



SA NEWS

October is Pink Butcher Month

By Paul Sandercock

2017 will be the second year that AMIC links with Breast Cancer Network Australia (BCNA) and the Independent Butchers across South Australia for Pink Butcher month during October.

Last year, 80 butchers went pink for October and we raised just over \$36,000 for this worthy charity. A fantastic effort which we believe we can improve on this year.



Marita O'Keefe of BCNA receiving a cheque from the Pink Butcher charity program from AMIC's Paul Sandercock & AMIC SA Chairman Trevor Hill

In addition to the starter kit provided by BCNA, there will also be pink caps and pink aprons to be worn by staff during October and a pink shopping bag for customers to purchase, which will reinforce the program as customers are very likely to use the bags throughout the year.

Registration forms are now available so if you want to go pink this October contact the AMIC office and we will send the form to you.

The Pink Butcher program is proudly supported by our industry partners



Thank you to our State Industry Partners



The AMIC WH&S Conference is only weeks away

Have you reserved your seat?

This year's Conference features 16 sponsors/exhibitors presentations and several breakout & panel sessions by 14 distinguished speakers from various private companies and government departments. Learn new insights that will assist you and your business on the road to ongoing health and safety improvement in the workplace.

Date: 13th & 14th July 2017

Venue: Novotel Surfers Paradise, QLD

Contact: Ken McKell 02 9086 2222
kmckell@amic.org.au or go to the AMIC website for more information and the registration form www.amic.org.au

Thank you to our Conference Sponsors



HR & IR INFORMATION

Hours of work provisions under the Meat Industry Award

The AMIC receives many calls from members asking what they are required to pay an employee for the hours they work. It depends upon the days and times that they are going to be working, as well as whether the employee is to be employed on a full-time, part-time or casual basis.

The first thing to know is that the Fair Work Act 2009 contains the minimum standard with respect to hours of work, which is one of the ten provisions of the National Employment Standards (NES).

The NES provides that the maximum weekly hours which a full-time employee can be required to work is 38 ordinary hours, plus reasonable additional hours (otherwise known as overtime hours) over a specified period.

The NES also provides an ability for an employer to average the ordinary hours of work over more than a week, but this would depend upon what is contained in the relevant modern award.

Hours of Work

Clause 31 of the Meat Industry Award 2010 (Meat Award) is split up into three categories for the purpose of the spread of ordinary hours as follows:

1. **Meat processing establishment** – 6am to 8pm Monday to Friday, however, by agreement between a majority or with an individual employee, this spread can be extended by one hour either side (i.e. 5am to 9pm) plus, Saturday and Sunday can be included as ordinary hours.
2. **Meat manufacturing establishment** – 6am to 6pm Monday to Saturday.
3. **Meat retail establishments (includes meat wholesalers)** – 4am to 9pm Monday to Friday, 4am to 6pm Saturday and 8am to 6pm on Sunday. (There are different provisions for the spread of hours for loadout employees in meat retail/wholesale establishments).

For all of these establishments the Meat Award prescribes the following parameters:

1. The ordinary hours of work (i.e. not including overtime hours) are not to exceed 38 in any week. However the Meat Award allows for the averaging of ordinary hours over a one, two, three or four weekly period. This means that the 152 ordinary hours (4 x 38) can be arranged in different ways week to week. For example, if you put an employee on a fortnightly roster (76 ordinary hours), the ordinary hours could be 30 one week and 46 the next week.
2. The maximum number of ordinary hours that you can work an employee on any day, excluding the unpaid lunch break, is ten.
3. Any hours worked outside of the employee's rostered ordinary hours would be overtime and paid at the relevant penalty rate.
4. Penalty rates apply for ordinary hours worked on a weekend.

Note: Different provisions apply to shift workers under the Meat Award.

Meal Breaks

Clause 32 of the Meat Award specifies the meal breaks provisions, which states: *'No employee will work for longer than five hours*

without a minimum 30 minute unpaid meal break. Any alternative arrangements between the employer and the employee must be by mutual agreement between the parties.'

