

NATIONAL NEWS

The 2018 National Competitions



The National Sausage King, Best Butchers Burger and Apprentice Competitions took place at the RACV Healesville Country Club in Victoria on February 10th. Congratulations to all the winners and place-getters.

Jack Stuart from Neal Eastley's Butchery in Maitland NSW won the Apprentice of the Year.

"I think it's helped that I've been taught how to butcher in the old school ways," said Jack. "When I first started I didn't know the difference between a pork chop and a lamb chop." Jack has certainly come a long way and will now represent Australia at the World Butchers Challenge in Belfast Ireland on March 20th.

Anthony Palmer-Field from Mt Pleasant Meat Specialists in Queensland came second and Kiara Marrone from Goodwood Quality Meats in South Australia came third.

We would like to thank all of our National Industry Partners for

supporting the competitions as we could not manage without their support. Thank you also to our wonderful judges and to everybody who helped organize and run the events.

Please see page 2 for the winners and place-getters of all the categories in the Sausage King and Best Butchers Burger Competitions.



Sandra Furer from Victorinox with Apprentice 3rd place-getter Kiara Marrone, winner Jack Stuart and 2nd place-getter Anthony Palmer-Field



Carly Hill accepting 1st in the Traditional Pork category for winner Michael Lamond (SA); John Hastie (NSW) - Traditional Australian; Barnie Nolan (QLD) - Lamb; Paul Rae (QLD) - Continental; Patrick Hutchinson, AMIC CEO; Kory Edwards (NSW) - Gourmet; Milan Matutinovich (WA) - Best Butchers Burger; Sandro Barzotto accepting 1st in the Poultry category for winner Raff Barbaro (WA) & Shaun Watson (SA) - Best Butchers Gourmet Burger

Thank you to our 2018 National Competition Industry Partners



2018 National Competition winners & place-getters

Traditional Australian

1st	John Hastie - Hastie's Toptaste Meats	Wollongong NSW
2nd	Milan Matutinovich - The Corner Butcher	Morley WA
3rd	Franz Knoll - Standom Smallgoods	Adelaide SA

Traditional Australian Pork

1st	Michael Lamond - Collins Court Butcher	Mt Gambier SA
2nd	Andrew Loveday - Loveday's Quality Meats	Burleigh Waters QLD
3rd	Alan Matthews - Southlands Quality Meats	Mawson ACT

Poultry

1st	Raff Barbaro - Barbaro Bros Quality Butchers - <i>Chicken Bratwurst</i>	Greenwood WA
2nd	Nigel Birrell - Nigel's Gourmet on Tamar - <i>Chicken, mushroom & Parmesan</i>	Exeter TAS
3rd	Ian Shaw - Ellis Butchers - <i>Turkey, duck & fennel</i>	McLaren Vale SA

Australian Lamb/Open Class

1st	Barnie Nolan - Circle T Meats - <i>Moroccan lamb</i>	Raceview QLD
2nd	Craig Fitzgerald - Fitzgerald's Farm Fresh - <i>Tomato, roast capsicum & Feta</i>	Kyabram VIC
3rd	Adam Stratton - Tender Gourmet Butchery - <i>Lamb, Feta & spinach</i>	Hornsby NSW

Continental

1st	Paul Rae - Aussie Smokehouse - <i>Bratwurst</i>	Warana QLD
2nd	Nigel Birrell - Nigel's Gourmet on Tamar - <i>Italian pork</i>	Exeter TAS
3rd	Danny Mansell - Rainbow Meats Highpoint - <i>Pork with honey rosemary & thyme</i>	Chirnside Park VIC

Gourmet/Open Class

1st	Kory Edwards - South Nowra Meats - <i>Peking duck</i>	South Nowra NSW
2nd	Jason Mathie - Mathie's Meat Shoppe - <i>Beef & blue cheese</i>	Clare SA
3rd	William Gee - Norfolk Butcher - <i>Italian pork</i>	Warrnambool VIC

Best Butchers Beef Burger

1st	Milan Matutinovich - The Corner Butcher - <i>Angus beef burger</i>	Morley WA
2nd	Stephen Pocock - Church Street Butcher - <i>BBQ beef burger</i>	Brighton VIC
3rd	Trevor Hill - Bruce's Meat - <i>Salt & pepper brisket burger</i>	Torrens Park SA

Best Butchers Gourmet Burger

1st	Shaun Watson - Tender Cuts - <i>Thai chicken with shredded coconut</i>	Naracoorte SA
2nd	John Bain - Rump Shakers - <i>Lamb, oregano & sundried tomato burger</i>	Southern River WA
3rd	Dave Dillon - Tasmanian Meat Wholesalers - <i>Chicken & black pepper burger</i>	Hobart TAS

Northern Region Update

Rob Mollison - Regional Manager
Northern, Retail & Smallgoods

This is an update on the operational changes taking place in the delivery of AMIC services to our membership as well as a recap of what has been happening in the Northern Region.

