

# KNIFE & STEEL

## The Queensland State Competition Finals



The Queensland State Final Sausage King and Butchers Best Burgers were held at the RNA Annual Show (EKKA) in mid-August. The EKKA is the perfect place to showcase our industry skills, outstanding innovation in meal development and unmatched quality delivered by Queensland Local Independent Butchers.

Melrose) and utilising the big screen on stage highlighting all the winning regional entries by category.

In 2017 we had two new members win the Traditional Australian Beef and Gourmet/Open Class Sausage King categories. To quote Regan Brook from Parkhurst Quality Meats in Rockhampton, "I never thought winning a category in the Sausage King Competition, either regional or state would affect my business to the degree it has. We've had fantastic media coverage, 20% overall sales increases with sausage sales up by 40% and excellent gross margins. I even needed to employ additional team members. Thanks again AMIC - great event!"

At the height of the competitions, over 500 people were watching the proceedings, supported by our wonderful sponsors and judges. Based upon feedback from members we changed some processes, including; adding a theme to the stage, an emcee for the day to engage the audience (great job Dom

### 2017 Sausage King Competition State Winners

<b>Traditional Australian Beef</b>	Clifton Beach Butchery, Clifton Beach	
<b>Traditional Australian Pork</b>	Loveday's Quality Meats, Burleigh Waters	
<b>Poultry</b>	Master Butchers Whitsunday, Cannonvale	<i>Chicken Margareta</i>
<b>Australian Lamb/Open Class</b>	Circle T Meats, Raceview	<i>Moroccan Lamb</i>
<b>Continental</b>	Aussie Smokehouse, Warana	<i>Bratwurst</i>
<b>Gourmet/Open Class</b>	Parkhurst Quality Meats, Rockhampton	<i>Beef &amp; Cracked Pepper</i>

### 2017 Best Butchers Burger Competition State Winners

<b>Best Butchers Beef Burger</b>	Mt Pleasant Meat Specialists, Mount Pleasant	<i>Gourmet Beef</i>
<b>Best Butchers Gourmet/Open Class Burger</b>	Carina North Quality Meats, Carina North	<i>Tuscan Italian Burger</i>



The Queensland AMIC Sausage King Team, EKKA 2017



Mitch Hammond of Clifton Beach Butchery being awarded for winning Traditional Australian Beef from Allan Rowan

### Thank you to our State Industry Partners



# The 2017 AMIC Denco Queensland Apprentice Competition



This year's Competition, held at TAFE South Bank in September, featured competitors from all different regions. There were three components to the competition; core skills, a mystery box test and a theory based test.

Over the past three years the AMIC National Apprentice Program has grown to the point that the Queensland winner represents the state at the National Competition each year in February. The next National Final will take place in Melbourne on February 10th.

The National Winner is now also part of the International

Butchers Competition "World Butchers' Challenge" representing Australia. Next year's competition will take place in Belfast, Northern Ireland in March.

We now have a clear reward and recognition pathway for our apprentices. The ability for our apprentice community to learn and develop their skills is a key objective of AMIC. The experience and knowledge gained from the AMIC competitions is invaluable, with many members clearly seeing the benefit to their businesses when their apprentices return from the competitions.

All competitors are guests of AMIC at our Annual Awards Dinner on October 28<sup>th</sup> where the winner will be announced.



AMIC Queensland's Member Services Manager Rob Mollison with the competitors; Samuel Appleton of Zone Fresh Gourmet Markets; Laura Marsh of The Standard Market Company James Street; Samantha Griffiths of Carina North Quality Meats; Jake Paul of Loveday's Quality Meats & Anthony Palmer Field of Mount Pleasant Meat Specialists

## The QCMPA Workshop - North Queensland

The first QCMPA Workshop of the year was held in the Cairns region in June, attracting 15 members. The 3-day workshop included a site tour covering sites on the Atherton Tablelands and El Arish. The workshop itself was focussed on Animal Welfare, Energy Effectiveness and Emergency Management for Notifiable Diseases. Presentations from industry bodies included Safe Food Queensland, APL, Mintrac and AMPC, all of which added to the outcomes achieved.

