



Fair Farms Standards – log of changes to V.1 of Standards

Section	Change	New Section	Reason
Introduction	<p>The Fair Farms Standard</p> <p>After the words “The Fair Farms Standard” and before the words “will be continuously reviewed insert the text “is founded on the Ethical Trading Initiative (ETI) Base Code and upon the conventions of the International Labour Organisation (ILO).”</p>	N/A	Provides further context relating to the Standard.
Introduction	<p>Standard Review Process</p> <p>After the words “Program participants” and before the words “are encouraged” insert the text “and others”.</p>	N/A	Makes it clear that input into the Review Process can come from parties other than Program participants.
Introduction	<p>Using the Standard</p> <p>Following the words “across the horticulture industry, insert the sentence “In the event that there is any inconsistency between the Standard and any other program documentation the Standard shall prevail.”</p>	N/A	Clarifies that the Standard takes precedence over the other scheme documentation (such as the audit checklist) in the event of inconsistency.
Management			
M 1.1	Insert the word “Participant’s before the word “owner”.	N/A	Clarity
M 1.4	Following the words “in particular the Fair Work Act” insert the text “(for National system employers) or relevant State laws,”. Delete the word “and” where appearing before the words “relevant Awards”.	N/A	Allows the Standard to be applied to jurisdictions (such as WA) where the Fair Work Act or State laws may apply.

	Substitute the reference to the “Immigration Act” to a reference to the Migration Act.		Correction of reference to legislation.
M 3.2	After the words “completes approved Fair Farms training” add the text “(where required)”	N/A	Clarifies that training may not be required following the completion of the OSA.
F1 Fair and Responsible Employment			
F 1.2	Substitute the word “quit for “resign” and following the words “after they have given reasonable notice” insert the text “as specified in the relevant industrial instrument and”.	N/A	Clarifies that the period of notice required may be prescribed by an industrial instrument.
F2 Fair Work System			
F 2.3	In the first column following the words “Maintain knowledge of the National Employment Standards (NES)” add the text “or State equivalent”. In the second column: Substitute the number “10” for “11”. Following the reference to “National Employment Standards (NES)” add the text “or the WA employment standards (WAES) for WA State System employers.” In the third column add the text “or WAES” following the word “Standards”	N/A	Allows the Standard to be applied to jurisdictions (such as WA) where the Fair Work Act or State laws may apply.
F 2.4	In the first column add the text “and the Casual Employment Information Statement is provided to casual employees.”	N/A	Updates the Standard to reflect changes to the Fair Work Act in relation to casual

	<p>In the second column:</p> <p>At the commencement of paragraphs 1 and 2 add the text “Where required”</p> <p>At paragraph 2, following the words “The business unit gives the” add the text “Casual Employment Information Statement (CEIS)”, delete the text “Fair Work My Employment Checklist”. Add the text “casual” between the words “to all” and “employees”.</p>		employees and allows the standard to be applied to jurisdictions where Fair Work Act or State laws may apply.
External Resources	Add the url “ https://www.fairwork.gov.au/employment-conditions/national-employment-standards/casual-employment-information-statement ” and delete the url “ https://www.fairwork.gov.au/ArticleDocuments/715/My-employment-checklist.pdf.aspx ”	N/A	Updates the Resources to reflect changes to the Fair Work Act in relation to casual employees
F 3 Employment of Overseas Workers			
F3.2	<p>In column 1 substitute the reference to the “Seasonal Workers Programme” and Pacific Labour Scheme” with a single reference to the Pacific Australia Labour Mobility Scheme.</p> <p>In column 2:</p> <p>Delete paragraph 2.</p> <p>Replace the text at paragraph 1 with the following text:</p> <p>1. “If workers are employed under the Pacific Australia Labour Mobility Scheme (PALM) – incorporating the Seasonal Worker Programme and the Pacific Labour Scheme), the business unit demonstrates:</p> <ul style="list-style-type: none"> • access to current information relating to the PALM Scheme • the business unit (or its Labour Hire Provider) is an ‘Approved 	N/A	Updates the Standard to reflect changes to the SWP and PLS and the administration of those schemes which have been aligned.

