

## 4.7. Sheep.

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

Table 129: Number of full time and part time staff (Sheep 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>16%</b>	84%	15%	0%	0%	1%	100%	0.2	0
Part time staff	<b>18%</b>	82%	9%	3%	3%	0%	100%	0.5	5

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD  
NUMBER 0 - 999 (Base: Total Sheep Industry n=98)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD  
NUMBER 0 - 999 (Base: Total Sheep Industry n=98)

### 4.7.2. Use of casual labour.

Table 130: Number of casual staff employed annually (Sheep Industry)

	Total Sheep Industry
Sample size (unweighted) n=	n=98
Casual staff	
<b>Nett 1 or more (% ANY)</b>	<b>56%</b>
0	44%
1	11%
2	10%
3	9%
More than 3	26%
Mean	3.4
Median	1

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total Sheep Industry n=98)

Table 131: Casual labour roles (Sheep Industry)

	Total Sheep Industry		Total Sheep Industry
Sample size (unweighted) n=	n=98		n=98
Most common roles		Least common roles	
Shearing	41%	Harvesting	2%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	22%	Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	1%
Manual/ general labour/various jobs	18%	Machinery operation	1%
Fencing	6%	Repairs and maintenance*	1%
Planting	2%	Other (specify)	5%
Not applicable - do not employ casual labour (44%)			

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total Sheep Industry n=98)

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

#### 4.7.3. Contractor supply.

Table 132: Use of contractors (Sheep Industry)

	Total Sheep Industry		Total Sheep Industry
Sample size (unweighted) n=	n=98		n=98
Use of contractors (Q4a)		Contractor roles (Q4c)	
Yes	69%	Shearing	39%
No	31%	Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	17%
Number of contractors (Q4b)		Manual/ general labour/various jobs	16%
0	81%	Harvesting	7%
1	6%	Machinery operator/maintenance	7%
2	3%	Fencing	7%
3	3%	Planting	2%
More than 3	7%	Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	2%
Mean	0.6	Spraying	1%
Median	0	Other (specify)	4%

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 Sheep Industry n=98)

Q4b How many contractors do you use? RECORD NUMBER 0-999 (Base: Total Sheep Industry n=98)

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

#### 4.7.4. Employment positions.

Table 133: Position descriptions occupied (Sheep 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>99%</b>	1%	33%	56%	6%	4%	100%	1.8	2
Farm worker / farm hand	<b>37%</b>	63%	14%	10%	5%	7%	100%	1.2	0
Labourer (including pickers)	<b>32%</b>	68%	10%	6%	3%	12%	100%	1.1	0
Stockman	<b>20%</b>	80%	5%	5%	5%	5%	100%	0.6	0
Office manager / administration	<b>17%</b>	83%	17%	0%	0%	0%	100%	0.2	0
Machinery operator / maintenance	<b>17%</b>	83%	6%	6%	1%	4%	100%	0.5	0
Supervisor	<b>9%</b>	91%	6%	3%	0%	0%	100%	0.1	0
Technical specialist	<b>5%</b>	95%	3%	1%	1%	0%	100%	0.1	0
QA / marketing / sales	<b>5%</b>	95%	3%	1%	1%	0%	100%	0.1	0
Packing shed worker	<b>1%</b>	99%	1%	0%	0%	0%	100%	0	0
Other (please describe)	<b>11%</b>	89%	4%	4%	1%	2%	100%	0.3	0

Q5a. Can you indicate how many employees you have using each of the following position descriptions?  
 READ OUT. (Base: Total Sheep Industry n=98)

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 READ OUT. (Base: Total Sheep Industry n=98)

Table 134: Types of roles versus type of employment (Sheep Industry)

	Type of employment					
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	TOTAL
Owner / manager	97%	7%	2%	0%	1%	100%
Farm worker / farm hand	15%	10%	9%	4%	63%	100%
Labourer (including pickers)	2%	3%	21%	7%	68%	100%
Stockman	3%	5%	11%	2%	80%	100%
Office manager / administration	6%	8%	0%	3%	83%	100%
Machinery operator / maintenance	3%	5%	2%	8%	83%	100%
Supervisor	9%	0%	0%	0%	91%	100%
Technical specialist	1%	3%	0%	1%	95%	100%
QA / marketing / sales	0%	3%	1%	1%	95%	100%
Packing shed worker	0%	0%	0%	1%	99%	100%
Other (please describe)	1%	0%	5%	5%	89%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.  
 (Base: Total Sheep Industry n=98)

