Around the Orchard

Newsletter of the Apple and Pear Growers Association of South Australia Inc.
in conjunction with the Cherry Growers Association of South Australia Inc
5 Plummers Road, Lenswood, S.A. 5240
Ph: 08 8389 8453
Website www.apgasa.com
Editor: Susie Green

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Ashton co-op

- Horticultural and Viticultural Chemicals.
- Organic and Mineral Fertilisers.
- Hardware for the home & garden.
- Pruning equipment sales and service.
- Rainwater tanks and stock troughs.
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and don't forget...

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Key Dates

18 - 19 June, 2019 - Cherry Export Workshop "Building an Export Culture". Peninsula Room, National Museum of Australia

21 June, 2019 - Ag Bureau Field Trip, Northern Adelaide Plains

24 June, 2019 - APAL Industry Forum, Melbourne

25 - 26 June, 2019 - Hort Connections, Melbourne

2 July 2019 - Future Orchards® Winter Orchard Walk, 1 pm Lenswood

30 July 2019 - Ag Bureau AGM

Rainfall

(*Rainfall for the month - 30 April 2019, source BOM*)
Ashton - 10.8 mm (*avg 83.0 mm*)
Cudlee Creek, Milbrook Reservoir - 6.2 mm (*avg 61.2 mm*)
Kalangadoo - 19.6 mm (avg 30.0 mm)
Lenswood - 5.8 mm (avg 70.8 mm)
Loxton - 0.4 mm (*avg 17.6 mm*)
Prospect Hill - 10.4 mm (*avg 28.0 mm*)
Uraidla - 5.8 mm (*avg 80.9 mm*)
Woodside - 2.6 mm (*avg 24.8 mm*)

Around the Orchard is published by the Apple & Pear Growers Association of South Australia and the Cherry Growers Association of South Australia

Publication of any information contained in this Newsletter either wholly or in part is not permitted without approval.

From the Office

New Mid-Year Intake for Masterclass in Horticulture Business

A new mid-year entry option has been added to horticulture's 'mini MBA' Masterclass in Horticulture Business offered by the University of Tasmania to increase flexibility and access.

Applications are open and must be lodged by 17 June for the new mid year entry, which will kick off at the beginning of third term on 15 July.

There is one Hort Innovation-funded Apple and Pear Scholarship and one Cherry Scholarship up to the value of $10,000 available each for applications from apple and pear and cherry growers who pay an industry levy or are employed by a levy paying business. Applicants must demonstrate the benefit their participation in the course will make to the future of the Australian apple, pear or cherry industry. A scholarship will be awarded up to a total value of $10,000.

Supported by the Hort Frontiers Leadership Fund, the ten-month program is delivered predominantly online, with several face-to-face workshops and on-farm experiences, and is designed to give anyone already working or studying in Australian horticulture a pathway to leadership through the development of business and management skills, a comprehensive industry understanding, and invaluable networks with some of the field's savviest growers and industry members from a variety of sectors.

Emphasis is on practical management and industry skills that can be applied to businesses from day one (including delivering a usable business plan).

The course is divided into the following modules:

- Horticulture Management
- People and Culture
- Supply Chain Management and Logistics
- Financial Management and Law
- Horticulture Marketing and Communication
- Global Trends and International Business
- Innovation and Entrepreneurship
- Business Development and Strategy
- Portfolio and Practice

These five-week modules are delivered using a dedicated online platform. Alongside this, student interaction is encouraged via online groups. The program also includes three face-to-face interactive weekend sessions where you'll undertake interactive workshops, have access to teachers and supervisors, get to know your fellow students, and have the opportunity to visit a range of farms where you can talk to, and learn from, some of the best in the business.

The addition of the mid year entry enables students to undertake the course part time.

For more information go to http://www.utas.edu.au/tia/study/masterclass-in-horticultural-business

National Netting Program

Both the Apple & Pear Growers Association of SA and the Cherry Growers Association of SA in a coordinated effort, have been calling on state and federal politicians to support the industry in the implementation of a program to help fund the installation of orchard netting to protect against the ferocious attacks being increasingly experienced from birds and fruit bats, as well as minimise the impacts of hail events.