	<ul style="list-style-type: none"> Employer’ under the Scheme Letters of Offer and acceptances are in place for all workers an understanding of the scheme requirements for worker welfare, accommodation and insurance.” <p>At column 3:</p> <p>Delete the reference to “Seasonal Worker Agreements” and replace with “Letters of offer and acceptances”.</p> <p>Delete the reference to “Separate Checklist for SWP employers against DOE contracts/agreements.</p> <p>Delete the reference to “pastoral care” and replace with “scheme requirements for worker welfare, accommodation and insurance”</p>		
External Resources	Add the url “https://www.palmscheme.gov.au/”	N/A	As above
F 4 Employment of Minors			
F 4.2 & F 4.3	Where the number “18” appears replace with the number “17”.	N/A	Corrects typographical error.
F5 Labour Hire Providers (LHP)			
F 5.3	<p>In column two at paragraph one, seventh bullet point:</p> <p>At the commencement of the bullet point add the text “where required”, replace the reference to the Fair Work My Employment Checklist with a reference to the “Casual Employment Information Statement”</p> <p>At paragraph one add the following bullet point:</p>	N/A	<p>Updates reflect changes to legislation.</p> <p>The additional contractual requirement assists auditors in obtaining access to records held by LHP’s.</p>

	<ul style="list-style-type: none"> “the LHP must provide upon request documents and records relating to the employment of its workers to the host for the purpose of a Fair Farms audit.” 		
F6 Conditions of Employment			
F 6.1	<p>At column 2 add a sub paragraph as follows:</p> <p>“For eligible casual employees only, the business unit demonstrates compliance with its obligations to offer casual conversion and/or respond to requests for casual conversion”</p> <p>Re-number the sub paragraphs.</p> <p>At column 3, add the text “Offers of casual conversion and responses to requests for casual conversion”</p>	N/A	Updates reflect changes to the Fair Work Act.
F6.3	<p>At column 1, add the text “and where applicable meet Award requirements for annualised salary arrangements”.</p> <p>At column 2, add a subparagraph 2 “Where annualised salary is paid pursuant to an Award the business unit conducts reconciliations at required intervals”</p> <p>Re-number the subparagraphs and at the new subparagraph 3, third bullet point, delete the text “include key Award/Agreement provisions or alternatives” and substitute with “meet Award requirements where applicable”</p> <p>At column 3 add the text “Annualised wage reconciliations”</p>	N/A	Reflects amendments to the Horticulture Award 2020

F 6.7	<p>At column 1, at the end of the paragraph, add the text “or Agreement”.</p> <p>At column 2, subparagraph 5 delete the word “genuine”, add the words “record or” after the words “written piecework” and at the end of the subparagraph add the text “as required by the relevant Award/Agreement”.</p> <p>Add a new subparagraph 6 as follows:</p> <p>“Where required by the relevant Award or Agreement, pieceworkers are paid no less than the amount they would have received if paid for each hour worked at their hourly rate (including any casual loading)”</p> <p>At column 3 at the last paragraph insert the words “records or” after the word “piecework” and before the word “agreements”.</p>	N/A	Updates the Standard to reflect the significant changes made to the Horticulture Award in relation to piecework.
F 6.11	<p>At column 1 insert the text “/or” between the text “(NES)” and “other”.</p> <p>At column 2, bullet point one insert the text “/or” between the text “Fair Work and” and “relevant”.</p>	N/A	Changes allow the Standard to be applied to jurisdictions that are regulated by laws other than the Fair Work Act.
F 6.13	At column 2, subparagraph 1, delete the first dot point with the text “workers do not work more than 18 hours in a single day”.	N/A	Limits to working hours are adequately described without the need for a daily prescribed limit.
F 7 Record Keeping			
F 7.5	<p>At column 2 add new subparagraphs 2 and 3 as follows:</p> <p>2. “The business unit keeps piecework records or piecework agreements</p>	N/A	Changes reflect the significant changes made to the Horticulture Award.

