

The CUTTING EDGE

Issue 40 • February 2010

AMIC Working for You

Fair Work Act 2009 and Meat Industry Award 2010

In December AMIC sent all members information packs following significant work carried out by AMIC.

The Fair Work Act 2009 has applied to all companies (Pty Lts) since 1 July 2009 in both the ACT and NSW – as well as Sole Traders and Partnerships in the ACT from that date. As of 1 January 2010, it also applies to Sole Traders and Partnerships in NSW. This means that the National Employment Standards now apply to all employers in NSW and the ACT.

The Meat Industry Award 2010, which AMIC spent much time negotiating for members' benefit, applied from 1 January 2010 to all business entities - Pty Lts, Sole Traders and Partnerships alike in both the ACT and NSW. However, there are differing Wage Rates and Phase-In arrangements between Sole Traders/Partnerships in NSW as against those in the ACT. The Phase-In arrangements and Wage Rates for Pty Lts are the same in both the ACT and NSW. Relevant material has been sent out to members.

Many Members have since contacted us for advice and we strongly recommend that all members contact us to ensure they fully understand and correctly implement the various requirements.

NSW Food Authority Audits

Country Of Origin Labelling requirements for fresh Pork have recently been an issue with auditors from the NSW Food Authority for some retail butchers.

AMIC has therefore taken this matter up with the NSW Food Authority to establish clearer guidelines for its ILB members in New South Wales.

The NSW Food Authority has advised that one prominent sign on display in the cabinet stating that **"All fresh pork sold in the premises is Product of Australia"** would be satisfactory. Note the word "Fresh".



2010 National Sausage King

Our six State Sausage Kings recently participated in the National Competition against 30 other State winners. It was a tough contest but

NSW managed to score a placing in the Poultry category. Congratulations to Jamie Parkes of JD's Meats, Pambula for taking out third place with his herb & garlic sausage.

Jamie and our other contenders had an opportunity to mingle with their peers at the Meet & Greet cocktail party, held Friday night at the Sofitel Hotel in Broadbeach, Gold Coast.

"I had a great weekend," said Jamie who travelled over 1300 km to attend. "I'd heard a lot about the National Sausage King event in the past and I was very impressed with the way it went. I met a lot of people, made some new friends in the business and learned a few new things too. **I would love to go again and will definitely enter next year,**" he added.



l to r AMIC's CEO Kevin Cottrill awards Jamie Parkes of JD's Meats Pambula 3rd place for the Poultry category

THANK YOU TO OUR NATIONAL SAUSAGE KING SPONSORS



The 2010 National Sausage King



NSW State Finalists l to r: Tim Rose - Premier Meats, Jamie Parkes - JD's Meats Pambula, Tim Brown - Brown's Quality Meats, Stephen & Jason Smith - Rathmines Butchery, Bede Jarrett - Jarrett's Waratah Butchery and Robert Constable - Robert's Meats



Megan and Robert Constable at the Meet & Greet cocktail party



Colleen and Mark Constable



l to r Glen Burke of MLA with Tim Rose



Bede and Kelly Jarrett



Kim Duncan and Jamie Parkes



Melinda Gibson of AMIST Super with Tim Rose and Allan Rowan of Bunzl at the cocktail party



Vicki Ashard with Neil Roberts, NSW Retail Councillor



l to r Stephen and Jason Smith with Royston Bennet of AMIST Super



Jene and Jason Smith at the Awards Dinner



Stuart Smith and Amanda McCreanor



Karen and Stephen Smith

Find Out First-hand

The NSW Retail Council will meet on the regular two month meeting cycle during the year. Dates set for the meetings are: 17 March, 19 May, 21 July, 15 September and 17 November. Meetings will be held at the AMIC office and members are encouraged to attend and offer their input on industry issues.

Easter Holiday Window Notices

Easter falls one week earlier than last year, so we have enclosed your Window Notices in this issue so that you will have them in plenty time.



Member Services Officer Report

By Richard Taylor

Starting the year, my member visits were divided between Sydney Metro, Newcastle and the Central Coast. It seems a majority of shops have had a prosperous Christmas and New Year, with some having the opportunity to take a short break during this time. Over the coming months I'll be concentrating on country areas of NSW in my region.

Christmas Savings Club Card - Now would be a great time to implement a Christmas Club in your shop. The Christmas Savings Club Card invites your customers to save up for extra meat purchases during the festive season of Christmas and New Year. AMIC can provide you with a FREE A4 poster to advertise this in your shop. The benefits to your customers include a card that keeps track of their savings, a sense of being looked after by their Independent Local Butcher, a unique service and peace of mind about Christmas spending. The customer can decide to withdraw at anytime. The benefits to you are that it's easy to use, creates customer loyalty, is low cost and is an effective marketing tool for your business.