Apple & Pear Growers Association of SA have also been working very closely with APAL to support their push for a National Netting Program, with key components being:

- Establish a 10 Year National Netting Program
- Accelerated deprectiation for investment outlay
- Expand the Farm Investment Fund's low interest loans
- Ensure the Future Drought Fund accommodates the needs of horticulture

We will continue our sustained advocacy for support in this area, with netting underpinning a sustainable future for apple, pear and cherry industries in South Australia.

Recruitment for Apple & Pear Strategic Marketing Panel

Expressions of Interest are being sought for the new Strategic Marketing Panel, tasked with developing the industry's marketing strategy, allocating funding and overseeing implementation and building stronger relationships between production, retail (both domestic and export) and consumer. Further details can be found at https://apal.org.au/strategic-marketing-panel-enters-recruitment-phase/

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June National Industry Events

Mandatory for mainland cherry growers and packers wishing to register for protocol markets in 2019-20

Help shape the future of the cherry industry

All businesses involved in the cherry supply chain welcome

Network with industry members and professionals

18-19 JUNE 2019 CHERRY GROWERS EXPORT WORKSHOP

"Building an Export Culture"

Peninsula Room, National Museum of Australia, Lawton Crescent, Acton, Canberra

For bookings and details see the Cherry Growers Australia website: https://www.cherrygrowers.org.au/2019-export-workshop/

2019 Cherry Export Workshop

"Building an Export Culture" 18-19 June 2019
Peninsula Room, National Museum of Australia, Lawson Cres, Acton, Canberra

With new market access, the mainland cherry industry needs to foster an export culture to develop trade and build on the success of the 2018-19 season. We need to build an energetic, knowledgeable and dynamic culture from the ground up to drive the development of long-term market access solutions for industry. This involves not only the technical market access know-how of how to get a shipment from A to B, but also relationship building with customers, government and suppliers. Each market has slightly different preferences and requirements. It is the diversity of markets that will become the backbone of our industry and give us flexibility in placing product.

As an industry, we need to be focused on quality and compliance to be successful.

At the 2019 workshop, participants will hear from experienced cherry growers/exporters, learn from the opportunities and challenges faced by other industries as well as changes to legislation and how to register for export. All businesses involved in the cherry supply chain are encouraged to attend.

To ensure export readiness and compliance to importing country requirements, attendance at this two day event is **mandatory** for all mainland cherry growers and packers ahead of registrations for the 2019-20 season. You must attend the workshop to be export registered. Only one event will be held so please put the date in your diary. Bookings can be made via the CGA website at https://www.cherrygrowers.org.au/assets/190417_CGA_workshop_booking_form.pdf

The event dedicated to apples and pears

APAL Industry Forum

23-24 June 2019
Melbourne

APPLE & PEAR AUSTRALIA LTD

Before you attend Hort Connections 2019, be part of the jam-packed programme designed especially for the pome-fruit industry.

APAL Industry Forum is your once-a-year opportunity to connect with over 100 growers, packhouse managers, researchers and exporters. Get up to speed on the latest thinking in export readiness, orchard management, business practices, new varieties, R&D and category marketing.

"This is the second of these APAL events I've attended and both were an excellent mix of speakers - thank you!"
– Virginia Williamson
Researcher, The University of Melbourne
Post-Harvest Seminar

SPEAKERS ANNOUNCED

Dr. Stefan Hajkowicz
Principal Scientist and Futurist, CSIRO
Megatrends explained

Dr. James Underwood
Director, Green Atlas
Crop mapping with artificial intelligence

Ben Cant
Chairman, Citrus Australia
Playing on the world stage – our export journey

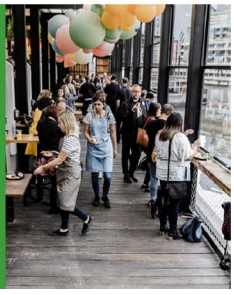
Ben van Delden
Head of AgriFood Technology, KPMG
Smart farming: unlocking new technology

Cameron Schwab
Leadership coach & former AFL Club CEO
After the game: lessons in leadership

Awards Breakfast & Networking Event

When the pome fruit community gathers in Melbourne, expect plenty of networking and celebration alongside all the learning!

Join us for drinks, canapes and live-cooking stations at The Boat Builders' Yard on Sunday night, then start your Monday right with a very special breakfast to celebrate the APAL Awards for Excellence.



Four Reasons to Attend

High-calibre agenda
Local and international speakers will challenge you to think differently about future-proofing your business.

