

APPLICATION FOR SEASONAL EMPLOYMENT 2022

(Please retain this sheet for your information)

Thank you for your interest in seasonal work with Tully Sugar.

Please find attached an "Application Form" and "General Physical Requirements of Seasonal Positions". All of which are required to be completed to be considered for seasonal employment. You should consider all of the information provided before deciding whether to proceed with an application for seasonal work.

Length of Seasonal Work

The crushing season normally commences early June through to November/December each year depending on our crop size and weather conditions.

Fitness for Duty Program

Prior to being offered work at Tully Sugar Limited you will be required to provide either a urine or saliva sample that will be tested at the Company's expense for the presence of illicit drugs.

Smoke free workplace

Smoking is not permitted on Company worksites.

Hours of Work

The majority of seasonal positions involve shift work:

- Working a 4 shift continental 7 day continuous 8 hour shift roster. The shifts are day shift (7.00 a.m. to 3.00 p.m.), afternoon shift (3.00 p.m. to 11.00 p.m.) and night shift (11.00 p.m. to 7.00 a.m.). 5 days are worked out of the seven and you have one weekend off in the month; or
- Working a lifestyle 12hr shift roster over a 4 week period.

You may be asked to work overtime from time to time but overtime is not guaranteed by the Company.

Wages as at 1.04.2022

Entry level, working day work only is paid \$1154.92 gross per week – net \$940.

Entry level on shift work is paid an average of \$1,567.49 per week – net \$1,209, over a four week shift cycle.

You will accumulate annual leave entitlements during the season in addition to the above weekly wage.

