



People Analysis

Working conditions

Name of staff member	Total	Geoff	Dianne	Steve	Jack	Coralie
Title/Position		Business manager	Business Manager	Farm hand	Farm hand	Farm Hand
Form of engagement		Family member	Family member	Employee	Employee	Employee
Hours worked per week		60	20	50	40	30
No weeks per year		44	40	48	48	48
No hours per year	9200	2640	800	2400	1920	1440

Working Conditions	Total	Geoff	Dianne	Steve	Jack	Coralie
Days worked per fortnight		12	10	12	11.5	9
Hours worked per day		10	8	10	9	6
Split or full shift		Full Shift	Split Shift	Full Shift	Split Shift	Select
Time gap between pm finish and am start		12	14	10	11	11
Weekend days worked per fortnight		1	1	2	2	2
Paid training days per year						
Roster						
Weekday roster 1 start of shift		5:00:00 AM		5:00:00 AM	5:00:00 AM	5:00:00 AM
Weekday roster 1 end of shift		6:00:00 PM		4:00:00 PM	4:00:00 PM	9:00:00 AM
Weekday roster 1 break time during shift (hours)		1		2	2	0
Weekday roster 2 start of shift		6:00:00 AM		7:00:00 AM	7:00:00 AM	3:00:00 PM
Weekday roster 2 end of shift		4:00:00 PM		6:00:00 PM	6:00:00 PM	6:00:00 PM
Weekday roster 2 break time during shift (hours)		1		2	2	0
Weekend roster start of shift		5:00:00 AM		5:00:00 AM	5:00:00 AM	
Weekend roster end of shift		6:00:00 PM		6:00:00 PM	6:00:00 PM	
Weekend roster break time during shift (hours)		4		4	4	
No. of years engaged with this farm business		25	25	1	1	1

Working Conditions Indicators

	Shift type	Pay rates /hr	Non-monetary	Weekend work	Working days per fortnight	Paid training days/yr
Red: Highly unattractive and/or uncompetitive conditions likely to be impacting attraction and retention for the farm	Split shifts or long day shifts (10-12 hours+)	Below competitors/industry average	Never used	Often, expected, no reward in pay or time off	12-14	0
Yellow: Some unattractive and/or uncompetitive conditions likely to be impacting attraction and retention for the farm	Set day shifts	Equivalent to competing jobs/industry average	Occasional use	Expected weekend work with some reward in pay or time-off	11	1-3
Green: Relatively attractive conditions likely to be attractive and competitive to potential employees	Day shifts that meet employee needs (eg. early finish)	Above competing jobs/industry average	Regular use	Little or no weekend work and rewarded through extra pay or time off.	10 or otherwise employee requested	6+

Area to focus on if a red or yellow light	(is the employer feeling pressured financially)				
Roles and responsibilities					
Systems analysis					
Policies procedures and systems					
Working together					
Support to change practices					