



December 2011

# NATIONAL NEWS

## Premier of Queensland's Export Awards

### Nolan Meats – Winner of Agribusiness Exporter Award and Exporter of the Year



The Premier of Queensland's Export Awards are presented each year to recognize the outstanding

achievements of the state's leading export businesses and industries. Now in their 49th year, the Australian Export Awards are co-presented by the Australian Trade Commission and the Australian Chamber of Commerce and Industry.

This year's finalists have together contributed \$5.6 billion in export earnings over the last year, and employed more than 10,000 people. More than half are new to the Export Awards program.

This year's Awards Ceremony, held on October 20th saw 75 nominees in the running for 12 awards. Master of Ceremonies Phillip Adams AO assisted The Honourable Andrew Fraser MP, Acting Premier, Treasurer and Minister for State Development and Trade in officiating on this gala night.

Nolan Meats in Gympie was nominated for three categories and won the Agribusiness Award, which recognizes outstanding achievement in the field of agricultural products as well as the coveted Premier of Queensland Exporter of the Year 2011! They surpassed strong competition from the mining, technology and other business sectors to win the overall title award.

The awards were largely in recognition of

the company's efforts in pioneering the application of food safety reforms under the ground-breaking Australian Export Meat Inspection System (AEMIS) which previously won them the AMPC Red Meat Processing Innovation Award 2011 in August.

"Our company focus on traditional, family values combined with a modern export approach has given us success and recognition for our modified accreditation system, as well as diversifying the business, creating jobs and stability for our employees," said Terry Nolan, Director, Nolan Meats.

"This year's celebrations took on a new focus, to recognise the remarkable resilience and courage displayed by our world-class exporters after the summer of natural disasters. In the wake of some exceptionally tough circumstances, the winners and finalists for 2011 showed true Queensland spirit to get on with the job and take their products to the world." *Andrew Fraser, Acting Premier.*



2011 Queensland Exporter of the Year, Terry Nolan, CEO, Nolan Meats; and Acting Premier, the Hon Andrew Fraser MP

## Melbourne gears up for the National Sausage King



Melbourne gears up for the National Sausage King

The State Sausage King Competitions have all concluded and the winners in all six categories will now meet in Melbourne in early February to contest the 2012 National Sausage King Competition titles.

*Continued on page 4*

## New Health and Safety legislation commencing soon

Have you prepared for the new Work Health and Safety laws commencing in some States on 1st January 2012? A summary of the new legislation across Australia is contained in an insert to this newsletter. Contact AMIC HR department if you have any questions.

## Council election results on pages 2 & 3

## HR Information Update enclosed on:

Employing an Apprentice or Trainee and Wages Enquiries

## THANK YOU TO OUR NATIONAL SAUSAGE KING SPONSORS



# National Industry Councils

The elections of the Divisional Industry Councils for 2011 – 2015 are now completed in each state. Please refer to your State Newsletter for your Divisional Retail Industry representatives.

Those Councils then elect members to the National Industry Councils, the Australian Processor Council and AMIC Board.

The members of the National Industry Councils and Australian Processor Council are set out below. AMIC extends its sincere thanks to the members who participated in the Councils for 2007-2011. Our industry is continually changing and it is pleasing to have the calibre of individuals prepared to give their valuable time to further the interests of AMIC members and the industry as a whole.

## AMIC Board

Francis Herd (Frank)	Processor	<b>Chairman</b>
Bradley T Thomason (Brad)	Smallgoods	<b>Deputy Chairman</b>
Robert Constable	Retail	<b>Secretary/Treasurer</b>
Raymond J Kelso (Ray)	Retail	
Greg Maconachie	Retail	
Garry F Burridge	Processor	
Brian James	Processor	
Kerry Melrose	Retail	
James H Ralph	Processor	
Franz P Knoll	Smallgoods	

## Australian Processor Council

Gary F Burridge	NSW	<b>Chairman</b>
Brian James	SA	<b>Deputy Chairman</b>
John Berry	NSW	
Ted Campbell	NSW	
Brian Carey	SA	
Roger J Fletcher	NSW	
Peter Greenham Jnr.	TAS	
Gary F Hardwick	VIC	
Jon V Hayes	VIC	
Francis Herd (Frank)	VIC	
Len Jones	NSW	
Noel Kelson	VIC	
David A Larkin	VIC	
Thomas Maguire (Tom)	QLD	
Terrence W Nolan (Terry)	QLD	
Mark F Panizza	WA	
Robert L Radford (Robbie)	VIC	
James H Ralph	VIC	
Simon Stahl	NSW	

