

4.8. Sugar Cane

4.8.1. Number of full time and part time staff.

Table 145: Number of full time and part time staff (Sugar Cane 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	19%	81%	7%	6%	1%	5%	100%	0.9	0
Part time staff	13%	87%	9%	2%	1%	1%	100%	0.2	0

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Sugar Cane industry n=150)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Sugar Cane industry n=150)

4.8.2. Use of casual labour.

Table 146: Number of casual staff employed annually (Sugar Cane Industry)

	Total Sugar Cane Industry
Sample size (unweighted) n=	n=150
Casual staff	
Nett 1 or more (% ANY)	39%
0	61%
1	11%
2	10%
3	6%
More than 3	11%
Mean	4.6
Median	0

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total Sugar Cane industry n=150)

Table 147: Casual labour roles (Sugar Cane Industry)

	Total Sugar Cane Industry		Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=150
Most common roles		Least common roles	
Planting	12%	Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	1%
Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	10%	Packing*	1%
Manual/ general labour/various jobs	9%	Spraying	1%
Harvesting	9%	Shearing	0%
Machinery operation	5%	Fencing	0%
Picking	3%	Customer service incl. sales, retail*	0%
Irrigation	2%	Sorting*	0%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock *	1%	Build modules	0%
Repairs and maintenance*	1%	Other (specify)	3%
Not applicable - do not employ casual labour (61%)			

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total Sugar Cane industry n=150)

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

4.8.3. Contractor supply.

Table 148: Use of contractors (Sugar Cane Industry)

	Total Sugar Cane Industry		Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=150
Use of contractors (Q4a)		Contractor roles (Q4c)	
Yes	72%	Harvesting	57%
No	28%	Planting	27%
Number of contractors (Q4b)		Spraying	11%
0	28%	Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	6%
1	30%	Machinery operator/maintenance	6%
2	19%	Manual/ general labour/various jobs	3%
3	11%	Irrigation	1%
More than 3	12%	Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	1%
Mean	1.9	Build modules	1%
Median	2	Repairs and maintenance*	1%
		Not applicable (do not employ contractors)	28%

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 Sugar Cane industry n=150)

Q4b How many contractors do you use? RECORD NUMBER 0-999 (Base: Total Sugar Cane industry n=150)

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

4.8.4. Employment positions.

Table 149: Position descriptions occupied (Sugar Cane 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	97%	3%	23%	53%	11%	11%	100%	2.2	2
Farm worker / farm hand	33%	67%	17%	7%	3%	6%	100%	0.9	0
Machinery operator / maintenance	23%	77%	17%	3%	1%	2%	100%	0.4	0
Office manager / administration	12%	88%	11%	1%	0%	1%	100%	0.2	0
Supervisor	9%	91%	7%	1%	0%	1%	100%	0.3	0
Labourer (including pickers)	9%	91%	2%	3%	1%	4%	100%	3.1	0
Technical specialist	3%	97%	1%	1%	0%	1%	100%	0.1	0
Packing shed worker	2%	98%	1%	1%	1%	0%	100%	0	0
Stockman	1%	99%	0%	0%	0%	1%	100%	0	0
QA / marketing / sales	1%	99%	0%	1%	0%	0%	100%	0	0
Other (please describe)	4%	96%	2%	1%	0%	1%	100%	0.1	0

Q5a. Can you indicate how many employees you have using each of the following position descriptions?
 READ OUT. (Base: Total Sugar Cane industry n=150)

Q5a. Can you indicate how many employees you have using each of the following position descriptions?
 READ OUT. (Base: Total Sugar Cane industry n=150)

Table 150: Types of roles versus type of employment (Sugar Cane Industry)

	Type of employment					
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	TOTAL
Owner / manager	87%	21%	6%	0%	3%	100%
Farm worker / farm hand	16%	7%	13%	1%	67%	100%
Machinery operator / maintenance	7%	3%	8%	6%	77%	100%
Office manager / administration	3%	6%	3%	0%	88%	100%
Supervisor	7%	1%	1%	1%	91%	100%
Labourer (including pickers)	1%	1%	8%	1%	91%	100%
Technical specialist	1%	0%	1%	1%	97%	100%
Packing shed worker	1%	0%	1%	0%	98%	100%
Stockman	1%	0%	0%	0%	99%	100%
QA / marketing / sales	1%	0%	0%	0%	99%	100%
Other (please describe)	1%	1%	1%	2%	96%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.
 (Base: Total Sugar Cane industry n=150)

4.8.5. Changes in staffing.

Table 151: Type and number of staffing changes in past 12 months (Sugar Cane 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	8%	92%	5%	2%	0%	1%	100%	0.2	0
Number of new staff employed to replace staff losses	8%	92%	4%	1%	1%	2%	100%	0.2	0
Number of new staff have you employed in addition to existing workforce	6%	94%	3%	1%	2%	1%	100%	0.1	0
Number of staff made redundant or had employment terminated	5%	95%	3%	1%	1%	1%	100%	0.1	0