Unparalleled networking
Ahead of the main event, relax with your peers at the Networking Event, and celebrate the winners of the APAL Awards for Excellence over breakfast.

News you can use
Our agenda will equip you with the technical, commercial, and leadership skills necessary to respond to emerging industry trends.

Taste new varieties
Join us for the launch of the new-look Variety Showcase to touch and taste the latest varieties hitting Australian shelves.

A Jam-Packed Agenda!

Sunday, 23 June
Networking Event, Boat Builders' Yard, 6–9pm

Monday, 24 June
APAL Awards for Excellence Breakfast, Cargo Hall, 7–8.30am
APAL Industry Forum, Melbourne Convention Centre, 9am–5:30pm
Variety Showcase Launch, Melbourne Convention Centre 6.30–8pm

Tuesday, 25 June – Wednesday, 26 June*
Hort Connections 2019, Melbourne Convention & Exhibition Centre
Hort Connections Gala Dinner, Melbourne Convention Centre

* Buy a ticket to attend Hort Connections 2019 and receive a complimentary pass to the APAL Industry Forum.

"Very informative, have taken a lot back to our business."
– Chris Georgeopoulos, GV Independent Packers Pty Ltd
Post-Harvest Seminar

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Cost to Attend

Ticket Price: $150 (inc. GST)

includes access to Networking Event, Awards Breakfast and Industry Forum!

…or stay on for the entire Hort Connections 2019 experience and receive a complimentary pass to the APAL Industry Forum!

BOOK NOW OR FOR MORE INFORMATION

Larissa Vaughan
Program Manager APAL
E: lvaughan@apal.org.au
P: +61 3 9329 3511

www.apal.org.au

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Hailstorm Recovery Working Group

At the hailstorm grower meeting held at the Lenswood Oval on 3rd January with Tim Whetstone MP, Minister for Agriculture, Food and Fisheries, a motion was put forward from the floor for the establishment of a working group to focus on hail recovery.

Following on from this, discussions were held between the Minister's Office, PIRSA and the Apple & Pear Growers Association of SA regarding the appropriate format for this working group. It was agreed that this group should form a sub-committee of the Apple & Pear Growers Association of SA and a call for expressions of interest to be involved was sent out to industry.

A working group has now been formed, with the following membership, with representatives from the apple and pear industry and also from PIRSA, Adelaide Hills Council and the cherry indusry:

- Susie Green (Apple & Pear Growers Association of SA)
- Ashley Green
- Andrew Flavell
- Tony Hannaford (cherry industry)
- Carey Hannaford
- Cam Stafford
- Sandra Ceravolo
- Helen Mason
- Robert Green
- Melissa Bright (Adelaide Hills Council)
- Tamara Rohrlach (PIRSA)

The working group first met on Friday 25th March and in a facilitated workshop, undertook a planning exercise to identify recovery needs and priority issues. The structure of the workshop was based around the recovery domains theory of social, infrastructure, economy and environment.

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In this first meeting a wide range of issues impacting on the industry were identified, some of which were directly related to the hail events, but many of which were related to other more broad issues currently impacting on industry. Many of these issues are currently being addressed in other forums, such as through APAL and Apple & Pear Growers Association of SA activities.

The working group met again on 25th March and agreed to narrow the focus to determine some key areas for the working group to identify tangible actions that could be undertaken to support industry.

The following terms of reference for the group were agreed upon.

Objectives

- To get better data to support evidenced based decision making
- Foster a unified industry approach
- Bring diversity of opinion together
- Inform decision making for industry

Scope & Role

The working group will focus on a 15 months recovery period from April 2019 to 30 June 2020, and will focus on three issues that the group feels is most important to the Adelaide Hills hailstorm recovery process that can provide tangible and positive outcomes for the industry. The working group shall report to the Apple & Pear Growers Association of SA committee, broader industry and government.

Meeting arrangements

Meetings will be held monthly. There is no dedicated funding for this working group. While APGASA, growers, PIRSA and AHC will provide in kind resources, all working group members will be responsible for implementation of the action plan.

Action Plan

A list of issues and opportunities were identified in the first workshop that could assist with the hailstorm recovery efforts. At the second meeting, members voted on their priorities for the working group to focus on and the top three priorities were:

- Crop Protection (Netting)
- Agritourism
- Business Management for continuity, adaption and resilience

The working group met again on 20th May to work through these three areas in more detail and identify tangible actions, desired outcomes, areas of responsibilities and time frames.