## National Export Lamb, Sheep & Goat Processor Council

Brian James	SA	<b>Chairman</b>
Roger J Fletcher	NSW	<b>Deputy Chairman</b>
James T Barclay (Jack)	VIC	
Robert Black (Rob)	SA	
Jon V Hayes	VIC	
William P Luttick (Bill)	VIC	
Scott Weir	WA	

## National Export Meatworks (Beef) Processor Council

Gary F Burridge	NSW	<b>Chairman</b>
David A Larkin	VIC	<b>Deputy Chairman</b>
John Berry	NSW	
David M Foote	QLD	
Peter Greenham Jnr.	TAS	
Lachlan B Hart (Lachie)	QLD	
Michael Jackson	WA	
Noel Kelson	VIC	
Thomas Maguire (Tom)	QLD	
Brett A McDonald	NSW	
Anthony Munns (Tony)	QLD	
Matthew J O'Connor (Matt)	VIC	
James H Ralph	VIC	
Simon Stahl	NSW	

## National Meat Processors Council

Gary F Hardwick	VIC	<b>Chairman</b>
Len Jones	NSW	<b>Deputy Chairman</b>
John R Burnett	NSW	
Brian Carey	SA	
Greg R Carey	QLD	
Francis Herd (Frank)	VIC	
Terrence W Nolan (Terry)	QLD	
Mark F Panizza	WA	
Robert L Radford (Robbie)	VIC	
Robert B Wedd (Bruce)	SA	

# National Industry Councils

## National Retail & General Industry Council

Raymond J Kelso (Ray)	NSW	Chairman
Robert L Constable	NSW	Deputy Chairman
Trevor Hill	SA	
Kevin J Green	QLD	
Edward Kowalski (Eddie)	VIC	
Gregory Maconochie (Greg)	WA	
Dominick Melrose	QLD	
Kerry Melrose	QLD	
Katrina Mundy	TAS	
Frank Russo	VIC	
Rod Sellers	NSW	

## National Smallgoods Council

Franz P Knoll	SA	Chairman
Bradley T Thomason (Brad)	WA	Deputy Chairman
Heath Lethborg	TAS	
Andrew M J Ridder (Andy)	VIC	
Edwin Gerns	QLD	

### ADVERTORIAL

## Have you ever considered outsourcing the cleaning of your premises?

**Achieving consistent cleaning results, whilst still maintaining cost effectiveness, can be managed when you engage companies such as Ecowize.**

The growing demands from customers and authorities on food manufacturers and processors to demonstrate clean working environments are increasingly difficult to comply with. This is leading to the outsourcing of daily cleaning and sanitation to companies with expertise in this important area.

Traditionally, cleaning has been done in-house with production staff, or dedicated cleaning crews, spending hours making sure the plant is clean for production the following day. The job of documenting cleaning instructions, conducting training and ensuring safety procedures are adhered to, is shared amongst QA, HR and Safety.

However, often these arrangements struggle to meet the requirements because there are

limited resources and shared responsibilities. Moreover, senior management is focused on the primary job of processing and does not have the time to get involved with cleaning.

**This is where outsourcing of cleaning is an attractive alternative, allowing you to focus on the core aspects of your business.**

**Ecowize has a team of experienced professionals who you can consult with for advice on the best cleaning and sanitation solution for your business.**

For more information visit [www.ecowize.com.au](http://www.ecowize.com.au) or contact Peter Maibom on 0421 285 353 to learn more about how we can assist you.

**ecowize**  
GROUP



## Butchers' Opportunity

## NEW Easy Cuts system revolutionises value-adding chicken.

Lenard's revolutionary new Easy Cuts supply method makes value-adding chicken easier than ever.

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There's never been a better time to look into adding Lenard's ready-to-cook range into your butcher shop.

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### More Customers

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### Increased Sales

as you cross sell lines to your new and existing customers and increase your 'share of meals'.

