

# 1.1. South Queensland

The following report presents the results of the Rural Industries Job and Skill Research for the South Queensland region. Results are also provided for the top three industries in the region; Beef Combined (Intensive & Pastoral) (22%), Grain and Feed (19%) and Sheep (18%).

A summary of the key results for the South Queensland region is provided below.

- In the South Queensland region, just over half of businesses (52%) employ casual staff with an average of 8.8 casuals employed on an annual basis. Casuals generally perform manual / general labour (18%), harvesting (11%) and stockwork (11%).
- Almost six in ten businesses (57%) use contractors, and the most common roles performed by contractors include harvesting (21%), manual / general labour (14%) and spraying (10%).
- Approximately one quarter of businesses (27%) have employed new staff in the past 12 months, with 62% sourcing new staff through a contact / friend / family member (incl. word of mouth).
- In the South Queensland region 8% of businesses currently have employment vacancies.
- The most preferred methods for training staff members include field days (27%) and participating in workshops or classes (24%). However time commitment (20%), cost (19%) and accessibility (12%) are key impediments to training staff members.

For further information regarding this research project, including methodology and background, please refer to the full Rural Industries Job and Skill Research Report.

### 1.1.1. Number of staff.

Table 1: Number of full time and part time staff (South Queensland)

	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
South Queensland		n=383						
Full time staff	35%	65%	14%	5%	4%	11%	100%	3.7
Part time staff	23%	77%	11%	5%	3%	5%	100%	1.1
Beef Combined (Intensive & Pastoral)		n=84						
Full time staff	21%	79%	10%	2%	5%	5%	100%	0.8
Part time staff	14%	86%	10%	1%	1%	2%	100%	0.3
Grain and Feed		n=74						
Full time staff	38%	62%	23%	7%	1%	7%	100%	1.1
Part time staff	16%	84%	11%	1%	1%	3%	100%	0.3
Sheep		n=69						
Full time staff	16%	84%	14%	0%	0%	1%	100%	0.2
Part time staff	17%	83%	9%	3%	4%	1%	100%	0.4

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total South Queensland n=383)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total South Queensland n=383)

### 1.1.2. Use of casual labour.

Table 2: Number of casual staff employed annually (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Casual staff</b>				
<b>Nett 1 or more (% ANY)</b>	<b>52%</b>	<b>38%</b>	<b>35%</b>	<b>57%</b>
0	48%	62%	65%	43%
1	11%	14%	15%	10%
2	10%	12%	5%	9%
3	8%	4%	8%	12%
More than 3	22%	8%	7%	26%
Mean	8.8	1.0	0.9	3.5

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total South Queensland n=383)

Table 3: Casual labour roles (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Most common roles</b>				
Manual / general labour	18%	14%	11%	20%
Harvesting	11%	2%	8%	3%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	11%	17%	3%	20%
Picking	9%	0%	3%	0%
Shearing	9%	1%	1%	42%
Transportation / driving, i.e. operating tractors, forklifts, farm vehicles	7%	4%	18%	1%
Fencing	5%	8%	3%	7%
<b>Least common roles</b>				
Machinery operation	5%	1%	8%	1%
Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	3%	5%	0%	0%
Packing*	2%	0%	0%	0%
Planting	2%	1%	1%	3%
Irrigation	1%	0%	0%	0%
Customer service incl. sales, retail*	1%	0%	0%	0%
Spraying	1%	0%	3%	0%
Repairs & maintenance*	1%	0%	0%	0%
Other	3%	2%	0%	7%
<i>Not applicable (do not employ casual labour)</i>	48%	62%	65%	43%

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total South Queensland n=383)

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

### 1.1.3. Contractor supply.

Table 4: Use of contractors (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Use of contractors (Q4a)</b>				
Yes	57%	52%	59%	65%
No	43%	48%	41%	35%
<b>Number of contractors (Q4b)</b>				
0	43%	48%	41%	35%
1	20%	24%	24%	22%
2	16%	13%	18%	13%
3	10%	8%	8%	16%
More than 3	11%	7%	9%	14%
Mean	1.8	1.3	1.3	2.3

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 South Queensland n=383)

Q4b. How many contractors do you use? RECORD NUMBER 0 - 999 (Base: Total South Queensland n=383)

Table 5: Contractor roles (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Contractor roles (Q4c)</b>				
Harvesting	21%	12%	35%	9%
Manual / general labour / various jobs	14%	13%	7%	17%
Spraying	10%	6%	11%	1%
Transportation / driving, i.e. operating tractors, forklifts, farm vehicles	9%	10%	20%	3%
Stockwork incl. mustering, cattework, branding, husbandry, feeding stock*	8%	14%	1%	16%
Shearing	7%	1%	1%	32%
Machinery operator / maintenance	6%	4%	5%	7%
Fencing	5%	11%	1%	6%
Picking	4%	0%	3%	0%
Planting	4%	7%	3%	1%
Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	2%	8%	0%	0%
Irrigation	1%	1%	1%	0%
Build modules	1%	0%	0%	0%
Other	6%	2%	5%	4%
Not applicable (do not employ contractors)	43%	48%	41%	35%

Q4c. What do your contractors do for you? DO NOT READ OUT. MR (Base: Total South Queensland n=383).