This means that the unpaid meal break can be more than 30 minutes in duration. The Meat Award only mentions one other break, which only applies to certain types of employees in certain types of meat processing establishments, which is a ten minute paid rest break.

Overtime

As mentioned above, any work performed outside the spread of ordinary hours must be paid for at overtime rates. However, in a meat processing establishment only, any work performed by an employee prior to the spread of ordinary hours that is continuous with ordinary hours for the purpose, for example, of getting the plant in a state of readiness for production work is to be regarded as part of the 38 ordinary hours of work.

For all establishments, the penalty rate for overtime is time and a half for first three hours and double time thereafter. However, any overtime worked on a Sunday in a meat processing establishment must be paid at double time with a minimum payment of four hours.

Make up time

An employee may elect, with the consent of the employer, to work make-up time under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided by the award.

Time off Instead of Payment for Overtime

The Meat Award also allows for an employer and employee to agree to the employee taking time off in lieu of being paid for overtime that the employee has worked. Contact the AMIC or refer to subclause 36.2 of the Meat Award for the specific provisions regarding this option.

Ordinary Hours Roster

The Meat Award requires the employer to post up a roster in the premises, showing the starting and finishing times for the ordinary hours for its employees. This requires the employer to show how the 38 ordinary hours (in the case of full-time employees) is spread over which days of the week and the number of ordinary hours on each day.

If you have any questions regarding hours of work or any other matter regarding the Meat Award please don't hesitate to contact the AMIC.

Consultation Requirements

Where an employer proposes to change an employee's regular roster or ordinary hours of work, the Meat Award (subclause 9.2) requires the employer to consult with the employee or employees affected and their representative, if any about the proposed change. This provides the employees the chance to give their views about the possible effect of the changes, however, the employer has the final decision on the change to the roster.

AMIC Working for You

By Paul Sandercock

➤ Active Forum Exchange

The first of the Active Forum Exchange's for 2017 was held in March at Regency TAFE with 45 AMIC members and industry friends participating in the presentations and discussions.

The forum presenters were Jodie Bradbrook, Bradbrook Lawyers; Dean Evans, Leading Minds Australia and Jon Burke, Jon Burke Creative Video.



Jon Burke presented the EML funded AMIC Work Health and Safety video* that he has been working on over the past 2 months and he also explained the opportunity for businesses to produce a dynamic business website that is also part of his business offerings.

Dean Evans challenged the group to think about and focus on various leadership techniques that are important in managing a modern day business and particularly gaining commitment of employees in reaching the business and personal goals and objectives.



Jodie Bradbrook, as a regular forum presenter, gave an insight into the maintaining of employee pay records and the legal responsibilities with Work Health & Safety and Workers Compensation legislation.

The Q&A session, which is an important part of the forums, again provided an opportunity for further discussion on the topics presented and on other industry issues.

AMIC extends our thanks to Regency TAFE for providing the facilities for the forum. Details of the next forum on Tuesday, 20 June 2017 will be emailed to you.

**The WHS video is now available to members and it is specifically design as a training aid for use during an employee induction or for a tool box meeting. Contact the AMIC SA office for your access to the video.*

➤ Master Butcher of Australia

The SA Master Butchers who received their industry titles last year are carrying out their ambassador role of promoting the program to others within the industry in South Australia and as it happens also interstate.

Wilson Lowe provided a brief outline of the Master Butcher program to the attendees at the Industry Partner Breakfast in April and Paul Suleyman is talking up the benefits of the Master Butcher while he was at Meatstock Melbourne at late April. Franz Knoll regularly promotes the Master Butcher in all of his state and national connections.

Applications are now open for the 2017 Master Butcher program, please contact the AMIC office for your application form and program guidelines.

➤ Industry Partner Breakfast

A new initiative for AMIC SA is the Industry Partner Breakfast which was held for the first time on Wednesday, April 5th. The objective of the function was to firstly thank our industry partners and to inform them about the AMIC member events for this year. There was also an opportunity for an open forum for discussion on a number of industry issues.

26 industry partners attended the breakfast which was held at the Sage Hotel, South Terrace, Adelaide. The support of our industry partners is essential for the success of our member programs and many of our industry partners also provide extra support with our competition judging, which is very much appreciated.



