

June 2017

# MEAT INDUSTRY NEWS

## 2017 Pink Butcher Charity Program

By Paul Sandercock

Proudly supporting

Breast Cancer Network Australia



The WA Retail Council has endorsed the concept for Independent Local Butchers (ILBs) in WA to participate in the 2017 Pink Butcher charity program to raise funds for the nominated charity, Breast Cancer Network Australia (BCNA).

October will be Pink Butcher month in WA with butcher shops invited to participate in the program by decorating their shops in pink and encouraging customers to make a donation to BCNA.

AMIC in South Australia commenced the Pink Butcher program last year with 80 butchers participating raising just over \$36,000 to BCNA. This year the Pink Butcher program will be conducted in WA, SA and Tasmania with other states considering their participation.

Participating butchers will receive a starter kit from BCNA which includes posters and cut outs of the pink lady as well as a donation tin which can be put on the counter for customer donations.

There will also be pink caps and pink aprons available for purchase which can be worn by staff during October. There is also a pink butcher shopping bag for customers to purchase, which will reinforce the program as customers are very likely to use the bags throughout the year.

Everyone in the community is affected by breast cancer either directly with a family member or friend or with someone you know.

Registration forms are now available so if you want to go pink this October contact the AMIC office on 08 9302 2866 and we will send the form to you.



Jeff Pinkerton & staff during last year's Pink Butcher campaign at Pinkerton's Butchery in Kingston, SA

### Thank you to our 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:** 13<sup>th</sup> & 14<sup>th</sup> July 2017

**Venue:** Novotel Surfers Paradise, QLD

**Contact:** Ken McKell 02 9086 2222 [kmckell@amic.org.au](mailto:kmckell@amic.org.au) or go to the AMIC website for more information and the registration form [www.amic.org.au](http://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.

# HR & IR INFORMATION

## Hours of work provisions under the Meat Industry Award

### 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.

### The Federal Meat Industry Award 2010 does not apply to sole traders and partnerships in WA.

The relevant awards are the Meat Industry (State) Award 2003 and the Clerks (Wholesale & Retail Establishments) Award. Contact the AMIC for the relevant information on these awards.



## AMIC Working for You

By Paul Sandercock

### ➤ Member Network Meetings

The AMIC retail strategic plan, which is supported by the WA Retail Council, suggests that each State should conduct a number of member network meetings each year to enhance other methods of communications and to provide additional value to AMIC membership.

AMIC will be conducting two meetings this year, one which was in conjunction with MLA in May and the other will be in September. All of these meetings provide an opportunity for information to be conveyed to members from industry and business experts and for members to also discuss industry issues in an open forum format.

The importance of the industry network meetings is confirmed with members saying how beneficial it can be to discuss industry concerns and solutions with like-minded business operators.

One of the topics at the Members Network Meeting in September will be on Work Health and Safety and we will present the Risk Management Guide for Retail Butchers and the newly developed WHS video\* for retail butchers and smallgoods manufacturers.

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

### ➤ Industry Partner Breakfast

A new initiative for AMIC WA is the Industry Partner Breakfast, which was held for the first time on Wednesday, May 17<sup>th</sup>. 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.

Fifteen industry partners attended the breakfast which was held at the Country Comfort Intercity Motel in Perth. This support 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 that 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.

Application forms are now available, please contact AMIC. AMIC 08 9302 2866 | Paul Sandercock: 0409 364 100

# AMIC Membership and the Big Picture

By Paul Sandercock

The question regarding the benefits and value of AMIC membership is often asked when a business owner is considering signing up to become an AMIC member or when an existing member is thinking about continuing their membership.

The recent changes to AMIC in WA has given a renewed focus to this question and it is timely to look at the bigger picture of the meat industry rather than just about AMIC membership.

Yes, AMIC membership is important particularly for our lobbying role with the various levels of Government, but we should all also think about how the industry is now and what everyone should be doing to secure a reasonable future.

We also have a strong focus on developing the skills of young people for our industry. This is evident through our support of the annual state and national apprentice competitions.

In my mind, AMIC's role is very clear; we are the peak industry body representing the post farm gate meat industry in Australia and our focus is on ensuring members succeed in their businesses.

All of the AMIC member services clearly point to this purpose

- whether it is information on human resource management, industrial relations advice and assistance, work health & safety, food safety through to the various competitions (Sausage King & Apprentice).

They all point to the focus of lifting the levels of professionalism across all industry sectors that ensures a successful, albeit a challenging future.

AMIC is the only industry organisation in Australia representing businesses across all of the meat industry from export and domestic meat processing to smallgoods manufacturing and independent local butcher shops.

The change to AMIC in WA will see a number of new initiatives and a realignment of familiar member programs. I am confident that as the year progresses these changes will be supported by members and our industry partners who also share that broader industry focus and the question over AMIC member benefits will be obvious.

*"Coming together is a beginning. Keeping together is progress. Working together is success." — Henry Ford*

## 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:

- An automatic additional 20% increase in the sum insured at no cost, as a buffer against under-insurance

- 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
- No underinsurance clause in business interruption cover when BAS is provided
- Money cover automatically includes theft by employees.

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](mailto:jdenver@jmdross.com.au) for advice on your insurances.



## Quote

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

Jimmy Dean

## Welcome to our New Member

The Westedge Unit Trust, Allan Stokes, Mount Pleasant