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penna valley farm

job information sheet

The job

Fruit picking may be strenuous and physically challenging. Occasionally, it involves some climbing up and down steps, carrying picking bags that can weigh up to 15 kg. It isn't suitable for all people, but anyone who is motivated and in good physical condition can pick fruit.

New pickers are trained in how to pick fruit without causing damage. Fruit is picked according to colour and size specifications set by management.

The most successful fruit pickers are the consistent ones who have the patience to stick it out for the first few days and stay on for more than 2 weeks and develop their fitness and speed over time.

When do we have fruit picking work available? Picking is likely to start this year around the last week or so of December. The season usually extends up to the end of January and sometimes into February.

Can you climb a ladder?

Picking is done both from ground level and from steel ladders, so you need to be healthy & fit, as there is a fair bit of carrying, lifting and walking.

The essentials of picking fruit ...

The fruit is picked into a bag which is slung over your shoulders in a harness fashion and then emptied into the 'tray'. The tray holds 10 kg of fruit. Bruising is the most important factor to avoid, so the trays are wide, but not really heavy. If you are new to fruit picking you may find it fairly difficult to begin with, but within a couple of days you will find that your tallies are increasing as you develop better technique.

Correct fruit picking technique is important ...

Before you start working on our orchard you will be instructed in the correct technique of picking fruit using a ladder and other aspects of fruit picking. By following these guides you will find that you will be more successful (and financial) and that your body will stand up to the rigors of the work far better.

How much can I earn?

Fruit picking pay rates are set in agreement with the Australian Workers' Union, and the Fair Work Ombudsman to reflect a fair wage for work of this nature. The rates shown are for the 2014/15 fruit picking season.

The rate for Level 1 Adult pickers is currently \$21.08 per hour. If you are under the age of 20, the rate is shown as a percentage of the Adult rate. More experienced pickers earn more per hour.

We also have target bonuses for exceeding your target amount to be picked for the day.

Payment

All employees need to provide a tax file number and Australian bank account details. Payments are made once a week (Monday) directly into personal bank accounts. There are no payments by cash or cheques.

Hours

We pick up to 7 days a week depending on weather, usually from about 7.30am. It is preferable to start early and finish early to avoid working in the afternoon heat.

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What you need to bring

- 1. Long-sleeved shirt**
- 2. Broad brimmed hat**
- 3. Sunglasses**
- 4. Well-fitting, non-slip, covered footwear.**
- 5. Long pants or long shorts.**
- 6. Sunscreen**

We supply a sheltered lunch area, toilets and cold water for drinking. You should bring your lunch, morning and afternoon tea and other drinks. The nearest shops are about 5 km away, and the drive may take up much of your 30 minute lunch break.

Occupational Health and Safety

Before starting work, new employees are required to attend an induction program about safe work procedures.

Detailed information about sun protection, ladder safety and tractor safety is provided and it is expected that employees adhere to these directives and work in a safe and responsible manner. Any non-compliance will result in you being asked to leave the farm.

As part of this process, employees must advise management of any pre-existing injuries.

If it is deemed by the employer or orchard manager that any person is under the influence of drugs or alcohol, we reserve the right to refuse that person to work, and they will be asked to leave the farm, as safety is paramount.

We are FRESHCARE accredited, and as such, require all employees to read, understand and sign a work agreement document that refers to hygiene, safety, and behaviour.

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