The National Sausage King – Congratulations to all of our NSW ILBs who took part in this year's competition. Well done Jamie Parkes for coming third in Poultry.

ILB Customer Leaflets - Your Independent Local Butcher status makes you stand out from the competition, so it's a great way to promote your business. Customer Leaflets are a great way to help advertise your specialties. These leaflets can be placed in customer shopping bags, on your counter or handed out during tastings at your store. You can also organize a letter box drop in your local area.

In my day-to-day routine I am here to help you with any issues that you may be concerned about. I may not have all the answers but the resources AMIC has available to me are very formidable with knowledgeable staff I can go to for the information you require. I look forward to seeing and talking to you in the coming weeks.

Industrial Relations

Costly Mistake by Employers

Recently a number of employers have been prosecuted for not paying their employees the correct rate of pay. It was not because they chose the wrong classification or the wrong award, but was due to the employer not filling out the appropriate apprenticeship or traineeship paperwork.

Some of the penalties handed down by the chief magistrates' court have involved tens of thousands of dollars, even though the actual underpayment was only a fraction of the penalty amount. Although the mistake was simple, the consequences were major.

The error relates to a breach of section 7 of the NSW Apprenticeship and Traineeship Act, which requires the employer to fill out and lodge the application form within 28 days after the date on which an employer employs a person as an apprentice or trainee.

Although the employers who were prosecuted paid the employees the correct apprenticeship wage, because the establishment form was not lodged with the Commissioner of Vocational Training within the required timeframe, they were legally obligated to pay the adult or junior rate of pay for the relevant occupation. In these cases the apprenticeship wage was lower and therefore a breach of the award occurred.

It should also be noted that although the application form must be completed within 28 days of commencing, the employer is still eligible to have the apprentice on a three month probationary period (one month for traineeships) during which time the employer or apprentice may decide to not continue the employment.

It is strongly advised that you complete the relevant paperwork in accordance with the legislation. The application forms are supplied and lodged by your nearest Australian Apprenticeship Centre.

If you wish to discuss any aspect of this subject, please contact AMIC on (02) 9086 2220.

Welcome to New Members

- Ulladulla Butchery, Graeme McLaren, Ulladulla
- Green Pasture Meats P/L, Jamie Hosking, Auburn
- East Blaxland Butchery & Deli, Lester Sawyer, Blaxland East
- Alstonville's Quality Meats, Daniel Slattery, Alstonville
- Mick's Meat House, Mick Newton, Tamworth
- Nabitac Butchery, G Rosen & N Rosen, Nabitac
- Jackson's Quality Meats, Greg Jackson, Armidale
- Waniora Butchery, N & S Richardson, Port Macquarie
- Stroud Butchery, Shane Cotterill, Stroud
- The Haus of Meat, Mark Bollinghaus, Lavington



Member Services Officer Report

By Craig Wright

Face to face visits to you, our members are an important service provided by AMIC. I have commenced the first round of member visits for 2010, in both the metropolitan and my southern NSW region along the Victorian border. I have found that everyone seems to have had a good (or even great in some instances), Christmas trading period. This is excellent news considering the economic activity throughout 2009.

Meat Industry Award 2010 – You should all be aware of the fact that the new award is now in place as of 1st January 2010 and should have a copy of this award in your shops. Please check your award pay rates and ensure that they are current. The AMIC Wage Book is an excellent way to check you are compliant with payroll requirements. If you require copies of any award material, please feel free to contact our HR hotline on 9086 2220.

National Sausage King – Congratulations to all our finalists in NSW who took part in

the National finals on the Gold Coast in February. Jamie Parkes of JD's Meats in Pambula did us proud by placing third in Poultry. Be sure to keep an eye out for this year's Regional Sausage King dates in the next issue and get your entries in so you can challenge last year's kings.

Sydney Children's Hospital – another reminder that if you still have a collection tin on your counter to please ensure that you deposit any takings into the special bank account. Call AMIC for details on 9086 2220. We will be making every effort to pick up those that are still outstanding as part of our routine visits but if you can deposit them yourself that will help us wrap up the fundraiser as quickly as possible.

I look forward to catching up with everyone again this year and hope that 2010 will be a successful year. Please remember if you require anything between now and when I next visit your store, feel free to call me on 9086 2232 or 0438 166 643.

Demolition Clauses in Shop Leases

Many retail shops in shopping centres, strip shops and even stand alone locations have so called "demolition clauses" in their leases. Sometimes, the wording of the clause even permits the owner of the premises to terminate the lease early in the event that the structure of the building is altered in only a minor way.

Not only can this affect the viability of your business, it can also adversely affect butchers wishing to sell their businesses - as prospective buyers may not wish to purchase it with an adversely worded "demolition clause" in place.

Members should always contact a solicitor before signing a lease or contract.



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