It was noted at this meeting that most of the initiatives that this group is focusing on may not necessarily provide short-term relief or support to industry, but will rather help to support business continuity into the future.

If you would like input into this process or further information on the areas of focus, please speak with a member of the working group or Susie Green.

Apple & Pear Growers launch Pomefest

Apple & Pear Growers Association of SA, with support from the Adelaide Hills Council, is launching a new flagship event called Pome Fest, to grow awareness within the Adelaide Hills and wider SA community of our quality produce and innovation underpinning the industry. It is timed as a celebration of the end of harvest, leading into a winter tourism campaign in the Adelaide Hills.

This is a 2 day event featuring orchard and packhouse tours on Friday 31st May, an end of harvest dinner of the Friday night and a Pome Market at Fabrik (Old Lobethal Woolen Mills) on Saturday 1st June.

There will be a range of apple and pear themed stalls at the market, with produce, juice, ciders, jams, baked goods, fruit trees and much more. Callum Hann will be hosting apple and pear themed cooking demonstrations, and the CWA will be featuring recipes from their new Apple a Day cook book. There will also be pruning and grafting workshops and cider masterclasses on offer, along with childrens actvities all day.

We would like to thank all those who are contributing to the event and invite you to share and promote through your networks. You can see more information at http://pomefest.com.au or at https://facebook.com/SouthAussieApple

Future Directions for Horticulture in the Adelaide Hills

Apple & Pear Growers Association of SA and Cherry Growers Association of SA in conjunction with the Horticulture Coalition of SA have received funding through the Building Better Regions Fund, with additional funding support from Regional Development Australia, Adelaide Hills, Fleurieu and KI and PIRSA and in-kind support from Strawberry Growers Association of SA to develop a new strategic plan for horticulture in the Adelaide Hills.

This is a truly collaborative project that will identify the common areas of opportunity for horticulture across the Adelaide Hills and Fleurieu region and lay out a framework for capitalising on those opportunities and overcoming roadblocks. With most horticultural industries in the region facing many of the same issues, this is an important chance to collaborate and have greater influence in setting policy and driving new projects to help provide better outcomes for horticultural businesses.

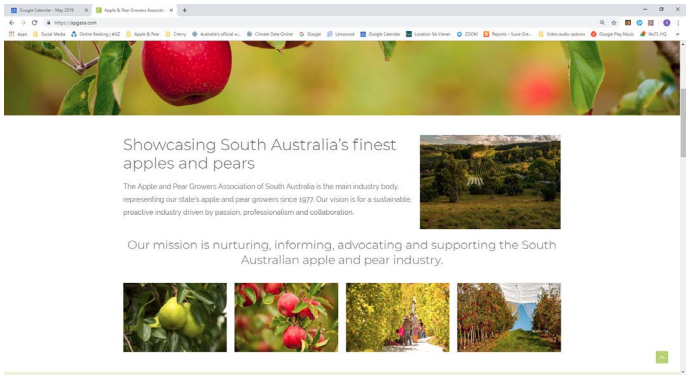
The strategy will be informed by a strong engagement process, to ensure that input is provided by all key stakeholders across the region and drive a common understanding of future directions and opportunities. Jeanette Gellard of Innovative Influences has been appointed to manage this process.

A project steering committee has been established with representatives from the apple, pear, cherry and strawberry industries, as well as RDA, PIRSA and Horticulture Coalition of SA to help inform the process.

Industry engagement will commence in late June, early July where we will welcome your input into the development of this new strategic plan.

Apple & Pear Growers website refresh

Apple & Pear Growers Association of SA has just finished refreshing our website to make it more visually appealing and attactive to the customer and consumer and drive interest in our promotions and events. You can take a look at http://apgasa.com



Solar pumping projects

The Apple & Pear Growers Association of SA with support from Cherry Growers SA has been successful in obtaining grant funding for two projects to help growers install solar onto irrigation pumps on apple, pear and cherry orchards. One project is being funded through the SA Government's Regional Growth Fund, while the second project is being funded through the federal government's Building Better Regions Fund. Both projects combined will deliver solar onto more than 80 irrigation pumps in total.