It is interesting to note in Queensland that we have over 35 Small and Medium sized operations that service our industry.

AMIC can connect any member with a prospective supplier in your area. Please call Rob or Darren for details.

Queensland Office: 07 3352 4600  
Rob Mollison 0414 446 074 | Darren Moore 0409 588 072

**QUEENSLAND COUNTRY MEAT PROCESSORS  
ASSOCIATION**

# HR & IR INFORMATION

## Cashing out annual leave

The AMIC receives many queries from members regarding the right to allow employees to cash out annual leave instead of going off on the period of leave.

In June last year a Full Bench of the Fair Work Commission handed down its decision regarding a number of variations to the annual leave provisions contained in all modern awards. One of those provisions related to the cashing out of leave.

Prior to this decision cashing out was only allowed if the person was award free (in the case of the Meat Industry Award it does not apply to employees engaged to undertake managerial duties and responsibilities at the level of foreman and above) or were covered under a registered enterprise agreement that provided for cashing out.

Although cashing out is now allowed for award employees it still has conditions attached to it. This includes:

- a) Only a maximum of 2 weeks' paid annual leave can be cashed out in any 12 month period (pro-rata for part-time employees), with additional safeguards for those under 18 years old; and
- b) The employee must retain at least four weeks of accrued annual leave after the cashing out has occurred.

It is compulsory for the employer and the employee have a written agreement specifying the amount of leave to be cashed out as well as the date on which the payment is made. This must occur on each occasion. If the employee is under 18 years of age, such agreement must be signed by the employee's parent or guardian.

Some **Frequently Asked Questions and Answers** regarding the cashing out of annual leave are as follows:

- Q1. At what rate is it paid?  
A1. The payment for cashed out annual leave has to be the same as what the employee would have been paid if they took the leave. This would include 17.5% leave loading.
- Q2. Do I have to pay the compulsory superannuation on it?  
A2. Yes. This is because cashed out annual leave is considered as ordinary time earnings for the purpose of calculating the Superannuation Guarantee employer contribution.
- The Australian Taxation Office issued a Ruling in 2009 which states that lump sum arrears payments of unused leave otherwise than on termination are Ordinary Time Earnings (OTE). Unused leave paid out on termination of employment however is not included in an employee's OTE for Superannuation Guarantee purposes. To read more on the Ruling please see this page on the ATO website: <http://bit.ly/2xwVork>
- Q3. Does the cashed out payment have to be paid all at the same time?  
A3. This can depend upon how the employee wants to be paid. However, the employee has to be careful when cashing out annual leave. Because in that one week you cash it all out they will get hit with a high tax amount because it is added on the weekly wage paid for the work performed in that same week. The best way to cash out annual leave is for it to be in instalments. For example, if they wanted to cash out two weeks, recommend to them to average out over two weeks worked.
- Q4. Is there a prescribed form that has to be filled out for this purpose?  
A4. There is no compulsory form. However, a sample form is contained in Schedule H in the Meat Industry Award.

### AGREEMENT TO CASH OUT ANNUAL LEAVE

Name of employee: \_\_\_\_\_

Name of employer: \_\_\_\_\_

**The employer and employee agree to the employee cashing out a particular amount of the employee's accrued paid annual leave:**

The amount of leave to be cashed out is: \_\_\_\_\_ hours/days

The payment to be made to the employee for the leave is: \$ \_\_\_\_\_ subject to deduction of income tax/after deduction of income tax (strike out where not applicable)

The payment will be made to the employee on: \_\_\_\_\_/\_\_\_\_\_/20\_\_\_\_\_

Signature of employee: \_\_\_\_\_

Date signed: \_\_\_\_\_/\_\_\_\_\_/20\_\_\_\_\_

Name of employer representative: \_\_\_\_\_

Signature of employer representative: \_\_\_\_\_

Date signed: \_\_\_\_\_/\_\_\_\_\_/20\_\_\_\_\_

*Include if the employee is under 18 years of age:*

Name of parent/guardian: \_\_\_\_\_

Signature of parent/guardian: \_\_\_\_\_

Date signed: \_\_\_\_\_/\_\_\_\_\_/20\_\_\_\_\_

# Member Profile - Don Cameron and Karen Rix

**MASTER BUTCHERS  
WHITSUNDAY**



Don Cameron and his partner Karen Rix bought Master Butchers Whitsunday on Stewart Drive in Cannonvale in March 2009. Don had been self-employed in Tasmania since 1994, having done his apprenticeship at Midson's Butchery in Exeter. He worked there until purchasing Riverside Quality Meats, closer to Launceston.

