

Date updated	Policy implemented	By	Next review date
01 st May 2022	07 th June 2018	G. Stuart	May 2023

When staff members are employed for pruning season, you are given the following items without deposit:

- Secateurs (Felco) with a NEW blade (replacement cost: \$98.50 + GST)
- Bypass loppers with a NEW (replacement cost: \$141.95 + GST)
- Tool belt (replacement cost \$64.95 + GST)
- Felco Blade sharpener (\$42.50 + GST)

Total cost to MRVS to fit out each new team member with tools: \$347.90 + GST.

You will be deducted \$75.00 on your first pay as part of a five-year replacement plan for all Margaret River Viticultural Services Pty Ltd (MRVS) tools that are supplied to staff.

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- It is the responsibility of each team member to keep their tools clean and tidy and cutting blades sharp. If your blade is unable to be sharpened, then blades will be replaced at your cost:
 - a. Lopper blade: \$38.50 + GST
 - b. Secateurs blade: \$25.00 + GST.
 - If you lose your tools, then you will be charged a replacement cost.
 - At the end of your employment, any items that are returned in an unusable state, will be deducted from your final pay for a replacement one.

SAFETY GLASSES AND GLOVES

In the past, we've found that staff usually prefer to supply their own gloves and safety glasses.

If you feel that you would like us to supply them, the cost (NON - REFUNDABLE) will be:

- Safety glasses: \$09.50
- Gloves (heavy duty): \$14.95

YOU ARE REQUIRED TO BE FULLY KITTED OUT WITH YOUR EQUIPMENT AND SAFETY GLASSES ARE MANDATORY (There are NO exceptions to working without safety glasses).

FAILURE TO BRING YOUR SAFETY GLASSES TO WORK WILL RESULT IN NOT BEING ABLE TO WORK UNLESS YOU GO HOME AND GET THEM OR PURCHASE A NEW PAIR.