The grants will cover approximately 40% of the system costs for the participating growers. Leedn Energy, who are partnering with Apple & Pear Growers Association of SA to deliver the project, have also managed to negotiate on system costs through bulk purchasing power, resulting in further reduced costs to the grower and resulting very favourable pay-back periods. These systems will significantly reduce pumping costs, which have seen major increases in recent times. The projects are in contracting phase at the moment and will be rolled out over the next two years, delivering substantial savings to participating growers. For further information contact Susie Green.

Fair Work Ruling on Overtime

The Fair Work Commission recently made a decision to require casual employees overtime under the Horticulture Award, which was made effective as of 15th April 2019.

There are some key changes in this ruling which all employers should be aware of. The following information has been drawn from the APAL website.

Overtime
Any work perfomed by a casual employee outside *ordinary hours* will be considered overtime.

When working during overtime, a casual employee must be paid an overtime rate of 175 per cent (ie time-and-a-half plus casual loading).

A casual employee's *ordinary hours* are limited to 12 hours per day and 304 hours over eight weeks.

If, during an eight-week period, an employee works a number of days/shift which exceed 12 hours (ie are overtime), those extra hours are paid at the overtime rate, but do not count towards the 304 ordinary hours they can work in an eight week period and are not paid (again) as overtime.

A casual employee must be paid a *night loading* of 15 percent of any *ordinary hours* which are worked between 8.31 pm and 4.59 am, in addition to the casual loading of 25 per cent.

Night loading is not paid where the employee is working overtime.

Nothing in this decision affects the payment of a casual employee on a piecework agreement. This means that piecework does not get overtime or night loading and neither the overtime rate nor the night loading rate are factored into the calculation of the piece rate.

Growers who have specific questions about how this will impact their businesses or how to calculate overtime wages for casuals should seek professional advice.

For the decision from the Fair Work Commission see https://www.fwc.gov.au/documents/decisionssigned/html/2019fwcfb2108.htm

Considerations with Labour Contracting

There are a number of considerations that should be taken into account when using labour hire contractors to ensure that you are protecting your own reputation and liability.

The following information is provided in the Fair Work Ombudsman's Guide to Labour Contracting, which can be downloaded from https://www.fairwork.gov.au/find-help-for/contracting-labour-and-supply-chains

It is important that you engage contractors who do the right thing by those employees by following workplace laws, which cover things like minimum wages, leave and other employment entitlements. This helps to protect your business against a number of significant risks including:

- *damage to the reputation of your business – your bottom line may be affected if customers leave because your contractor broke the law.*
- *being held legally responsible for your contractor's actions – this is known as 'accessorial liability' and can result in your business facing financial penalties in court.*

Accessorial liability – You can be liable if your contractors break the law
Businesses may be held legally responsible when their contractor (or subcontractor) is underpaying their staff. It's not just direct employers who can be held liable for contraventions such as underpayments – any person knowingly involved in contraventions could be found legally responsible. This could extend to directors, managers, accountants or other businesses involved in the supply chain.

You can help minimise your risks when engaging contractors by following these five easy steps:

1. *Know the pay and conditions that apply*
2. *Ask potential contractors about their workplace practices*
3. *Check the contract price to make sure it's enough to cover wages*
4. *Set clear expectations*
5. *Make sure you know of subcontracting arrangements.*

When you engage a contractor, it's a good idea to let them know upfront that you expect them to comply with workplace laws. Businesses tell us that setting out expectations from the start reduces the risk of problems in the future. You can make your expectations clear by including contract requirements to:

- *comply with the Fair Work Act 2009 and the Fair Work Regulations 2009*
- *allow you to conduct random inspections of the contractors' employment records to verify compliance*
- *carry out regular self-audits to verify compliance.*

One way you set clear expectations is to include a clause in your contract that requires the contractor to have written employment contracts with all of their employees. Written employment contracts set out the terms and conditions of employment. They can prevent future disputes by ensuring that both the employee and the employer have clear expectations of the employment relationship.

The Guide to Labour Contracting also contains sample templates that will assist you in putting in place contracts with your contractors that require them to comply with workplace laws.

Lenswood Forest Range Ag Bureau News

Following on from its successful re-launch last year, the Lenswood Forest Range Ag Bureau has rolled out two events targeted towards horticulture in the Adelaide Hills region.

In February, a workshop was held at the Forest Range Hall on grant writing and how to tap into grant programs. Then on the 14th May, the Bureau held a scholarship night, where some of the opportunities that are available through scholarships were highlighted. Former Nuffield scholar Scott Samwell, from Eastbrook Farms gave a highly engaging and inspiring talk on his experiences through the Nuffield program; which he described as a highly immersive and life changing experience that has gone on to provide many opportunities for him personally as well as for his business.