Master Butchers Whitsunday has been at the same site for 30 - 40 years and no renovations were made during this time. Don and Karen gave it a much needed revamp within their first six months. By 2012 they had purchased an adjoining shop to expand and a second adjoining shop was added in 2016. But they didn't stop there! This year, they bought *another two additional shops* to expand the processing and smallgoods area. The shop now has a large and varied product range of meats including award-winning sausages and smallgoods, prepared meals & condiments and a Himalayan salt room with a viewing window for dry aged beef.



In 2014 Don and Karen also opened up a second shop in the nearby Whitsunday Shopping Centre called Master Butchers Whitsunday On the Barbie ("MBWOTB"). Both shops trade to a loyal local clientele as well as the many tourists coming to the Whitsundays and surrounds. The business also supplies wholesale to pubs, clubs and resorts in the area. "All customers are treated with the same importance whether they have a \$10 sale or a \$10,000 sale," said Don.

There are no actual family members working in the business but Don and Karen said they treat their staff as family. "Even having some of them live with us at times," added Karen. Don's business principle is simple; "I tell the staff that if you wouldn't eat it yourself or be happy to pay for it - don't sell it!"



*Don with his recent State trophies for 1st in Poultry with Chicken Margarita & 3rd in Lamb with Lamb, herb, cheese & garlic*

Don is a Sausage King alumni from his time in Tasmania with a state win and a silver placing in the national competition. With Master Butchers Whitsunday, Don has had regional wins every year along with some state and national. The business has also won in two of AMIC Queensland's Smallgoods Competition. This year they also won an award for a Small Business Owner and Operator.

The shop has an amazing array of products including standard meat cuts, value added cuts,



*Karen & Don with 1<sup>st</sup> for Bacon & Kabana in AMIC's 2016 Smallgoods Competition*

ready to heat & eat meals, smallgoods, game meat, biltong, a range of gluten free foods, dairy items, seafood, pastries and Don's 70 different varieties of sausages that are featured on a rotational basis. "If it's not in-store...just ask for it!" said Don.

"We try to support all local charities," said Karen. "We even supply a BBQ at MBWOTB free to sports clubs for their sausage sizzles."

As for the future, Don and Karen said their business grows every year. "Be prepared to work hard and you will get the rewards," said Don.

On his days off, Don likes to spend time working around the house and time with his dogs as well as playing golf with Karen. "I would like to see myself on the golf course more often in the future," said Don.



*Fundraising sausage sizzle for Airlie Reef Heart Museum in September*



*The business keeps on winning awards*

## Welcome to our New Members

- Darryl Hutchison, Better Buy Meats Yamanto, Yamanto
- Greg Paterson, Boss Meats, Storm King
- Luke & Michelle Jensen, Meat & Milk Pty Ltd, Kearneys Spring
- Robert Lee, R & S Lee Family Trust, Noosaville
- Sarah Eisel, Woodspring Sprout Fed Beef, Inglewood
- Jeremi Scott, Maple Street Meats, Maleny
- Ryan Robb, Mary Valley Smallgoods, Carters Ridge
- James Downing, Kandanga Country Meats, Kandanga
- Mitchell Hammond, Clifton Beach Butchery, Clifton Beach
- Ryder Bryant, Bryant's Family Butchery, Woree
- Wayne Carey, W Carey & Sons Quality Meats P/L, Warwick
- Garry Read, Meat U @ Home, The Gap
- Janelle Menniti, Tableland Top Meats, Atherton
- Peter Denning, Meatcity, Morayfield
- Matt Buswell, CQ Farmer Direct, Gladstone
- Leanne Cannon, Perry's Prime Meats, Wynnum
- Rod & Julie Leaver, Edgehill Butchery, Cairns