As Paul Sandercock is leaving AMIC, I would like to thank him for all his support and assistance over the past 23 years. Our membership has benefited immensely from Paul's efforts, especially his work in policy & advocacy. I wish him all the best in his new ventures.

Our new plan to service members includes the national rollout of the AMIC Contact Centre, which was trialled in Queensland and NSW with great success. We will proactively contact members three times per year, advising you of viable solutions to industry issues and informing you of AMIC services that add value to your business.

July 1st 2018 will see the biggest changes in Labelling Laws within Australia in over 15 years with the introduction of Country of Origin Food Labelling. These laws will have a profound change to in-store merchandising and ticketing. Over the next four months AMIC will run a series of information activities to assist you in understanding the new rules. While at first there may be a few hurdles, AMIC will navigate you through the new process.

Queensland

We kicked off the Regional competitions in February with a great response from the North Brisbane area. Please see our event calendar on the AMIC website QLD page and watch out for an Advisor newsletter for when your entry forms are due.

New South Wales

Regional competitions have started in March this year – an earlier start than previous years but we will still finish in August. We have also streamlined the regions resulting in some changes from last year but we will notify you via email and SMS when your heat is coming up.

Western Australia

The first Active Forum Exchange meeting took place on February 26th in Malaga (Perth). This is an initiative by Paul Sandercock who has successfully run these interactive meetings featuring insightful guest speakers for many years in South Australia.

We also held an Industry Partner Breakfast where we updated our sponsors on the upcoming events this year and listened to their feedback from last year's activities.

Southern Region Update

Oliver Stankovski – Regional Manger
Southern, Retail & Smallgoods

Over the last couple of months, we have advised members of several changes that have taken place at AMIC. Some of the operational changes will enhance the delivery of AMIC services and implement new methods of communication to foster greater member interaction.

With Paul Sandercock announcing his departure, a new fulltime Relationship Officer will be employed to service both South Australia and Victoria. An additional person will also be employed to assist in the Telephone Member Contact program. The objective of this program is based around proactively contacting all members three times per year. We will offer solutions to issues currently faced by our membership, present AMIC services that add value to your business and inform you of upcoming events in your area that you can participate in.

Here is a rundown of each state's activities in the Southern region:

Victoria

- Victoria recently welcomed guests from across Australia at the National Competitions with 180 Industry Representatives in attendance. We congratulate all category winners and finalists and hope all who attended took advantage of the competition program's networking opportunities. We now look forward to the next National Competition, which will be held in Western Australia in 2019.
- A number of Member Network Meetings will be held throughout Victoria between February & June and all regions will be covered. These meetings are aimed to help you improve business skills and drive sales growth by connecting with consumers via social media.
- The 2018 Victorian Regional Competitions are now in their 21st year and independent local butchers are encouraged to enter their products in the upcoming heats.

South Australia

With the announcement of Paul Sandercock leaving AMIC, I would like to acknowledge Paul for his dedication and level of professionalism that he has delivered. Paul's interaction with AMIC members, Industry Partners and colleagues nationally, has seen him provide assistance across the country and we thank Paul for the exceptional level of service provided to members over the years.

Tasmania

AMIC will be visiting members in Tasmania in May and will also hold Member Network meetings in both Hobart - Monday 14th May and Launceston - Wednesday 16th May. These meetings aim to help retail butchers improve business skills and drive profitable sales through communicating and connecting with consumers via social media.

Personal/Carer's Leave - your questions answered

Personal/carer's leave forms part of the National Employment Standards (NES). Paid personal/carer's leave applies to all employees except casuals. Usually an employee is not entitled to take or accrue any personal/carer's leave while the employee is totally incapacitated from work whilst on worker's compensation payments (this applies to Members in New South Wales, Victoria, Western Australia, Tasmania and the Territories. The other States, Queensland and South Australia, do allow for the taking and accrual of personal/carer's leave during an injured worker's absence on workers compensation).

When can personal/carer's leave be taken?

