FARMWORKER OF THE YEAR COMPETITION

The competition originated as a way of acknowledging the valuable and important contribution made by farmworkers to the sustainability and growth of agriculture in South Africa.

The vision of the Department of Agriculture: Western Cape is to present the competition initially at provincial level and subsequently at national level.

1. **Background**

   The competition was initiated in 2002 in the Hex Valley by the Hex Valley Table Grape Association, with the financial assistance of Sanlam. In 2005 the Department of Agriculture entered as co-sponsor of the competition and the competition was registered. The competition grew from 36 entries in the Hex Valley in 2002 to the participation of ten regions in 2010 representing 599 entries. The objective is to expand it nationwide.

2. **Categories**

   General Worker  
   Tractor Driver  
   Administrative Staff  
   Animal Production  
   Technical Operator  
   Irrigation Specialist  
   Junior Management  
   Middle Management  
   Senior Management

   Please note: In each category a winner, runner-up, and second runner-up are selected. Out of all the winners (1st places) in each category a Farmworker of the Year is chosen for the reason.  
   (See also description of each category on page 5.)

3. **Nominations**

   All farmworkers may participate. A farmworker is anyone who is part of, and makes a contribution to, the farm. The employer, the management/farm committee or co-employees are able to nominate people for the competition.

4. **Entries**

   Some regions require a small entrance fee (R20) to help cover the cost of the prize-giving function. Each entry should be accompanied by a post description of the farmworker. People who were entered the previous year are allowed to be re-
entered. A winner in a specific category may not participate again the following year, although they may participate in a different category. A winner in a higher category (Senior Management) may participate again only after three years.

5. Motivation

A short motivation for the nomination is written on the attached form. Judges please note the qualification of the person against the position he/she has attained – we have already experienced that someone with only a Grade 5 qualification is managing a farm! If the person therefore has a very low qualification but is filling a very good post on the farm, he/she should therefore receive a very good mark for that and it should not count against him/her. Upon receipt of the entry, each form is allocated a code number. The judges are not allowed to know from which farm the nominee comes and the nominee may not display the logo of the farm.

6. Judges

A panel of seven judges is composed of experts regarding topics of your choice in your area (what is relevant in one area is not necessarily relevant in another). Ensure that your cultural composition and gender composition are acceptable. Judges should familiarise themselves with the participants’ specific speciality areas. Please note: A translator is a requirement in the event that entries are received in any of the indigenous languages. A strong chairperson is required for the judges to ensure that no influencing or discussion of participants occurs, apart from in the case of a draw in marks.

If a draw should arise, a second interview should be held with new questions and one new judge in order to obtain a final decision.

7. Questions to the participants during an interview

Questions may be compiled on topics such as health (HIV, FAS, TB, etc.), black empowerment, communication, transformation, the vision of the future, food security, labour legislation, training (literacy) or productivity in an agricultural context. Two weeks before judging takes place the questions may be sent to Danie Niemand of the Department of Agriculture to check and to refer to the technical experts at the Department.

To ensure secrecy, questions should preferably be compiled by only one person, who in turn makes use of experts to compile the questions. Each judge knows only what his/her own question is and only hears the questions of the other judges on the day of the adjudication. The correct answers to technical questions are then revealed to them. In the case of theoretical questions the chief judge is expected to give objective guidance in this regard. This may be discussed in advance.
The questions about the topics are asked at different levels, in other words, the same question is asked in an incrementally more difficult way as the categories move higher up. The wording of the questions MUST be the same for each participant in the same category.

Explanations of the questions are in no way permitted at Middle and Senior Management level. The interviews last about 15 minutes per person. Those of Middle and Senior Management may last longer.

8. **Processing of marks**

Three people process and control the addition of marks (not judges or the employer of the persons entered). A judge may not be present at the interview when one of his/her own people is participating (judges should preferably not nominate people). Try to retain the same team of judges per category.

9. **Recognition (Trophies/Prize money)**

Each participant receives a certificate. The 1st, 2nd and 3rd prize winners in each category receive a cash prize, and the 2nd and 3rd prize winners receive a clasp-frame certificate. The winner in each category as well as the overall winner per region receives a trophy.

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<tr>
<th>Category</th>
<th>Prize</th>
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<tr>
<td>Farmworker of the Year (region)</td>
<td>R1 700,00</td>
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<tr>
<td>Winner (per category)</td>
<td>R1 500,00</td>
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<tr>
<td>Runner-up (per category)</td>
<td>R 900,00</td>
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<tr>
<td>2nd Runner-up (per category)</td>
<td>R 700,00</td>
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</tbody>
</table>

The Farmworker Development Officer in your region will handle the abovementioned (see contact list). The funds are also paid over directly together with the function funds (see point 10: Function). Please send in the particulars two to three weeks before the function to have the certificates and trophies made according to the attached profile.

Merit awards will be permitted. Each region will decide about this on its own and will be responsible for the cost of the trophies. If a region wishes to add an extra category or to hand over any other form of recognition at the regional competition, final approval/permission should be obtained from Danie Niemand.