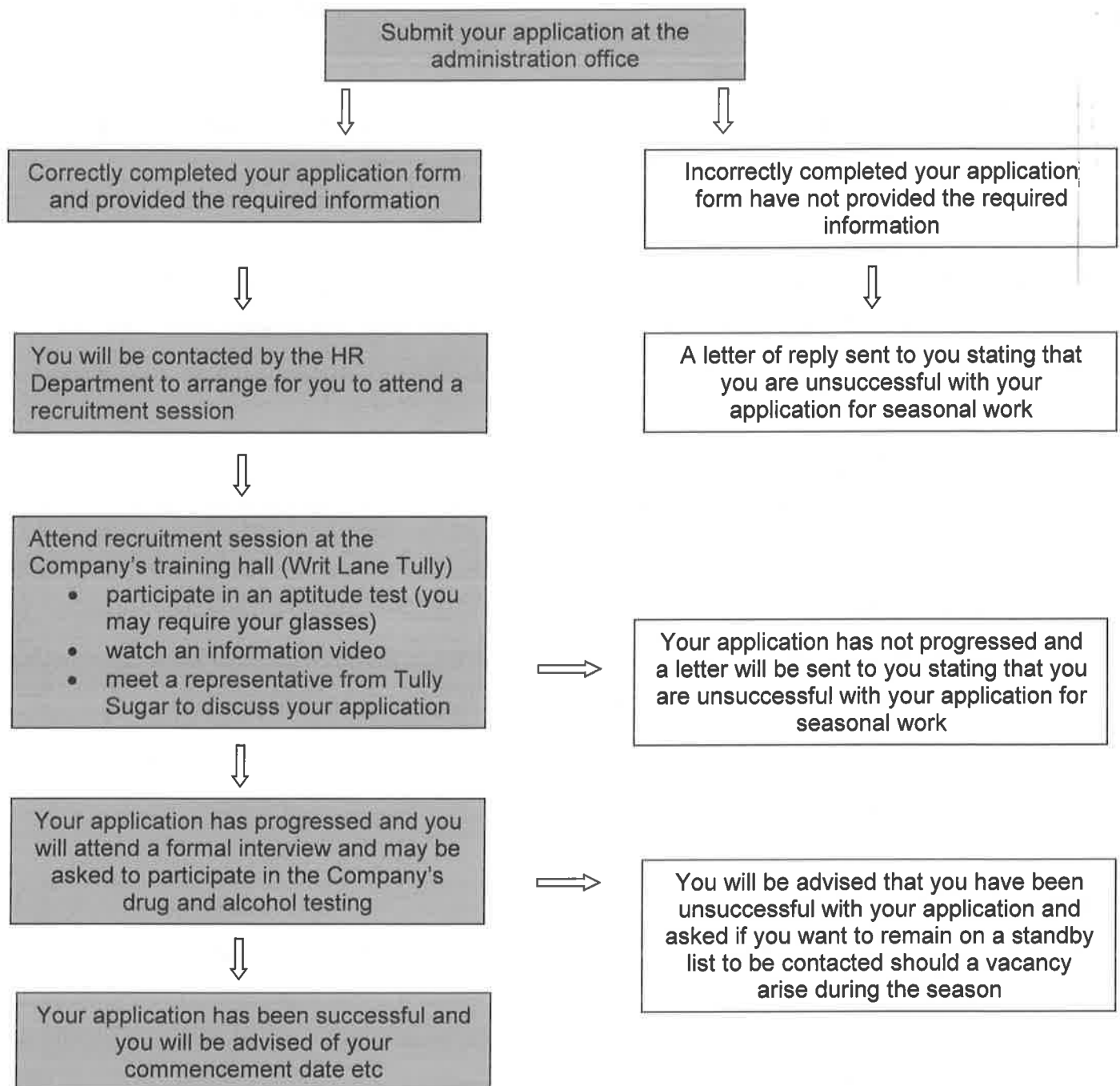
Clothing – supplied by the Company

High visibility long clothing and steel cap boots are required. Three sets of industrial safety clothing and one pair of boots are supplied by the Company.

Progressing your Application

If you choose to proceed the following is the process that will be followed:

Please turn over for further information



If you require any further information please do not hesitate to phone 40 684 776. All enquires will be referred to the HR Department.

Ann Barrie

Training/Recruitment Co-ordinator

March 2022.

POSITION REQUIREMENTS OF A GENERAL MILL WORKER



Cleaning the mill floor



Occasional sweeping or raking



Occasional shovelling



Regularly climbing stairs and ladders
(up to 6 flights)

POSITION REQUIREMENTS OF A GENERAL MILL WORKER (CONTINUED)



Air Lancing

Ability to wear high visibility long clothing, helmet, steel capped boots, safety glasses and other PPE



Push / pulling welders and other various tools and equipment



Work requiring force eg sledge hammering and grinding sometimes in tight or restrictive areas



Cleaning up of oil waste



Placing covers over bagasse piles



Stairwell to climb bagasse pile

Position requirements of a General Mill Worker

(Please study the photos and then tick the following) (If you tick reduced capability please add details overleaf)

	Capable	Reduced Capability
Physical		
Ability to wear high visibility long clothing, steel capped boots, safety glasses and other PPE	<input type="checkbox"/>	<input type="checkbox"/>
Standing/walking for the majority of a shift (>6hrs)	<input type="checkbox"/>	<input type="checkbox"/>
Regular squatting, bending, kneeling, stooping to access machinery and equipment	<input type="checkbox"/>	<input type="checkbox"/>
Ability to move in and out of tight spaces (480mm) safely and easily, eg coupling and uncoupling of bins	<input type="checkbox"/>	<input type="checkbox"/>
Occassional shovelling, sweeping and raking	<input type="checkbox"/>	<input type="checkbox"/>
Climbing on/off and in/out of vessels or machinery	<input type="checkbox"/>	<input type="checkbox"/>
Climbing in/out of confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
Working at heights (on bridges, 3 to 4 floors above the ground)	<input type="checkbox"/>	<input type="checkbox"/>
Regularly climbing stairs and ladders (up to six flights)	<input type="checkbox"/>	<input type="checkbox"/>
Undertake work frequently between ground and shoulder level and occasionally overhead	<input type="checkbox"/>	<input type="checkbox"/>
Occasionally lifting up to 20kg, mainly below mid thigh level	<input type="checkbox"/>	<input type="checkbox"/>
Pushing/pulling welders and other tools and equipment	<input type="checkbox"/>	<input type="checkbox"/>
Work requiring force eg sledge hammering and grinding sometimes in tight or restrictive areas	<input type="checkbox"/>	<input type="checkbox"/>
Other		
Wearing of protective equipment to avoid exposure to fumes associated with welding	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to UV radiation associated with welding requiring protective clothing and face shield	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to extreme noise in some areas of mill requiring hearing protection	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to heat, vibration and steam when working at various locations around the mill	<input type="checkbox"/>	<input type="checkbox"/>
Vision		
Able to read safety signs	<input type="checkbox"/>	<input type="checkbox"/>
Able to read instructions	<input type="checkbox"/>	<input type="checkbox"/>
Able to read gauges, dials and meters	<input type="checkbox"/>	<input type="checkbox"/>
Able to see movements of overhead gantry crane, mobile plant	<input type="checkbox"/>	<input type="checkbox"/>
Hearing/Speech		
Hear warning signals	<input type="checkbox"/>	<input type="checkbox"/>
Give/take instructions	<input type="checkbox"/>	<input type="checkbox"/>
Operate and hear two-way radio instructions	<input type="checkbox"/>	<input type="checkbox"/>