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

### 1.1.4. Employment positions.

Table 6: Position descriptions occupied (South Queensland)

	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
<b>South Queensland</b>		n=383						
Owner / manager	97%	3%	26%	50%	9%	11%	100%	2.2
Farm worker / farm hand	51%	49%	18%	13%	8%	13%	100%	2.0
Office manager / administration	31%	69%	26%	3%	1%	1%	100%	0.5
Machinery operator / maintenance	28%	72%	13%	5%	4%	6%	100%	0.9
Labourer (including pickers)	27%	73%	6%	5%	3%	14%	100%	4.8
Supervisor	20%	80%	10%	4%	2%	4%	100%	0.6
Stockman	13%	87%	5%	3%	3%	2%	100%	0.4
QA / marketing / sales	13%	87%	10%	1%	1%	0%	100%	0.2
Technical specialist	13%	87%	9%	2%	1%	1%	100%	0.2
Packing shed worker	5%	95%	1%	1%	0%	4%	100%	1.4
Other	8%	92%	3%	1%	1%	2%	100%	0.3
<b>Beef Combined (Intensive &amp; Pastoral)</b>		n=84						
Owner / manager	89%	11%	21%	54%	7%	7%	100%	1.8
Farm worker / farm hand	40%	60%	19%	11%	6%	5%	100%	1.0
Office manager / administration	17%	83%	15%	1%	0%	0%	100%	0.2
Machinery operator / maintenance	19%	81%	12%	5%	1%	1%	100%	0.4
Labourer (including pickers)	7%	93%	5%	0%	1%	1%	100%	0.1
Supervisor	8%	92%	5%	2%	0%	1%	100%	0.1
Stockman	18%	82%	6%	6%	1%	5%	100%	0.5
QA / marketing / sales	2%	98%	2%	0%	0%	0%	100%	0.0
Technical specialist	6%	94%	2%	2%	0%	1%	100%	0.2
Packing shed worker	0%	100%	0%	0%	0%	0%	100%	0.0
Other	4%	96%	4%	0%	0%	0%	100%	0.0

	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
<b>Grain and Feed</b>		n=74						
Owner / manager	99%	1%	26%	47%	9%	16%	100%	2.2
Farm worker / farm hand	54%	46%	23%	11%	9%	11%	100%	1.3
Office manager / administration	35%	65%	31%	3%	1%	0%	100%	0.4
Machinery operator / maintenance	38%	62%	20%	4%	9%	4%	100%	0.8
Labourer (including pickers)	14%	86%	4%	5%	3%	1%	100%	0.3
Supervisor	28%	72%	14%	5%	7%	3%	100%	0.6
Stockman	12%	88%	5%	3%	4%	0%	100%	0.2
QA / marketing / sales	18%	82%	11%	3%	4%	0%	100%	0.3
Technical specialist	18%	82%	15%	0%	3%	0%	100%	0.2
Packing shed worker	4%	96%	1%	1%	0%	1%	100%	0.1
Other	7%	93%	1%	1%	3%	1%	100%	0.2
<b>Sheep</b>		n=69						
Owner / manager	100%	0%	36%	54%	7%	3%	100%	1.8
Farm worker / farm hand	38%	62%	13%	13%	6%	6%	100%	1.1
Office manager / administration	17%	83%	17%	0%	0%	0%	100%	0.2
Machinery operator / maintenance	17%	83%	9%	6%	0%	3%	100%	0.4
Labourer (including pickers)	32%	68%	9%	7%	4%	12%	100%	1.1
Supervisor	6%	94%	4%	1%	0%	0%	100%	0.1
Stockman	19%	81%	4%	6%	6%	3%	100%	0.5
QA / marketing / sales	3%	97%	3%	0%	0%	0%	100%	0.0
Technical specialist	4%	96%	3%	1%	0%	0%	100%	0.1
Packing shed worker	0%	100%	0%	0%	0%	0%	100%	0.0
Other	13%	87%	4%	4%	1%	3%	100%	0.4

