



5 June 2018

CIRCULAR TO GROWERS

Mandatory Siding Induction Update

Users of Mackay Sugar sidings who have not completed mandatory inductions can now book to complete their induction through training company, Smart HR.

Smart HR is now accepting bookings for the inductions and growers could register by calling 07 4957 4960. The inductions can be completed either online, or growers can visit the Smart HR office in Sydney Street, Mackay, to use in-office computers and have access to one-on-one assistance if needed.

The mandatory inductions have been introduced as a measure to raise workers' awareness around cane rail sidings and improve the overall safety of Mackay sugar operations and the industry as a whole.

Anyone using or working on the sidings – including growers, their families (including any children who are either licenced to operate the machinery they are driving or who have completed heavy vehicle competency assessments), growers' employees or contractors and their employees or contractors – are required to be inducted.

This applies to anyone going on a siding or interacting with bins, locos or other plant or equipment in the siding area.

From a practicality standpoint, there are some exceptions. If one of the children come down to the siding with mum or dad, and they don't get out of the vehicle at any time, then they don't need to be inducted.

Likewise, any contractor or sub-contractor – such as a tyre fitter or mechanic, for instance, who is at the siding to complete emergency repairs – is not required to be inducted but they must be accompanied at all times by someone who has been.

Anyone failing to comply risks losing bin allocations and may face other penalties.

Smart HR inductions are expected to be available by 18 June 2018, the start date will be followed by a short grace period before the new rules are enforced.

Quick Points:

- Siding Inductions will be offered through Smart HR Solutions, in Sydney Street.
- Bookings can be made by calling Smart HR on 07 4957 4960.
- Growers without computer access or who are concerned about completing the induction can visit the Smart HR office where computers and one-on-one assistance is available.
- Inductions are expected to be available by 18 June 2018; and a grace period will be in place for a short period of time.
- Once the grace period ends, the mandatory induction of all siding users will be enforced and penalties – such as non-allocation of bins – will apply to non-compliant users.



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