Awareness

	Capable	Reduced Capability
Awareness		
Being alert when assisting tradespeople	<input type="checkbox"/>	<input type="checkbox"/>
Being alert when working around moving machinery	<input type="checkbox"/>	<input type="checkbox"/>
Being alert to movement of overhead gantry crane	<input type="checkbox"/>	<input type="checkbox"/>

If you have answered reduced capability for any of the above or if you are aware of any personal, medical or other condition that could limit or prevent you from doing the tasks described please give details below:

I have read and understood the material provided.

By signing below, I acknowledge that the above details are true and correct to the best of my knowledge and I understand that if I give any false or misleading information to any question on this form, I will, if accepted for employment, be subject to dismissal without notice.

Name:

Signed: Dated

Position requirements of a Laboratory Assistant

(Please tick the following) (If you tick reduced capability please add details overleaf)

Capable	Reduced Capability
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Physical

Ability to wear high visibility long clothing, steel capped boots, safety glasses and other PPE	<input type="checkbox"/>	<input type="checkbox"/>
Constant walking/standing and turning all shift	<input type="checkbox"/>	<input type="checkbox"/>
Frequent climbing of stairs usually carrying samples	<input type="checkbox"/>	<input type="checkbox"/>
Occasional bending/squatting eg. usually when lifting, access storage shelves under bench	<input type="checkbox"/>	<input type="checkbox"/>
Work takes place mainly at bench level	<input type="checkbox"/>	<input type="checkbox"/>
Lifting two and a half litre Winchester bottles of concentrated sulphuric and nitric acids	<input type="checkbox"/>	<input type="checkbox"/>
Washing up beakers and test equipment, wiping benches	<input type="checkbox"/>	<input type="checkbox"/>
Mixing and pouring chemicals and samples and operating test equipment	<input type="checkbox"/>	<input type="checkbox"/>
Bilateral upper limb and hand use requiring gross grasps and prehension grips	<input type="checkbox"/>	<input type="checkbox"/>

Other

Working with chemicals	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to extreme noise in some areas of mill	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to high temperatures in some areas of mill	<input type="checkbox"/>	<input type="checkbox"/>
Data Entry	<input type="checkbox"/>	<input type="checkbox"/>
Regular blood testing for lead (Inside laboratory positions only)	<input type="checkbox"/>	<input type="checkbox"/>

Vision

Operate computer	<input type="checkbox"/>	<input type="checkbox"/>
Read instructions	<input type="checkbox"/>	<input type="checkbox"/>
Read dials and meters	<input type="checkbox"/>	<input type="checkbox"/>
Read/fill in data sheets	<input type="checkbox"/>	<input type="checkbox"/>
Take temperatures and weights, make measurements	<input type="checkbox"/>	<input type="checkbox"/>
Use calculator	<input type="checkbox"/>	<input type="checkbox"/>