Q6a(a). Over the past 12 months, how many... READ OUT. (Base: Total Sugar Cane industry n=150)

Table 152: Reasons for redundancies or employment termination over past 12 months (Sugar Cane Industry)

	Total Sugar Cane Industry
Sample size (unweighted) n=	n=150
Lack of performance	2%
Business being down	2%
Seasonal demand for staff being over	2%
Other (specify)	0%
Not applicable (no staff made redundant or terminated)	95%

Q6a(b). And was this due to.... READ OUT. MR. (Base: Total Sugar Cane industry n=150)

Table 153: New staff (Sugar Cane Industry)

	Total Sugar Cane Industry		Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=150
New staff roles (Q6b)		How new staff are sourced (Q7)	
Machinery operator / maintenance	6%	Through a contact/ friend/ family member (incl. word of mouth)	59%
Farm worker / farm hand	4%	Do not source/look for staff*	25%
Labourer (including pickers)	1%	Newspaper ads	6%
Stockman	1%	Walk-bys	5%
Not applicable (no new staff)	89%	Backpacker lodgings	4%
<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 Sugar Cane industry n=150)</p> <p>Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total Sugar Cane industry n=150)</p> <p>* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims</p>		Labour hire company	4%
		Cane Growers Association	4%
		Online job ads	3%
		Contractors used on a regular basis*	3%
		Recruitment company	3%
		Ads on bulletin boards/around town	2%
		Through the unis/TAFEs/accreditation courses/other education	1%
		Other (specify)	1%

4.8.6. Current employment vacancies.

Table 154: Current employment vacancies (Sugar Cane Industry)

	Total Sugar Cane Industry		Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=150
Current employment vacancies (Q8a)		Positions currently vacant (Q8b)	
Yes	3%	Machinery operator / maintenance	2%
No	97%	Farm worker / farm hand	1%
		Owner / manager	1%
		Other (specify)	1%
		Not applicable (no gaps)	97%

Q8a. Do you have any current vacancy gaps? (Base: Total Sugar Cane industry n=150)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR (Base: Total Sugar Cane industry n=150)

4.8.7. Skills shortages.

Table 155: Skills shortages (Sugar Cane Industry)

	Total Sugar Cane Industry		Business owners & managers in Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=148
Types of skills shortages (entire workforce) (Q9a)		Skills shortages amongst owners and managers (Q9b)*	
No skills missing	81%	No / nothing	70%
Machinery skills - Mechanical skills incl: maintenance / welding / fabricator	6%	IT / Computer skills	11%
Previous farm/horticulture experience	3%	Accounting / book keeping	5%
IT / computer literacy	2%	Business management	5%
Strong work ethic	2%	Financial management	5%
Managerial skills incl: manager / supervisor	2%	Machinery skills incl: maintenance / welding / fabricator	4%
Positive attitude	2%	Agronomy	3%
Machinery operators	2%	Managerial skills incl: manager / supervisor	2%
Appropriate licence to operate	1%	Office admin skills	1%
Irrigation operation skills	1%	Technical skills / Technology	1%
Drivers incl: truck / forklift / tractors	1%	Animal health incl: animal husbandry / nutrition / pregnancy testing / veterinary skills	1%
A person with common sense	1%	Better understanding of horticulture	1%
Farm hands / farm skills	1%	Drivers licences incl: truck / forklift / tractors	1%
Accounting / finance	1%	BMP Accredited	1%
Shearers	1%	Other	1%
Other (specify)	1%		

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total Sugar Cane industry n=150)

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 Sugar Cane industry n=149)

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

4.8.8. Retirement and business succession.

Table 156: Retirement and business succession (Sugar Cane Industry)

	Business owners or managers in the Sugar Cane industry		Business owners or managers in the Sugar Cane industry planning to retire in next 5-10 years
Sample size (unweighted) n=	n=149		n=84
Plans to retire in next 5-10 years - owners/managers only (Q9c)		Succession plans post-retirement (Q9d)	
Yes	57%	Yes	49%
No	37%	No	51%
Don't know	3%	Ease of succession planning (Q9e)	
Undecided	3%	Yes	35%
		No	58%
		Don't know	2%
		Haven't considered yet	5%

Q9c. Are you planning on retiring in the next 5 to 10 years? (Base: Business owners or managers in the Sugar Cane industry n=149)

Q9d. Do you have a succession plan in place? (Base: Business owners and managers in the Sugar Cane industry planning to retire in next 5-10 years n=84)

Q9e. Do you find succession planning difficult? DO NOT READ OUT. SR (Base: Business owners and managers in the Sugar Cane industry planning to retire in next 5-10 years n=84)

4.8.9. Qualifications and training.

Table 157: Qualifications and Training (Sugar Cane Industry)