Q5a. Can you indicate how many employees you have using each of the following position descriptions?  
 READ OUT. (Base: Total South Queensland n=383)



Table 7: Types of roles versus type of employment (South Queensland)

	Type of employment					TOTAL
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	
<b>South Queensland</b>	n=383					
Owner / manager	90%	17%	3%	0%	3%	100%
Farm worker / farm hand	30%	9%	17%	3%	49%	100%
Machinery operator / maintenance	17%	5%	3%	6%	72%	100%
Supervisor	17%	1%	3%	0%	80%	100%
Office manager / administration	13%	14%	4%	2%	69%	100%
Stockman	7%	2%	4%	1%	87%	100%
QA / marketing / sales	6%	4%	1%	1%	87%	100%
Labourer (including pickers)	5%	3%	19%	3%	73%	100%
Technical specialist	4%	2%	2%	5%	87%	100%
Packing shed worker	2%	1%	3%	0%	95%	100%
Other	2%	1%	3%	3%	92%	100%
<b>Beef Combined (Intensive &amp; Pastoral)</b>	n=84					
Owner / manager	77%	21%	1%	1%	11%	100%
Farm worker / farm hand	18%	4%	19%	2%	60%	100%
Machinery operator / maintenance	6%	6%	2%	5%	81%	100%
Supervisor	5%	2%	1%	0%	92%	100%
Office manager / administration	5%	10%	2%	0%	83%	100%
Stockman	8%	2%	6%	1%	82%	100%
QA / marketing / sales	0%	1%	0%	1%	98%	100%
Labourer (including pickers)	0%	5%	2%	0%	93%	100%
Technical specialist	0%	1%	2%	2%	94%	100%
Packing shed worker	0%	0%	0%	0%	100%	100%
Other	0%	0%	1%	1%	96%	100%
<b>Grain and Feed</b>	n=74					
Owner / manager	89%	28%	4%	0%	1%	100%
Farm worker / farm hand	39%	9%	16%	1%	46%	100%
Machinery operator / maintenance	26%	7%	4%	5%	62%	100%
Supervisor	24%	1%	3%	0%	72%	100%
Office manager / administration	14%	16%	5%	3%	65%	100%
Stockman	11%	3%	0%	0%	88%	100%
QA / marketing / sales	11%	7%	1%	1%	82%	100%
Labourer (including pickers)	7%	1%	5%	1%	86%	100%
Technical specialist	8%	3%	3%	4%	82%	100%
Packing shed worker	3%	1%	1%	0%	96%	100%
Other	3%	1%	1%	3%	93%	100%

	Type of employment					TOTAL
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	
Sheep	n=69					
Owner / manager	97%	7%	3%	0%	0%	100%
Farm worker / farm hand	17%	13%	7%	3%	62%	100%
Machinery operator / maintenance	3%	3%	3%	9%	83%	100%
Supervisor	6%	0%	0%	0%	94%	100%
Office manager / administration	4%	9%	0%	4%	83%	100%
Stockman	3%	3%	12%	3%	81%	100%
QA / marketing / sales	0%	3%	0%	0%	97%	100%
Labourer (including pickers)	3%	1%	22%	9%	68%	100%
Technical specialist	1%	1%	0%	1%	96%	100%
Packing shed worker	0%	0%	0%	0%	100%	100%
Other	1%	0%	7%	4%	87%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.  
 (Base: Total South Queensland n=383)

### 1.1.5. Changes in staffing.

Table 8: New staff (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>New staff roles (Q6b)</b>				
Farm worker / farm hand	15%	8%	15%	7%
Labourer (including pickers)	7%	1%	4%	4%
Machinery operator / maintenance	5%	1%	5%	3%
Packing shed worker	1%	0%	0%	0%
Office manager / administration	1%	0%	1%	0%
Stockman	1%	1%	0%	0%
Supervisor	1%	0%	1%	0%
Other	2%	0%	3%	1%
Not applicable (no new staff)	73%	90%	76%	86%

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 South Queensland n=383)

Table 9: Sourcing of new staff (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>How new staff are sourced (Q7)</b>				
Through a contact / friend / family member (incl. word of mouth)	62%	60%	55%	77%
Newspaper ads	11%	8%	15%	7%
Online job ads	10%	10%	11%	4%
Recruitment company	5%	1%	3%	1%
Labour hire company	4%	1%	3%	1%
Backpacker lodgings	2%	0%	1%	3%
Walk-bys	2%	0%	0%	1%
Through the unis / TAFEs / accreditation courses / other education	1%	0%	0%	0%
Ads on bulletin boards / around town	1%	0%	0%	0%
Contractors used on a regular basis	1%	0%	1%	1%
Cane Growers Association	1%	0%	0%	0%
Other	0%	0%	0%	0%
Do not source / look for staff*	21%	30%	31%	13%

Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total South Queensland n=383)

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

### 1.1.6. Current employment vacancies.

Table 10: Current employment vacancies (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
Current employment vacancies (Q8a)				
Yes	8%	7%	5%	7%
No	92%	93%	95%	93%
Positions currently vacant (Q8b)				
Farm worker / farm hand	4%	2%	5%	7%
Labourer (including pickers)	2%	2%	0%	0%
Machinery operator / maintenance	1%	0%	3%	0%
Owner / manager	1%	1%	0%	0%
Other	1%	1%	0%	0%
Not applicable (no vacancy gaps)	92%	93%	95%	93%

Q8a. Do you have any current vacancy gaps? (Base: Total South Queensland n=383)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR. (Base: Total South Queensland n=383)

### 1.1.7. Skills shortages.

Table 11: Skills shortages in entire workforce (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
Types of skills shortages (entire workforce) (Q9a)				
Machinery skills - mechanical skills incl: maintenance / welding / fabricator	4%	4%	5%	3%
Previous farm / horticulture experience	3%	0%	1%	4%
Strong work ethic	3%	1%	0%	6%
IT / computer literacy	2%	0%	0%	3%
Drivers incl: truck / forklift / tractors	2%	0%	5%	0%
Managerial skills incl: manager / supervisor	2%	0%	3%	0%
Positive attitude	2%	1%	1%	0%
Appropriate licence to operate	2%	0%	3%	0%
Accounting / finance	2%	4%	1%	1%
Shearers	2%	1%	0%	7%
Good experienced workers	1%	1%	1%	0%
Marketing / sales	1%	0%	0%	0%
Stock knowledge incl: mustering, cattle handling	1%	1%	1%	4%
Farm hands / farm skills	1%	1%	3%	1%
Good social / communication skills	1%	0%	1%	0%
Adequate English and math skills	1%	0%	1%	0%
A person with common sense	1%	0%	0%	0%
Fencing	1%	1%	1%	1%
Machinery operators	1%	1%	1%	0%
Irrigation operation skills	1%	0%	0%	0%
Other	0%	0%	0%	0%
No skills missing	77%	88%	80%	75%

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total South Queensland n=383)

Table 12: Skills shortages amongst owners and managers (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=369	n=82	n=72	n=67
Skills shortages amongst owners and managers (Q9b)*				
IT / computer skills	14%	10%	15%	13%
Accounting / book keeping	5%	6%	4%	6%
Business management	5%	5%	7%	1%
Office admin skills	3%	1%	7%	3%
Marketing / sales skills	3%	0%	0%	6%
Machinery skills incl: maintenance / welding / fabricator	3%	2%	4%	4%
Financial management	2%	1%	1%	4%
Technical skills / technology	2%	2%	3%	0%
Managerial skills incl: manager / supervisor	2%	0%	4%	3%
Animal health incl: animal husbandry / nutrition / pregnancy testing / veterinary skills	2%	2%	0%	3%
Agronomy	1%	0%	0%	0%
Drivers licences incl: truck / forklift / tractors	1%	0%	1%	0%
Other	2%	1%	3%	0%
No / nothing	61%	73%	58%	61%

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 South Queensland n=369)

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

### 1.1.8. Qualifications and training.

Table 13: Qualifications and training (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
Preference for staff with Certificate 2 and above qualifications (Q10a)				
Yes	19%	18%	19%	9%
No	78%	77%	78%	87%
Don't know	3%	5%	3%	4%
Preferred delivery method for workforce training (Q10b)				
Field days	27%	39%	16%	29%
Participating in workshops or classes	24%	12%	23%	28%
Hands on / on-site training	15%	10%	15%	17%
Face to face training / face to face	10%	7%	11%	4%
Participating in online courses	5%	4%	9%	3%
By any means	3%	6%	4%	1%
College / TAFE	1%	0%	1%	0%
Don't know	11%	18%	15%	12%
Other	0%	0%	1%	0%
Nothing	3%	5%	1%	4%

Q10a. Is there a preference to employ staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total South Queensland n=383)

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 South Queensland n=383)