An employee may take paid personal/carer's leave if they are unfit for work because of illness or injury or to provide care to an immediate member of their family or the household. A member of the employee's immediate family is; a spouse, de facto partner, child, parent, grandparent, grandchild or a sibling; or a child, parent, grandparent, grandchild or sibling of the employee's spouse or de facto partner.

Taking personal/carer's leaving on a public holiday

Paid personal/carer's leave days, do not apply if the day is one of the employee's ordinary working days and they don't work it because they are sick, caring for a member of the immediate family/household or because they

are not rostered to work that day due to it being a public holiday. They would then be paid their ordinary hours for that day.

Note: ordinary hours does not mean overtime.

How much notice must be given?

Section 107 of the Fair Work Act 2009 (FW Act) requires an employee to notify an employer of their taking personal/carer's leave as soon as practicable and the employee must advise the period, or expected period, of the leave. If required by an employer, the employee must provide evidence that would satisfy a reasonable person that they are entitled to take personal leave.

An employee should always try to inform the employer of the time of leave and the nature of the leave. An employer is entitled to request evidence and if the employee fails to provide satisfactory notice or evidence the employer may withhold payment of the leave. It is recommended that members have an application form that employees are required to fill out upon their return from the absence.

What are the minimum requirements for personal/carer's leave?

An employee (excluding casual employees) accrue 10 days paid personal/carer's leave for each completed year of continuous service on the base ordinary 38 hours per week rate. This amounts to 76 hours per year of accrued personal/carer's

leave for a full-time employee (proportionate for part-time employees). This progressively accumulates year to year. Personal/carer's leave does not accrue during any period of unpaid leave unless it is provided for in an agreement.

When paid personal/carer's leave is taken, the minimum requirement is that an employee (excluding casual employees) must be paid at their 'base rate of pay' for the ordinary hours they would have worked during the period. 'Base rate of pay' is the rate of pay payable to an employee for their ordinary hours of work, but not including incentive-based payments and bonuses, loadings, monetary allowances, overtime or penalty rates and any other separately identifiable amounts.

Cashing out personal/carer's leave

It is unlawful to cash out personal/carer's leave unless the employee is covered under a registered enterprise agreement and the agreement allows for cashing out. An award/agreement-free employee is not able to cash out paid personal/carer's leave.

Unpaid personal/carer's leave

An employee (including casual employees) may also receive two unpaid personal/carer's leave per occasion for themselves, or to care for an immediate member of the family or the household. Except for casual employees, the employee cannot take unpaid personal/carer's leave until they utilise their paid personal/carer's leave.

The World Butchers Challenge



Belfast 2018

The World Butchers Challenge (WBC) was created as a platform where butchers from across the world can compete and showcase their butchery skills and creative uses of beef, lamb pork and poultry products from their respective countries. Previous hosts have included Australia, New Zealand and Great Britain and the current World Champions are France.

The WBC will be taking place at IFEX, which is one of Europe's longest-established food, hospitality and retail events. IFEX 2018 will be held on March 20th – 21st at the Titanic Exhibition Centre, Belfast's largest dedicated exhibition space.



The competition will see the best Artisan Butchers

and Apprentices fight for the titles of Best Butchers in the World and will be the biggest in WBC history. It is expected to attract 250 butchers from 12 countries; Australia, New Zealand, France, Great Britain, Ireland, Spain, Greece, South Africa, USA, Bulgaria, Italy and Germany.

Independent judges - one from each country competing - will judge and score the team based on butchery skill, innovation, overall finish and display.

The competition will be preceded by a five-day all Ireland butchery study tour for the visiting competitors.

Australia's competitors are the Steelers, made up of six skilled independent local butchers who have already won the 2017 Trans-Tasman Express Series and have been diligently training for the WBC ever since. Captain Adam Stratton said they are all "thrilled" to be representing Australia at this esteemed event.



The team consists of Colin Garret - Colin's

Butchery, NSW; Luke Leyson - Goodwood Quality Meats, SA; Paul Brady - Tender Gourmet Butchery, NSW; Tom Bouchier - Peter Bouchier Butchers of Distinction, VIC; Nick Dagg - Gourmet Market Meats, QLD and team captain Adam Stratton - Tender Gourmet Butchery, NSW.

AMIC wishes the Steelers the best of luck in the World Butchers Challenge.

For more information on the WBC please see: <http://bit.ly/2Ghp66W>



Colin Garret; Luke Leyson; Paul Brady; Adam Stratton; Tom Bouchier & Nick Dagg