	Total Sugar Cane Industry		Total Sugar Cane Industry
Sample size (unweighted) n=	n=150		n=150
Preference for staff with Certificate 2 and above qualifications (Q10a)		Impediments to training (Q10c)	
Yes	17%	Cost	20%
No	77%	Time commitment	14%
Don't know	6%	Staff motivation	9%
Preferred delivery method for workforce training (Q10b)		Nothing	8%
Participating in workshops or classes	31%	Limited information on course content / options	6%
Field days	23%	Attitude incl: finding the right people who willing to learn	5%
Hands on / on-site training	18%	Lack of interest from young people	4%
Nothing / no training necessary	5%	Accessibility - distance to facilities	3%
Face to face training / face to face	5%	Lack of practical skills / experience on farm	3%
By any means	3%	Decline in the industry / lack of job	3%
Participating in online courses	2%	Don't need more staff / don't need training	3%
College / TAFE	1%	Government rules and legislations incl: WH&S / employment red tape	2%
By telephone / skype	1%	Lost productivity / covering staff for training	2%
Other - (specify)	0%	Continuity of staff commitment	2%
Don't know	11%	Availability of courses	1%
		Hard work - low wages	1%
		Availability of skilled trainers	1%
		Lack of government support / funds	1%
		Competition from the mining industry	1%
		Other (specify)	2%
		Don't know	30%

Q10a. Is there a preference to employee staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total Sugar Cane industry n=150)

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 Sugar Cane industry n=150)

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total Sugar Cane industry n=150)

4.8.10. Migrant workers.

Table 158: Use of migrant workers (Sugar Cane Industry)

	Total Sugar Cane Industry		Businesses in Sugar Cane industry who have employed migrants (ever)
Sample size (unweighted) n=	n=150		n=44
Prior use of migrant workers (Q12a)		Recruitment sources (Q12c)	
Yes	29%	Walk-bys	34%
No	71%	Through a contact/ friend/ family member	32%
Number of migrant workers employed in past 12 months (Q12b)		Backpacker lodgings	27%
0	95%	Labour hire company	7%
1	1%	Online job ads	7%
2	1%	Newspaper ads	2%
3	0%	Recruitment company	2%
More than 3	3%	Ads on bulletin boards/around town	2%
Mean	0.3	Other (specify)	9%
Median	0		
Positions occupied by migrant workers (Q12c)			
Farm worker / farm hand	55%		
Labourer (including pickers)	52%		
Machinery operator / maintenance	18%		
Packing shed worker	2%		
Other (specify)	0%		
Not applicable (none ever employed)	71%		

Q12a. Have you ever employed migrant workers? (Base: Total Sugar Cane industry n=150)

Q12b. How many migrant workers would you have hired in the past 12 months? RECORD NUMBER 0-999 (Base: Total Sugar Cane industry n=150)

Q12c. What jobs do these migrant workers do? DO NOT READ OUT. MR (Base: Total Sugar Cane industry n=150)

Q12d. How do you find these migrant workers? DO NOT READ OUT. MR (Base: Businesses in the Sugar Cane industry who have employed migrant workers in the past n=44)

4.8.11. Looking forward – employment numbers.

Table 159: Staff numbers in the next 2 years (Sugar Cane 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	38%	62%	10%	13%	6%	9%	100%	1.8	0
Contract	45%	55%	11%	10%	11%	12%	100%	1.9	0
Casual	28%	72%	8%	8%	2%	10%	100%	3.9	0
Part time	15%	85%	9%	4%	0%	2%	100%	0.3	0

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total Sugar Cane Industry, excluding those who indicated don't know minimum n=145)

* 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 160: Sample profile (Sugar Cane Industry)

Demographic	%	Demographic	%
Industry*		Employment status (SC5)	
Industry represented in survey (quota)		I am the sole or joint owner	93%
Sugar Cane	100%	I am a manager	5%
Top primary revenue stream (SC4A)		I am an employee	1%
Sugar Cane	97%	Business role (SC3a)	
Beef - pastoral	9%	A primary producer	98%
Top secondary revenue streams (SC4B)		A supplier to primary producers	2%
None	61%	Location (SC6)	
Beef - pastoral	16%	South-East Queensland	1%
Production Horticulture	7%	Other	99%
Sugar Cane	6%	Business type (Q13)	
Length of operation (Q15)		Family owned business	98%
Less than 5 years	1%	Corporate business	2%
Between 5 - 10 years	3%	Annual turnover (Q14)	
Between 10 - 20 years	5%	Less than \$1 million	81%
Between 20 - 50 years	41%	\$1 million to \$4.9 million	9%
More than 50 years	50%	\$5 million to \$19.9 million	2%
		\$20 million and over	1%
		Refused/Don't know	7%

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 Sugar Cane Industry (n=150)