### Improved Profitability

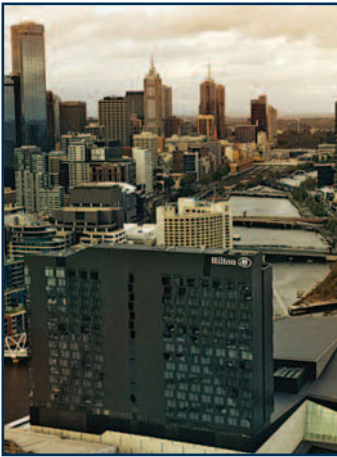
with reduced labour cost under Easy Cuts and store target of 50% plus in GP.

Make your butcher's shop a shopping destination and own chicken sales in your area with Lenard's. **And now, with Easy Cuts securing your share of the market has never been easier!**

For further information call  
**Amanda Fish 0434 600 470**  
or email [amandafish@lenards.com.au](mailto:amandafish@lenards.com.au)

# Melbourne gears up for the National Sausage King

Continued from page 1



The Hilton Melbourne South Wharf Hotel is ideally situated

The national competition is held on a rotating basis amongst all States with Victoria the next host. Mark Seymour and his team at AMIC along with the Victorian Retail Council have put together an exciting weekend program which looks to rival past ones put on by other States.

The upcoming Final will mark the 14th year of this prestigious event, which continues to be a key date on AMIC's calendar.

The restaurant is a good fit as a theme for our event with the waiting staff all wear butcher's aprons. Sunday has been set aside as a free day for interstate guests.

There is plenty to see and do in the immediate area where the events will be held and interstate guests are encouraged to make the best of the opportunity to visit the variety of the tourist attractions that are in and around the city of Melbourne.



Venue for the Breakfast with the Butchers

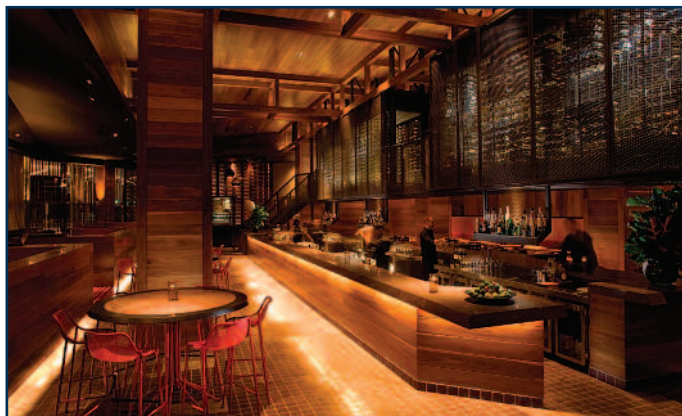
Guests will be accommodated at the Hilton Melbourne South Wharf Hotel with the competition event and dinner being held at the Showtime Events Function Centre. Both venues are within walking distance of each other and very close to the Southbank entertainment precinct and the CBD.

The program will commence on Friday 3rd February 2012 with the traditional Meet and Greet function in the evening, held at the Hilton. This will be followed by Breakfast with the Butchers, an apprentice competition, a trade show and of course the Sausage King Competition Judging all on Saturday. The presentation of the winning trophies will be held at a gala dinner on Saturday night.



Showtime Events Function Centre

Details relating to the National Sausage King Competition weekend will be sent to all of the State Sausage Kings in the coming weeks. The weekend event is more than just the National Sausage King Competition with the trade show and the apprentice competition attracting plenty of attention.



The Hilton Sotano Wine & Tapas Bar is the venue for the Meet & Greet function

Breakfast with the Butchers will take place at the Meat Market Restaurant which is next to the Showtime Events

Members are also encouraged to participate in the weekend program and you can contact the AMIC office in Victoria 03 9867 7294 or the AMIC National Office on 02 9086 2213 for more information or to make a booking.

AMIC wishes all of the State Sausage Kings our congratulations on your achievements at your Regional and State level and we look forward to your participation in what should be a robust and rewarding national competition in 2012.



Al fresco at the Meat Market

Thank you to our Event Sponsors

# The Meat Industry Award 2010 – Compliance

All AMIC members, with the exception of Sole Traders/Partnerships in WA, are bound by the Meat Industry Award 2010 (MIA). Most of the larger meat industry employers (primarily processors, meat manufacturers and wholesalers) have Enterprise Agreements made under the previous WorkChoices legislation or the present Fair Work Act 2009.