The next event is a not to be missed full-day bus trip to the Northern Adelaide Plains looking at a high-tech glasshouse facility, vegetable packing house, compost production facility and engaging with representatives from the Vietnamese community. This event will be free for Ag Bureau members and at a nominal cost for non-members.

Please put Friday 21st June in your diaries and keep posted for further information. If you would like to become a member of the Lenswood Forest Range Ag Bureau and have more opportunities to engage with other horticultural growers in the Adelaide Hills, please contact president Justin Tiller or secretary Cheree Reichl on lenswoodab@gmail.com for further information.

ORCHARD UPDATE

May 2019

DORMANCY BREAKERS

It's time to start considering your dormancy breaker strategy for the coming season. We have seen strong results in both advancing harvest and evening up flowering which carries through to harvest. Both of these outcomes can be important for improving quality and market returns. There are several products available so please speak to us early to discuss your options.

For a tailored program to suit your individual crop please contact:

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Hailstorm Heroes Promotions

This year Apple & Pear Growers Association are once again running a campaign to promote the sales of hail marked fruit. Given the brand recognition achieved with Hailstorm Heroes last season, it was agreed that there was an opportunitiy to build on the established brand, and run with a revised Hailstorm Heroes campaign that captured on key learnings from last season.

Hort Innovation agreed to put some resources into the campaign this year, although at a lower funding level than last year, while the State Government through PIRSA have contributed $60,000 and the Adelaide Hills Council have contributed an additional $10,000 to the campaign.

The campaign was successfully launched at the Adelaide Central Markets in March, with Minister Tim Whetstone and PIRSA food and wine ambassadors Rosa Matto and Kris Lloyd throwing their support behind the campaign. There was excellent media coverage, with a feature in the Advertiser and stories on all major TV news channels, along with a number of radio and social media channels. Tasting Australia also featured Hailstorm Heroes apples through many of their menus and publicity.

A three week burst of radio advertising commenced in mid-May, and there will possibly be some follow-up further into the campaign.

This year, we will be also placing a much greater emphasis on a grass roots social media campaign, which features stories from the local industry and connects with the South Australian consumer. Strategy and planning for this campaign is finalised, with production of content underway and the first elements to hit the internet towards the end of the month. We will be working with a number of growers as part of this, each telling your own stories to add authenticity to the campaign. If you would like to be involved or know more, please contact Susie Green.

There are also independent audits being carried out on fruit quality within the Hailstorm Heroes line this year, to ensure that high quality fruit is reaching the end consumer, underpinning the brand message that while there may be a few spots on the outside, the fruit still tastes great on the inside.

A program of in-store tastings will also be developed, targeted towards the retailers that are the most supportive of Hailstorm Heroes fruit, to help convert the top line messaging into sales at the point of sale. We will be asking growers to also get involved with some of these activities this year, to build on some of the "meet the grower" messaging within the social media campaign.

While it may appear that the campaign has been relatively slow to get going, it is building in momentum now we have higher volumes of more obviously hail affected fruit hitting the market and should hopefully see a resulting uplift in sales volumes in the coming months.

Pink a Pink Lady Weekend entered its sixth year in 2019 and was once again a successful promotion for the industry. There were 2 new orchards participating this year, providing visitors with the choice of 4 different orchards overall as part of the event organised and managed by Apple & Pear Growers Association of SA.

Visitor numbers were once again very pleasing, with an ever increasing demand for the simple experience of being able to enjoy fruit picked straight from the tree, get out into the fresh air and beautiful environment of the Adelaide Hills in autumn, meet the grower and see how fruit is grown. In particular, it is always pleasing to see the large numbers of young children excited by the experience and enjoying eating apples.

The feedback from visitors was very positive, with many return visitors year on year and ongoing demand and engagement with social media channels following on from the event.

Each orchard offered a different experience and the standard of presentation and visitor offering continues to lift year on year. Thanks must go to the Brockhoff, Wenham, Ceravolo and Stafford families for the large amount of time and effort that went into putting on a wonderful showcase for the industry. Events like these create the opoprtunities for growers to engage directly with the consumer and lift the profile of the industry more broadly through story telling and provision of an enjoyable experience.

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