	<p>as required by the relevant Award or Agreement.</p> <p>3. Where required by the relevant Award or Agreement, the business unit keeps a record of all hours worked by pieceworkers and the applicable piece rate at the time those hours were worked.”</p> <p>At column 3, insert the text “records or” between the words “Piecework” and “agreements”.</p>		
F11 Safe Working Conditions			
F 11.1	<p>At column 2, subparagraph 1 add a bullet point with the text “Risk Management”.</p> <p>Reword subparagraph 2 to read as follows:</p> <p>“The business unit has procedures addressing priority workplace hazards and managing risks including (but not limited to):</p> <ul style="list-style-type: none"> • Risk management procedures consistent with the relevant Code of Practice • regular test and tag for electrical equipment to AS/NZS 3760:2010 or any relevant Code of Practice for rural workplaces. • Regular maintenance and testing of fire safety equipment to AS 1851-2012 • maintenance program and required safety checks for machinery • The management of on site traffic (e.g. cars, trucks and forklifts) and storage systems (e.g pallet racking to be inspected at least every 12 months in accordance with AS4084 Steel Storage Racking) • The provision of emergency eyewash and shower stations compliant with AS4775-2007 • Safe storage and handling of hazardous substances and dangerous goods 	N/A	<p>Gives further clarity as to what is required to meet the Standard including by referencing relevant Codes and Australian Standards. Ensures that Participants are fully aware of the Standard to which they will be audited.</p>

	<ul style="list-style-type: none"> • Competency, training, licencing and supervision of workers • Noise, facility lighting and ventilation” 		
F 11.2	<p>At column 1, delete the word “primary”.</p> <p>At column 2 insert a new subparagraph 1 as follows:</p> <p>“The Senior Manager/ Owner demonstrates knowledge of WHS duties including the primary duty of care”</p> <p>Renumber the sub paragraphs.</p> <p>At column 3 add the text “Risk Assessments”</p>	N/A	Makes it clear that the primary duty of care cannot be delegated to less senior levels of management.
F 11.3	<p>At column 2, subparagraph 1, first bullet point, add the text “sufficient for the number and gender of workers” following the words “clean toilets”.</p> <p>At the second bullet point after the words “sanitary facilities for” add the text “safe” delete the word “food” and add the words “of food” following the words “storage and preparation”.</p>	N/A	Clarifies that facilities must be sufficient and clean.
F 11.5	<p>In column 2, subparagraph 3, at the second bullet point following the words “evacuation procedures” add the text “and evacuation maps compliant with AS3745 – “Planning for Emergencies in Facilities”.</p> <p>Add a new subparagraph 6 with the text “Emergency exits are kept clear at all times”.</p> <p>In column 3 add the text “Evacuation Maps”</p>	N/A	Clarifies what is required of participants to comply with requirements for emergency response.
F 12 Safe Accommodation			

and Living Conditions			
F 12.1	<p>At column 2, subparagraph 1, 9th bullet point add the text “(including smoke detectors in working condition)” following the words “safety equipment”.</p> <p>At the 11th bullet point of subparagraph 1, insert the text “; or” after the words “each room” and “sleeping quarters” and add the text “or meets PALM requirements” as a third sub bullet point.</p>	N/A	The changes allow approved employers under the PALM scheme to meet the required Standard if PALM scheme requirements for accommodation are met.
Glossary			
Pacific Australia Labour Mobility Scheme (Palm)	<p>Add a term with the following definition:</p> <p>“Australian Government Scheme incorporating the Seasonal Workers Programme and the Pacific Labour Scheme.”</p>	N/A	Reflects the changes to the SWP and PLS scheme.
Performance Management	Add the word “expected” between the text “and the standards” and “of workers”.	N/A	Clarity