#### 4.7.5. Changes in staffing.

Table 135: Type and number of staffing changes in past 12 months (Sheep 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
Number of staff have lost where they have voluntarily left	<b>13%</b>	87%	10%	1%	0%	2%	100%	0.2	0
Number of new staff have you employed in addition to existing workforce	<b>8%</b>	92%	3%	0%	2%	3%	100%	0.3	0
Number of new staff employed to replace staff losses	<b>6%</b>	94%	4%	2%	0%	0%	100%	0.1	0
Number of staff made redundant or had employment terminated	<b>3%</b>	97%	3%	0%	0%	0%	100%	0	0

Q6a(a). Over the past 12 months, how many... READ OUT. (Base: Total Sheep Industry n=98)

Table 136: Reasons for redundancies or employment termination over past 12 months (Sheep Industry)

	Total Sheep Industry
Sample size (unweighted) n=	n=98
Lack of performance	1%
Business being down	1%
Due to drought	1%
Other (specify)	0%
Not applicable (no staff made redundant or terminated)	97%

Q6a(b). And was this due to.... READ OUT. MR. (Base: Total Sheep Industry n=98)

Table 137: New staff (Sheep Industry)

	Total Sheep Industry		Total Sheep Industry
Sample size (unweighted) n=	n=98		n=98
New staff roles (Q6b)		How new staff are sourced (Q7)	
Farm worker / farm hand	7%	Through a contact/ friend/ family member (incl. word of mouth)	77%
Labourer (including pickers)	4%	Do not source/look for staff*	10%
Machinery operator / maintenance	2%	Newspaper ads	9%
Other (specify)	0%	Online job ads	5%
Not applicable (no new staff)	88%	Backpacker lodgings	3%
<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 Sheep Industry n=98)</p> <p>Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total Sheep Industry n=98)</p> <p>* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims</p>		Contractors used on a regular basis*	3%
		Labour hire company	2%
		Walk-bys	1%
		Recruitment company	1%
		Ads on-site e.g. sign on gate/window	1%
		Other (specify)	0%

#### 4.7.6. Current employment vacancies.

Table 138: Current employment vacancies (Sheep Industry)

	Total Sheep Industry		Total Sheep Industry
Sample size (unweighted) n=	n=98		n=98
Current employment vacancies (Q8a)		Positions currently vacant (Q8b)	
Yes	7%	Farm worker / farm hand	6%
No	93%	Owner / manager	1%
		Office manager / administration	1%
		Other (specify)	0%
		Not applicable (no employment gaps)	93%

Q8a. Do you have any current vacancy gaps? (Base: Total Sheep Industry n=98)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR (Base: Total Sheep Industry n=98)

#### 4.7.7. Skills shortages.

Table 139: Skills shortages (Sheep Industry)

	Total Sheep Industry		Business owners & managers in Sheep Industry
Sample size (unweighted) n=	n=98		n=96
Types of skills shortages (entire workforce) (Q9a)		Skills shortages amongst owners and managers (Q9b)*	
No skills missing	72%	No / nothing	55%
Previous farm/horticulture experience	5%	IT / Computer skills	15%
IT / computer literacy	5%	Accounting / book keeping	9%
Shearers	5%	Machinery skills incl: maintenance / welding / fabricator	5%
Strong work ethic	4%	Marketing / sales skills	5%
Stock knowledge incl: mustering, cattle handling	4%	Financial management	4%
Machinery skills - Mechanical skills incl: maintenance / welding / fabricator	2%	Business management	3%
Farm hands / farm skills	2%	Managerial skills incl: manager / supervisor	3%
Positive attitude	1%	Animal health incl: animal husbandry / nutrition / pregnancy testing / veterinary skills	3%
Accounting / finance	1%	Office admin skills	2%
Good experienced workers	1%	Technical skills / Technology	2%
Fencing	1%	Other	0%
Other (specify)	2%		

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total Sheep Industry n=98)

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 Sheep industry n=96)

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

#### 4.7.8. Retirement and business succession.

Table 140: Retirement and business succession (Sheep Industry)

	Business owners or managers in the Sheep industry		Business owners or managers in the Sheep industry planning to retire in next 5-10 years
Sample size (unweighted) n=	n=96		n=49
Plans to retire in next 5-10 years - owners/managers only (Q9c)		Succession plans post-retirement (Q9d)	
Yes	51%	Yes	57%
No	40%	No	43%
Don't know	3%	Ease of succession planning (Q9e)	
Undecided	6%	Yes	55%
		No	39%
		Don't know	2%
		Haven't considered yet	4%

Q9c. Are you planning on retiring in the next 5 to 10 years? (Base: Business owners or managers in the Sheep industry n=96)

Q9d. Do you have a succession plan in place? (Base: Business owners and managers in the Sheep industry planning to retire in next 5-10 years n=49)

Q9e. Do you find succession planning difficult? DO NOT READ OUT. SR (Base: Business owners and managers in the Sheep industry planning to retire in next 5-10 years n=49)