Most of the smaller employers in the meat industry do not have or wish to have Enterprise Agreements and apply the MIA. AMIC has always recommended to the smaller sized employers that the Award accommodates their needs.

AMIC has distributed many newsletters and articles to members since mid 2009 about the MIA. Those applying the Award need to understand the following clearly:

- At the commencement of employment you should complete the correct paperwork as agreed so that there is less chance of a dispute arising in the future. A copy of the paperwork should be dated and given to the employee;
- The categories of employment permitted are full time, part-time, casual and daily hire (*only in processing*) and you need to understand the distinction;
- If employing casuals or you have long term casuals employed, it is imperative that the paperwork be in

place, be specific and agreed, otherwise disputes may arise;

- Leaving aside the processing sector, one can only transfer from one category to another by agreement between the employer and employee. If, because of business conditions, transfer is necessary and there is no agreement, then other alternatives may need to be considered;
- The number and span of ordinary hours permitted on a weekly and daily basis and that work outside the agreed ordinary hours becomes overtime;
- The penalty rates under the Award, including the penalties for ordinary hours worked on weekends are distinct from overtime rates on the weekend.

The Fair Work Act 2009 specifically provides what information should be recorded in the times and wages sheets for each employee; name, employment category, pay (gross and net), pay deductions, hours, superannuation, overtime, leave matters, individual flexibility arrangement (per the Award), termination of employment details etc. It is also compulsory to give each employee a pay slip.

AMIC has distributed the information in the past. If unsure of any of the above, please contact AMIC. Better to be sure rather than have a disgruntled employee later contact the Office of the Fair Work Ombudsman.



## Export Sales

Are you up for a Challenge? We are a leading meat exporter located in Sydney. We are looking for a well presented energetic self starter with some industry experience, to take up the role of marketing executive.

You will be joining a well established trading team and working to establish new markets and expand existing ones.

The successful candidate could expect a package commensurate with the responsibilities and results expected of the position.

Reply in confidence with CV to:  
[anthony.darling@haywill.com.au](mailto:anthony.darling@haywill.com.au)

Or in writing to:  
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Suite 601/6A Glen Street  
Milsons Point, NSW 2061

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# Atron Enterprises Awarded 2011 Highly Commended: Sustainable Exporter of the Year



This is the third consecutive year that Atron Enterprises of Casino NSW has been nominated for the prestigious Premier's NSW Export Awards for Sustainable Exporter of the Year. Atron triumphed over three other finalists in the competition this year.

The Premier's NSW Export Awards are an annual program which aims to recognize excellence in the export of goods and services by NSW business. The Awards acknowledge the important contribution of businesses to the economy through job creation and increased prosperity for the community and for the state.

The NSW Export Awards showcase the top exporters from New South Wales, promoting them as role models to encourage other businesses to strive for success in world markets.

*"Good exporting is all about developing a profit from your export sales and good profitability flows from having a sound sustainable export business. The 2011 finalists in the Premier's NSW Export*

*Awards have been judged accordingly and with a sound marketing strategy, innovation and good business practices, the finalists have taken on the world and won. Many have faced strong competition, a difficult business environment and a rising dollar and have successfully emerged as a finalist in the 2011 Premier's NSW Export Awards. The Australian Institute of Export and principle awards partner, NSW Trade & Investment congratulates all of the finalists and wishes them well."*

Ian Murray, Executive Director  
Australia Institute of Export



Atron Managing Director David Larkin with Lisa McAuley, Australia Institute of Export

# Porkfest is on again next April!!



Australian Pork will again be promoting the versatility of our great tasting Australian Pork in April 2012. There will be limited **Exclusive Butchers only** point of sale kits available. They will consist of posters, recipes, decals etc. Porkfest will be showcasing authentic recipes from international cuisines, which will be endorsed by popular chefs.

The campaign will be supported with TV and Radio advertising for the month of April. And the mystery shoppers program will be extended to give more staff members the opportunity to win a prize for promoting the advertised cuts.

**You need to register your interest,** to be involved by emailing [www.porkbutchers.com.au](http://www.porkbutchers.com.au) or calling Terry Edgar on 0402 794 907 or Mark Hardy on 0438 951253.



Andrew & Jennie Smith of Queensland, Major winner of the 2011 Porkfest



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