)			
Labourer (including pickers)	4%		
Farm worker / farm hand	4%		
Stockman	4%		
Machinery operator / maintenance	2%		
Other	1%		
Not applicable (none ever employed)	90%		

Q12a. Have you ever employed migrant workers? (Base: Total Intensive Livestock industry n=100)

Q12b. How many migrant workers would you have hired in the past 12 months? RECORD NUMBER 0-999 (Base: Total Intensive Livestock industry n=100)

Q12c. What jobs do these migrant workers do? DO NOT READ OUT. MR (Base: Total Intensive Livestock industry n=100)

Q12d. How do you find these migrant workers? DO NOT READ OUT. MR (Base: Businesses in the Intensive Livestock industry who have employed migrant workers in the past n=10)

\*\*Sample size <n=30. Results are not shown due to small sample size – results are unreliable.

#### 4.4.11. Looking forward – employment numbers.

Table 95: Staff numbers in the next 2 years (Intensive Livestock Industry)

	Nett 1 or more (% businesses likely to have ANY of these staff)	Number of staff							
		0	1	2	3	More than 3	TOTAL	Mean	Median
Full time	<b>32%</b>	68%	10%	8%	5%	8%	100%	1.2	0
Part time	<b>28%</b>	72%	16%	6%	3%	3%	100%	0.2	0
Casual	<b>21%</b>	79%	7%	7%	4%	3%	100%	0.7	0
Contract	<b>31%</b>	69%	6%	10%	4%	10%	100%	0.8	0

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total Intensive Livestock industry, excluding those who indicated don't know minimum n=97)

\* NOTE: A small proportion of respondents indicated don't know to this question (3% or less). These responses are excluded from the charts above.

Table 96: Sample profile (Intensive Livestock Industry)

Demographic	%	Demographic	%
Industry*		Employment status (SC5)	
Industry represented in survey (quota)		I am the sole or joint owner	92%
Intensive Livestock	100%	I am a manager	6%
Top primary revenue stream (SC4A)		I am an employee	2%
Intensive Livestock	92%	Business role (SC3a)	
Beef - pastoral	7%	A primary producer	97%
Top secondary revenue streams (SC4B)		A supplier to primary producers	3%
None	56%	Location (SC6)	
Beef - pastoral	14%	South-East Queensland	27%
Grain and feed	9%	Other	73%
Intensive Livestock	7%	Business type (Q13)	
Length of operation (Q15)		Family owned business	99%
Less than 5 years	5%	Corporate business	1%
Between 5 - 10 years	8%	Annual turnover (Q14)	
Between 10 - 20 years	16%	Less than \$1 million	74%
Between 20 - 50 years	41%	\$1 million to \$4.9 million	15%
More than 50 years	30%	\$5 million to \$19.9 million	2%
		\$20 million and over	1%
		Refused/Don't know	8%

SC3a. And is the business...? READ OUT. SR

SC4a. Which industry sector does the business generate its primary stream of income from? DO NOT READ OUT. SR

SC4b. Which industry sector, if any, does the business generate its secondary stream of income from? DO NOT READ OUT. SR

SC5. Which of the following best describes your employment status within the business? READ OUT. SR

SC6. And what is the postcode of the businesses main site in Queensland?

Q13 Is your business a...? READ OUT (SR)

Q14 What is the annual turnover of the business? READ OUT. SR

Q15. How long has the business been in operation? DO NOT READ OUT (SR)

Base: Total Intensive Livestock industry (n=100)