

HUMAN RESOURCES

The purpose of the Human Resources business group is to problem solve and provide solutions that fit with the strategic direction of the organisation. Team roles require a combination of strategic, advisory and operational activities covering organisational and employee development, general people management and employee relations and the payroll function. The team consists of 2.6 full time equivalents.

CODE OF CONDUCT

Dairy Australia maintained a high standard of ethical business behaviour during the year under the guidelines contained within Dairy Australia's Code of Conduct.

EQUAL OPPORTUNITY

Dairy Australia's policies and practices ensured that all employees had appropriate opportunity. Women represented 11.1 per cent of Dairy Australia's Board, 37.5 per cent of the Executive Leadership Team and 56 per cent of employees.

OCCUPATIONAL HEALTH AND SAFETY (OH&S)

The organisation continued to maintain a safe and healthy workplace for its employees. The OH&S Committee, fully supported by Management was active throughout the year holding WorkSafe Week to raise awareness across the organisation. Regular hazard and maintenance checks were conducted. There were no major workplace accidents or injuries reported this financial year.

PERFORMANCE AND REMUNERATION

Dairy Australia continued to offer a fair and reasonable reward strategy. Annual remuneration reviews were based on independently supplied market data to ensure that employees' remuneration was appropriate.

STAFFING LEVELS AND RESTRUCTURING

Dairy Australia tightly managed its employee numbers ensuring prudent levels. Further work was done to align Dairy Australia's organisational structure with the organisation's strategic direction. Four roles became redundant during the year. At 30 June 2007, the organisation had 82 employees (75.4 full-time equivalent positions) to manage and administer its day-to-day operations. Three employees returned from maternity leave in a part-time capacity for the short-term to accommodate their return to work.

SUPERANNUATION

Dairy Australia continued to offer its employees a choice of superannuation funds with AGEST being the default fund. The organisation's flexible packaging arrangements also provided employees with the option of salary sacrificing additional superannuation into their superannuation funds.

LEARNING AND DEVELOPMENT

Dairy Australia continued to offer its employees access to a variety of effective learning methods. Financial assistance and study leave was provided to a number of staff to support their external studies. The organisation's Leadership Development program was launched this year, starting with the Executive Leadership Team. Other initiatives included providing all employees with training in coaching to support improvements in interactions with managers and employees, and goal writing skills to facilitate improvements in performance planning and the recently introduced strategy scorecard.

EMPLOYMENT TERMS AND CONDITIONS

Dairy Australia continued to offer its employees individual contracts based on a consistent set of terms and conditions in line with legislation.

