





TEYS AUSTRALIA - A CARGILL JOINT VENTURE

IS A 50/50 PARTNERSHIP BETWEEN THE TEYS FAMILY AND THE CARGILL COMPANY.

The Teys family has been involved in the Australian beef industry since 1946 when four Teys Brothers formed a partnership which was involved in wholesaling and retailing meat in South East Queensland. From these humble beginnings, the family has grown its business to become the second largest meat processor and exporter in Australia. Teys family members remain closely involved with the day to day operations of the Company and strong family values underpin a reputation that is second to none.

Cargill is an international producer and marketer of food, agricultural, financial and industrial products and services. Founded in 1865, the privately held company employs 131,000 people in 66 countries. Cargill helps customers through collaboration and innovation, and is committed to sharing its global knowledge and experience to help meet economic, environmental and social challenges wherever it does business. Cargill brings this vast global capability and expertise to Teys Australia.



Where are we located

Teys Australia - A Cargill Joint Venture operates six modern and efficient beef processing plants strategically located across the Eastern seaboard of Australia at Naracoorte, Wagga Wagga, Tamworth, Beenleigh, Rockhampton and Biloela. The Company operates two cattle feedlots located at Jindalee and Condamine. The geographic location of the Company's operations provides an ideal alignment with the Australian cattle production system.

Teys Australia Food Solutions, based in Brisbane provides customers value added meat product solutions. Teys Australia Murgon processes cattle hides supplied by the Company's beef processing plants. The Company has a 50% share in wholesale businesses located in Brisbane, Melbourne and Adelaide.



REFUGEES OFFERING SOLUTIONS FOR REGIONAL EMPLOYERS

An irresistible lure from the resources boom has inspired many Queenslanders to pursue higher paying jobs, but as the dust settles from the droves of four-wheel drives heading west, rural and regional communities are being left in dire economic straits.

Most recent figures from the Australian Bureau of Statistics (2011) highlights that the number of job vacancies, at a whopping 37,400 well outstripping population growth in Queensland.

Many regional towns are not facing a lack of jobs, but a lack of people, and regional business are simply not able to match the enormous wages offered by both mining & gas behemoths.



How did we start?

- > Engaged a Refugee Agency – Access Services Qld
- > Had various meetings with them on what we were looking to do. Concept was moving people from cities to regional locations
- > Access, had to apply for variation to existing government contracts & for additional project funding for a pilot program.
- > Access sent a team into the towns (Biloela & Rockhampton) to undertake assessments of communities, services & accommodation.



The Next Step

- > Upon completion of assessment and recommendations a funding application was provided to the government including an employer commitment & support letter, we then waited!

DEEWR approved the Rural Employment Assistance Project (REAP).

- > Access employed a person to go to live in the communities (Biloela & Rockhampton) to speak with local government Council, state government Departments (Police, Hospitals, School) and other community groups, such as: Doctors, Real Estate Agents, Church Groups, etc.



Time to Start

- > With the local ground work well under way, Teys commences with information sessions for interested people looking for work in the industry.
- > I can recall my first information session with people, I had 70 people in the room. Husband, Wives and children.
- > Information sessions covered topics about the town, the services, the meat industry, Teys and Teys Biloela jobs.
- > After an interview and selection process, we selected 39 Burmese people to go to Biloela.
- > Teys staff at Biloela & Rockhampton undertook, Cultural Awareness training (a number of different cultures were covered during this training)



On the Moooove

- > We moved people progressively from July to October, to ensure we had everything well prepared, for the employer, the community and most importantly our new employees.
- > The REAP project funding allowed for an Access employee to be on the ground with people for a number months after moving to ensure people integrated into the community.
- > We engaged a removalist company who is run by Refugees to assist with the physical relocation of people from Brisbane to Biloela.



Work, Community and General life

- > Not long after people arrived the Biloela PCYC had a cultural day, which was huge success, and the Burmese people turned out in their national dress
- > The Burmese people were mostly christian people so church groups played a big role in the success of the project.
- > As with most employees, you need to assess where people work best. The Burmese have worked extremely well in a couple of departments. (Loadout, Cleaning, Boning Room)

Work, Community and General life



One of the most pleasing aspects of the project was when local farmers, Jeff & Marie Austin, gave up a patch of land for the Burmese people to set up a community garden. Which as you can see is going very well.

Work, Community and General life



Here we see the melting pot of culture which is now Biloela, with the baptism the first Burmese baby.

Work, Community and General life



Salai Lang Le, now working as a licenced forklift operator at Teys Australia Biloela.



What We learnt

- > To do this program right, it takes time.
- > Make sure you have local community support
- > Make sure you have back up plans if problems occur
- > Take time in selection of any agencies you use
- > Find someone in government who is willing to embrace some innovative employment projects. Then keep them close!
- > Sometimes you will need to do things that is simply not in your job description. Little things can and do go a long way.



Community Comments

- > I now feel safe and secure in Biloela, after spending 11 years in a refugee camp in Malaysia (David Gum Ja Naw Maran)
- > The decision to donate of land took no time, if you've got something your not sharing that's not fair. (Mr Jeff Austin – Farmer)
- > Burmese settlement process into Biloela is a real success story. Mr Jeff Seeney, State MP for Callide.
- > With the mining boom on our doorstep, we've employed everyone we can, we need to bring new people into regional communities to survive. Teys Australia Biloela General Manager – Duncan Downie.

Some people who have relocated have also found employment in other businesses in Biloela.





Questions