ILB Awards for Excellence

Applications are now open for the Independent Local Butcher (ILB) Awards for Excellence program for 2017. The program acknowledges the good work and sound management of a retail butcher shop and through an assessment process there is an opportunity for this to be formally recognised.

Whilst the assessment process is not difficult, it does require some work and it can give back some valuable insights into a business - something that previous entrants have said is of great benefit to them.

Please contact AMIC for an application form.

Apprentice Butchers of SA

Luke Moody from Leabrook Quality Meat has taken on the role (and is the founder) of the Apprentice Butcher of SA group. The purpose of the group is to give an opportunity for apprentice butchers to get together for likeminded discussions and to plan events that advance the apprentice and other young people either in the industry or those who are thinking about butchery as their career.

Luke has already established the social media connections for the group to share ideas and learnings and there have been a number of organised shop tours to see first-hand what happens in other butcher shops.

During a sunny Sunday afternoon in April, Luke organised an apprentice butcher burger competition to see what new styles and flavours of burgers the participating apprentice butchers were capable

of producing. Without doubt the apprentices could easily compete in any competition with the varieties that were on display.

AMIC is very supportive of Luke's apprentice group and we encourage other apprentices to get involved in what after all is a benefit to the future of the meat industry. Contact Luke at: luke.moody93@hotmail.com



Trevor Hill and Wilson Lowe cooking the apprentice burgers

Underinsurance – a trap for butchers

JMD ROSS
INSURANCE BROKERS

You work hard to build your business and insure it to safeguard your premises and your financial security.

But are you fully covered? Many small businesses risk their assets by not having enough or the right insurance to protect them from a loss.

AMIC's preferred insurance partner, JMD Ross Insurance Brokers, can conduct a free review of your coverage to ensure it is adequate.

Here are some tips to minimise the risk of underinsurance:

- Get your property valued so you insure it for its true worth. Rebuilding and sale costs are not the same.
- Write an inventory of all your equipment – what would it cost to replace everything?
- Does your business interruption cover reflect your business's current turnover?

A JMD Ross policy offers you:

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- Broad cover for full accidental damage
- Cover for offsite storage locations – you don't need to remember to tell us about them
- Automatic full theft cover for contents and stock up to the sum insured
- Automatic glass cover at no extra cost
- Transit/deliveries anywhere in Australia up to \$25,000 at no extra cost
- Automatic general property cover up to the \$25,000 transit limit at no extra cost
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You have worked hard to establish a profitable business. The cost of adequately insuring your assets is negligible compared to the potential loss if you are underinsured.

Phone Jessica Denver at JMD Ross Insurance Brokers on (02) 9478 0816 or email jdenver@jmdross.com.au for advice on your insurances.



Calendar of Events

Date	Event
June 2017	
Thurs, 1 June	Regional Sausage King Competition – South East
Mon, 12 June	Queen's Birthday – Public Holiday
Tues, 20 June	Active Forum Exchange
Thurs, 29 June	Smallgoods Competition – Regency TAFE
Fri, 30 June	Metro Sausage King Competition – Regency TAFE
July 2017	
Mon, 10 July	SA Retail Council meeting, AMIC Office
Tues, 11 July	SA Apprentice Competition – Regency TAFE
Fri, 14 July	State Sausage King & Best Butchers Burger Competitions
August 2017	
Sat, 12 August	Awards for Excellence, Playford Hotel, Adelaide
Mon, 28 August	SA Retail Council meeting, AMIC Office

Welcome to New Members

- **Our Butcher @ Cowell**
Craig & Joanne Klingberg
Cowell
- **Australia Fare Butchers**
Duane & Melissa Williams
Modbury
- **Wakefield Grange Butchery & Grocer P/L**
Sophie Wakefield
Yankalilla
- **Meat @ Tumby**
Petrina Fauser
Tumby Bay
- **Bruces Meat & Poultry Options**
Carly McLean
St Agnes

Quote

I can't change the direction of the wind, but I can adjust my sails to always reach my destination. *Jimmy Dean*