Table 14: Impediments to training (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Impediments to training (Q10c)</b>				
Time commitment	20%	15%	28%	9%
Cost	19%	19%	18%	23%
Accessibility - distance to facilities	12%	13%	7%	13%
Attitude incl: finding the right people who willing to learn	7%	6%	8%	12%
Staff motivation	5%	6%	9%	4%
Limited information on course content / options	4%	4%	4%	1%
Availability of courses	4%	1%	5%	1%
Lack of practical skills / experience on farm	3%	2%	3%	3%
Lack of interest from young people	3%	5%	1%	9%
Availability of skilled trainers	3%	1%	0%	4%
Government rules and legislations incl: WH&S / employment red tape	2%	2%	4%	0%
Decline in the industry / lack of jobs	2%	6%	0%	3%
Hard work - low wages	2%	4%	0%	3%
Lack of government support / funds	2%	1%	1%	1%
Competition from the mining industry	1%	0%	1%	4%
Accessibility - online connectivity	1%	1%	1%	1%
Language barriers	1%	0%	0%	1%
Continuity of staff commitment	1%	1%	0%	0%
Lost productivity / covering staff for training	1%	1%	1%	0%
Don t need more staff / don t need training	2%	4%	0%	0%
Don't know	23%	38%	27%	20%
Other	2%	0%	1%	1%
Nothing	5%	1%	3%	7%

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total South Queensland n=383)



### 1.1.9. Looking forward – employment numbers.

Table 15: Staff numbers in the next 2 years (South Queensland)

	Nett 1 or more (% businesses likely to have ANY of these staff)	Number of staff						TOTAL	Mean
		0	1	2	3	More than 3			
<b>South Queensland</b>		Minimum n=368							
Full time	31%	69%	12%	8%	3%	8%	100%	1.5	
Part time	19%	81%	9%	7%	1%	3%	100%	0.4	
Casual	36%	64%	10%	8%	3%	14%	100%	7.7	
Contract	33%	67%	8%	8%	5%	11%	100%	1.5	
<b>Beef Combined (Intensive &amp; Pastoral)</b>		Minimum n=82							
Full time	13%	87%	7%	4%	0%	2%	100%	0.3	
Part time	14%	86%	7%	4%	1%	2%	100%	0.3	
Casual	23%	77%	7%	7%	1%	7%	100%	0.6	
Contract	35%	65%	9%	13%	4%	10%	100%	1.3	
<b>Grain and Feed</b>		Minimum n=71							
Full time	40%	60%	13%	11%	7%	10%	100%	1.1	
Part time	13%	87%	6%	7%	0%	0%	100%	0.2	
Casual	35%	65%	19%	7%	4%	4%	100%	0.7	
Contract	28%	72%	8%	3%	4%	13%	100%	0.9	
<b>Sheep</b>		n=65							
Full time	17%	83%	9%	5%	2%	2%	100%	0.4	
Part time	14%	86%	5%	6%	0%	3%	100%	0.4	
Casual	35%	65%	6%	9%	5%	15%	100%	1.3	
Contract	48%	52%	14%	11%	5%	18%	100%	2.1	

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total South Queensland, excluding those who indicated don't know, minimum n=368)

\* 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 16: Sample profile (South Queensland)

	Total South Queensland	Beef Combined (Intensive & Pastoral)	Grain and Feed	Sheep
Sample size (unweighted) n=	n=383	n=84	n=74	n=69
<b>Primary industry (SC4a)</b>				
Beef Combined (Intensive & Pastoral)	22%	100%	0%	0%
Grain and Feed	19%	0%	100%	0%
Sheep	18%	0%	0%	100%
Cotton	15%	0%	0%	0%
Production Horticulture	12%	0%	0%	0%
Intensive Livestock	11%	0%	0%	0%
Nursery and Garden	2%	0%	0%	0%
Sugar Cane	1%	0%	0%	0%
<b>Length of operation (Q15)</b>				
Less than 5 years	3%	4%	0%	4%
Between 5 - 10 years	6%	6%	7%	3%
Between 10 - 20 years	11%	15%	9%	7%
Between 20 - 50 years	53%	52%	49%	54%
More than 50 years	27%	23%	35%	32%
<b>Employment status (SC5)</b>				
I am the sole or joint owner	91%	94%	89%	93%
I am a manager	6%	4%	8%	4%
I am an employee	4%	2%	3%	3%
<b>Business role (SC3a)</b>				
A primary producer	97%	96%	97%	100%
A supplier to primary producers	3%	4%	3%	0%
<b>Business type (Q13)</b>				
Family owned business	96%	99%	97%	97%
Corporate business	4%	1%	3%	3%
<b>Annual turnover (Q14)</b>				
Less than \$1 million	63%	81%	47%	88%
\$1 million to \$4.9 million	23%	10%	30%	10%
\$5 million to \$19.9 million	3%	1%	5%	0%
\$20 million and over	2%	0%	0%	0%
Refused / don't know	9%	8%	18%	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*

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

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 South Queensland (n=383)