Hearing/Speech

Hear timer alarm	<input type="checkbox"/>	<input type="checkbox"/>
Give/take instructions	<input type="checkbox"/>	<input type="checkbox"/>
Use phone	<input type="checkbox"/>	<input type="checkbox"/>

Consciousness

Working within time limits	<input type="checkbox"/>	<input type="checkbox"/>
Complete mathematical calculations	<input type="checkbox"/>	<input type="checkbox"/>
Be aware of hazardous activities in the lab.	<input type="checkbox"/>	<input type="checkbox"/>

Position requirements of a Laboratory Assistant continued

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Signed: Dated

POSITION REQUIREMENTS OF A LOCOMOTIVE DRIVER'S ASSISTANT



Walking on various terrains – Uneven surfaces



Turning over of Points – Squatting, kneeling, pushing, pulling lifting with one or both arms

POSITION REQUIREMENTS OF A LOCOMOTIVE DRIVER'S ASSISTANT (CONTINUED)



Coupling and uncoupling of bins – Kneeling and bending while reaching forward



Accessing Locomotive and Brake Van via fixed angled and vertical steps – Stepping up and down whilst maintaining 3 points of contact

Engaging chocks along rail line - Squatting, kneeling and bending forward, reaching and trunk rotation, pushing and pulling of wooden chocks from under bins



Position requirements of a Locomotive Driver's Assistant

(Please study the photos and then tick the following) (If you tick reduced capability please add details overleaf)

	Capable	Reduced Capability
Physical		
Ability to wear high visibility long clothing, steel capped boots, safety glasses and other PPE	<input type="checkbox"/>	<input type="checkbox"/>
Walking for the majority of a shift (>6hrs)	<input type="checkbox"/>	<input type="checkbox"/>
Sitting for the majority of a shift (>6hrs)	<input type="checkbox"/>	<input type="checkbox"/>
Regular squatting, bending, kneeling, stooping to chock, couple and uncouple bins	<input type="checkbox"/>	<input type="checkbox"/>
Forward overhead reaching	<input type="checkbox"/>	<input type="checkbox"/>
Walking on and accessing various terrain including uneven ground	<input type="checkbox"/>	<input type="checkbox"/>
Climbing steep stairs and ladders	<input type="checkbox"/>	<input type="checkbox"/>
Regular use of hands, lifting equipment and tools, changing of points, coupling and uncoupling of bins	<input type="checkbox"/>	<input type="checkbox"/>
Ability to move in and out of tight spaces (480mm) safely and easily to be able to couple and uncouple bins	<input type="checkbox"/>	<input type="checkbox"/>
Climbing on and off a loco to change points when the loco is under way at walking pace	<input type="checkbox"/>	<input type="checkbox"/>
Occasional lifting hand tools or equipment up to 20kg	<input type="checkbox"/>	<input type="checkbox"/>
Work requiring force eg locating chocks, tail sticks or bin pins sometimes in tight or restrictive areas	<input type="checkbox"/>	<input type="checkbox"/>
Other		
Exposure to dusty and dry conditions	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to sun wearing sunscreen, long clothing and hat	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to fuel and oil when performing pre-start inspections	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to vibration and jerky movements when locomotive is underway	<input type="checkbox"/>	<input type="checkbox"/>
Vision		
Able to read safety signs	<input type="checkbox"/>	<input type="checkbox"/>
Able to read instructions	<input type="checkbox"/>	<input type="checkbox"/>
Able to read gauges, dials and meters	<input type="checkbox"/>	<input type="checkbox"/>
Vision for instruction, signs and hand signals	<input type="checkbox"/>	<input type="checkbox"/>
Ability to count bins and record or check data accurately	<input type="checkbox"/>	<input type="checkbox"/>
Hearing/Speech		
Hear warning signals	<input type="checkbox"/>	<input type="checkbox"/>
Give/take instructions	<input type="checkbox"/>	<input type="checkbox"/>
Operate and hear two-way radio instructions	<input type="checkbox"/>	<input type="checkbox"/>

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