



# SA NEWS

## October is Pink Butcher Month

By Paul Sandercock



2017 is shaping up to have a major increase (up 50% from last year) in the number of SA independent local butcher shops participating in the Pink Butcher program from right across the State.

We also have all states participating in the Pink Butcher this year and at the time of writing we have over 200 butcher shops going Pink throughout October. A fantastic effort for just the second year of the Pink Butcher.

The comment from pink butcher founder Rodney Sims, that this program could easily be a major fund raising for Breast Cancer Network Australia (BCNA) from the meat industry within five years is certainly a distinct possibility.

On a busy Friday morning in early October we held the SA

launch of the 2017 Pink Butcher for South Australia.

Trevor Hill, SA Retail Council Chairman opened the launch with his congratulations to the retail butchers who are supporting the program. Marita O'Keefe, Community Fundraising Coordinator for BCNA reaffirmed the fact that BCNA is delighted with the way the industry and the retail butchers have got behind the concept. "At BCNA we absolutely love the Pink Butcher."

AMIC extends our thanks to the Independent Local Butchers who are making this program a worthwhile event for everyone who is involved and especially to those who have a personal breast cancer story.

We look forward to presenting the cheque to BCNA in December and we know it will be more generous than the \$36,000.00 collected last year.



Marita O'Keefe, Community Fundraising Coordinator for BCNA



Trevor Hill, SA Retail Council Chairman

The Pink Butcher program is proudly supported by our industry partners

### Gold Partners



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### Bronze Partner



### Thank you to our State Industry Partners

							
							

# Apprentice Butchers of SA

**Luke Moody, as the founder of the Apprentice Butchers of SA has been busy organising events that provide an opportunity for apprentices to get together to network and share industry information and ideas.**

The concept of the Apprentice Butchers of SA is to fill the gap that exists for apprentices who don't get to come

in contact with each other as it used to occur when apprentice training was conducted within a training institution such as TAFE SA.

The next Apprentice Butchers of SA event is a Trivia Night on Friday October 27<sup>th</sup>. It's a free event so please come along and enjoy the evening while supporting the organization.

## AMIC Working for You

By Paul Sandercock

### GROUP DEAL FOR POWER COSTS

The issue regarding the costs of power in South Australia for households and businesses is very well known to us all as we take on the unpleasant title of having the most expensive power costs in the world.

This was the focus of the discussion at the October Active Forum Exchange where Make It Cheaper provided a presentation and the proposition of gaining a group deal for AMIC members. The group deal is not a difficult process but it does require the support of members to ensure we have the numbers to demand a better deal than we can probably achieve as individual businesses.

Mark Driscoll from Make It Cheaper discussed the international and national electricity markets and how these both influence the pricing and sustainability of the supply in South Australia and other states. The state blackout in SA in September last year was also the subject of considerable debate.

Members who are interested in participating in the group deal should contact the AMIC office on (08) 8272 2400.

# make it cheaper



*John Davaine, JMD Ross Insurance Brokers, Ashleigh Bussenschutt, MEGT & Mark Driscoll, Make It Cheaper presenters*

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# 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\_\_\_\_\_

# The Future of Retail Butchering

By Paul Sandercock

When a new member opened his brand new shop and talked about the need to connect with his customers and local community, I was reminded about the value that butchers provide to their customers and communities and perhaps what they are likely to expect in the future.

With an eye on emerging trends in global food markets, the changing shopping habits of consumers and the introduction of new technologies, it is likely that consumers will dictate what that future looks like.

You only have to look at the recent past to know that customers are time poor, don't know a lot about cooking, and want to know more about what they are buying and eating. So therein lies the business opportunities and the Independent Local Butcher's one-on-one customer contact will continue to be a major marketing advantage.

Retail butchery is constantly changing with successful businesses providing quality products, a diverse product

range and a focus on superior customer service. Today's butcher shop owner must be a business manager, a human resource expert and know what the future looks like for his or her business and where the latest trend will take them.

Australian brothers, chef Curtis Stone & butcher Lucas Stone recently opened their second restaurant in Los Angeles and it incorporates a butchery. *The Gwen Restaurant and Butchery* (named after the brothers' grandmother) boasts it is 'bringing together the knowledge of the chef with the craft of the butcher.'

The tasting menu is heavy on meat, showcasing charcuterie from the butcher shop and whole animals that are broken down in-house and cooked over the kitchen's live fire pit. There is also a 'Butcher Scraps' menu featuring items such as terrines and smoked lamb ribs.

*The Gwen* is all about another way to offer fine meats from skilled butchers and this could be one path in the future of meat retailing.



## National Competition Program - 2018

The 2018 National Competition Program will be held in Melbourne Victoria on the weekend Fri 9<sup>th</sup> and Sat 10<sup>th</sup> at the RACV Healesville Country Club, Healesville. All of the State winners in the Sausage King, Best Butcher's Burger and Apprentice competitions will be on site for this exciting event which is the culmination for the competitions held throughout 2017.

2018 will be the 16<sup>th</sup> year of the national competition and it continues to be a major event on the AMIC retail calendar. The national competition program rotates around the various States and it will be South Australia's turn again in 2021.

We wish all the South Australian competitors all the best for the national competitions.

## Welcome to New Members

- Nigel Rollbusch, Rollbusch Quality Meats P/L. Waikerie
- Brian Menzel, Menzel Meats P/L, Kapunda
- David Larkin, S Kidman & Co Ltd, north Adelaide

## Quote

*"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek." - Barack Obama*