10. **Function**

The announcement regarding the winners is made at a particularly stylish function. The Department of Agriculture contributes R22 000 (VAT included) for the function (comprising a competition of 5 to 8 categories). You should therefore organise a function within this amount, or pay the amount with which it is exceeded yourself. R1 000 of this amount needs to be utilised for administrative costs. Please apply for the money by addressing a short letter to the Farmworker Development Officer.
handling your area. If, however, your function has four categories or fewer, please first discuss this with your Farmworker Development Contact Person.

Other sponsors are permitted and may advertise by way of a banner, but may not participate in the discussion. Sponsors who are not in competition with the main sponsors – e.g. BMV, Agri – are allowed.

If Minister van Rensburg is to be involved in the event, this should be arranged by Danie Niemans’s office. Include farmworkers in the programme for the evening, e.g. as masters of ceremony.

11. **Awarding of prizes**

Prizes are awarded from the third to the first. The winners in each category give an unprepared speech at the end of the evening – the highlight of the evening.

12. **Media**

Invite the media to the function in order to try to obtain as much media coverage as possible. The positive aspects of the competition mean a tremendous amount to agriculture in the Western Cape. The Department of Agriculture will send a media release to the local newspapers after each competition.

Attached is an announcement form, a nomination form and a judge’s form.

**Provincial competition**

Participants: All category winners and regional winners

Each category winner: Receives R3 000 prize money and a framed certificate.

Overall Provincial winner: Receives R20 000 prize money.
DESCRIPTION OF EACH CATEGORY

General Worker

Someone who is able to perform all tasks at ground level.

Administrative Staff

This may include a person who:

- mans an office full-time
- does office administration
- handles a loading bridge
- handles a store room
- handles a packing shed.

Technical Operator

This is a specialist who has a technical function.

This may include:

- Pest Control Officer
- Orchard Monitor
- Packing Shed Monitor.

Irrigation Specialist

This is someone who is responsible for all irrigation activities, manually or computerised.

Tractor Driver

This is someone who drives the tractor on the fields.

Animal Husbandry

This is someone who is responsible for the care of flocks and herds of animals.

Junior Management

This person is responsible for:

- maximum weekly planning
- daily administration
e.g. team leader, supervisor.

**Middle Management**

This person reports to the Senior Manager and has the following responsibilities:

- financial
- to handle managers
- monthly planning
- management
- technical.

**Senior Management**

This person manages a section of, or a whole, farm and has the following responsibilities:

- budget
- strategic planning
- contact with the outside/liaison function (PRO)
- strong emphasis on leadership characteristics
MEMO: FARMWORKER OF THE YEAR COMPETITION

The Management of ................................................................. hereby invites all the producers in this area to participate in a Farmworker of the Year competition. The proven success of the competition as presented in the Hex Valley, Langeberg, Witzenberg and Berg River have given rise to our decision also to present such a competition and function in order to say ‘thank you’ to all the farmworkers in our region.

NOMINATIONS

Both producers and co-farmworkers or farm committees may nominate participants. Please note: Who qualifies to be nominated? Anybody who works on a farm.

CATEGORIES:

Senior Management
Middle Management
Junior Management
General Worker
Administrative Staff
Irrigation Specialist
Technical Operator
Tractor Driver
Animal Husbandry

Please note

People who were nominated last year may be nominated again, but winners may only be entered in a higher category.

The Management reserves the right to withdraw a category if insufficient entries have been received. We really try to keep the competition as inclusive as possible, but we need to look at available funds, since the prizes and trophies for each category amount to a considerable amount. Remember that only one person per category per farm may be nominated. This means that you may possibly have to conduct an internal elimination round.
NOMINATION FORM
FARMWORKER OF THE YEAR

Should reach office at fax number ....................
or e-mail..................................................... before ......................

(make this at least a month before the adjudication)

Category:____________________________________
Name of nominee:________________________________
Address:________________________________________
Contact number:_______________________________
Number of years of service on farm:________________
Qualifications:___________________________________
Entrance fee: _________________________

Motivation for nomination (must include post description):
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Nominated by:________________________________________
Address:__________________________________________
Contact number:___________________________________
Example of JUDGE’S FORM

Please note: The figures are the codes allocated to the farms. Judges may never know from which farm the entry comes. Participants may not display the logo or name of their farm on hats, shirts, etc. The interviews last approximately 10 to 15 minutes per person. This is long enough and the chairperson must ensure that this timing is observed. People may be called back if two or more people obtained the same marks.

Questions count 5 marks, except for nominations and personal impressions, which count 10 marks.

Administrative Staff – 5 May at 16:15

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<thead>
<tr>
<th>Name</th>
<th>Question 1</th>
<th>Question 2</th>
<th>Question 3</th>
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**PARTICULARS OF CERTIFICATES / TROPHIES : FORM**

Farmworker of the Year: Regional competition

**REGION:** Breërivier / Breede River  
**NAME:** Jack Wittles  
**TITLE:** Voorsitter / Chairperson  
**ORGANISATION:** Bergrivier Druwe / Berg River Grapes  

This information appears on the certificate. Mention English and Afrikaans information since certificates are bilingual.

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<thead>
<tr>
<th>Category</th>
<th>Name</th>
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