#### 4.7.9. Qualifications and training.

Table 141: Qualifications and Training (Sheep Industry)

	Total Sheep Industry		Total Sheep Industry
Sample size (unweighted) n=	n=98		n=98
Preference for staff with Certificate 2 and above qualifications (Q10a)		Impediments to training (Q10c)	
Yes	8%	Cost	26%
No	88%	Accessibility - distance to facilities	16%
Don't know	4%	Time commitment	9%
Preferred delivery method for workforce training (Q10b)		Attitude incl: finding the right people who willing to learn	8%
Field days	30%	Lack of interest from young people	7%
Participating in workshops or classes	28%	Staff motivation	6%
Hands on / on-site training	14%	Nothing	5%
Face to face training / face to face	7%	Decline in the industry / lack of job	4%
Nothing / no training necessary	3%	Lack of practical skills / experience on farm	3%
By any means	2%	Availability of courses	3%
Participating in online courses	2%	Availability of skilled trainers	3%
By telephone / skype	2%	Competition from the mining industry	3%
By reading materials at my own pace	1%	Don't need more staff / don't need training	2%
Other (specify)	0%	Hard work - low wages	2%
Don't know	11%	Accessibility - online connectivity	2%
		Limited information on course content / options	1%
		Lack of government support / funds	1%
		Language barriers	1%
		Insurance risk	1%
		Other (specify)	1%
		Don't know	18%

Q10a. Is there a preference to employee staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total Sheep Industry n=98)

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 Sheep Industry n=98)

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total Sheep Industry n=98)

#### 4.7.10. Migrant workers.

Table 142: Use of migrant workers (Sheep Industry)

	Total Sheep Industry		Businesses in Sheep industry who have employed migrants (ever)
Sample size (unweighted) n=	n=98		n=16
Prior use of migrant workers (Q12a)		Recruitment sources (Q12c)	
Yes	16%	Through a contact/ friend/ family member	**
No	84%	Backpacker lodgings	**
Number of migrant workers employed in past 12 months (Q12b)		Online job ads	**
0	95%	Walk-bys	**
1	1%	Labour hire company	**
2	2%	Other (specify)	**
3	0%		
More than 3	2%		
Mean	0.2		
Median	0		
Positions occupied by migrant workers (Q12c)			
Farm worker / farm hand	9%		
Labourer (including pickers)	6%		
Machinery operator / maintenance	1%		
Stockman	1%		
Not applicable (none ever employed)	84%		

Q12a. Have you ever employed migrant workers? (Base: Total Sheep Industry n=98)

Q12b. How many migrant workers would you have hired in the past 12 months? RECORD NUMBER 0-999 (Base: Total Sheep Industry n=98)

Q12c. What jobs do these migrant workers do? DO NOT READ OUT. MR (Base: Total Sheep Industry n=98)

Q12d. How do you find these migrant workers? DO NOT READ OUT. MR (Base: Businesses in the Sheep industry who have employed migrant workers in the past n=16)

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

#### 4.7.11. Looking forward – employment numbers.

Table 143: Staff numbers in the next 2 years (Sheep 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
Contract	<b>47%</b>	53%	14%	10%	4%	19%	100%	2.7	0
Casual	<b>34%</b>	66%	10%	10%	3%	12%	100%	1.2	0
Full time	<b>19%</b>	81%	10%	5%	2%	2%	100%	0.4	0
Part time	<b>16%</b>	84%	8%	5%	1%	2%	100%	0.4	0

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total Sheep Industry, excluding those who indicated don't know minimum n=93)

\* 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 144: Sample profile (Sheep Industry)

Demographic	%	Demographic	%
Industry*		Employment status (SC5)	
<b>Industry represented in survey (quota)</b>		I am the sole or joint owner	95%
Sheep	100%	I am a manager	3%
<b>Top primary revenue stream (SC4A)</b>		I am an employee	2%
Sheep	88%	<b>Business role (SC3a)</b>	
Beef - pastoral	10%	A primary producer	100%
Grain and Feed	2%	A supplier to primary producers	0%
<b>Top secondary revenue streams (SC4B)</b>		<b>Location (SC6)</b>	
None	31%	South-East Queensland	2%
Beef - pastoral	42%	Other	98%
Sheep	12%	<b>Business type (Q13)</b>	
<b>Length of operation (Q15)</b>		Family owned business	97%
Less than 5 years	3%	Corporate business	3%
Between 5 - 10 years	3%	<b>Annual turnover (Q14)</b>	
Between 10 - 20 years	10%	Less than \$1 million	89%
Between 20 - 50 years	51%	\$1 million to \$4.9 million	9%
More than 50 years	33%	\$5 million to \$19.9 million	0%
		\$20 million and over	1%
		Refused/Don't know	1%

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 Sheep Industry (n=98)