

NATIONAL NEWS

HR & IR Information - Now on AMIC Website

1. FAIR WORK ACT AND MODERN AWARD

With the introduction of new Meat Industry Award 2010, the new National Employment Standards and Fair Work Act 2009, AMIC provided Members with a series of information papers as these matters progressed through 2009 and early 2010.

NEW INDUSTRIAL RELATIONS SYSTEM

- FAIR WORK ACT 2009
- MEAT INDUSTRY AWARD 2010
- NATIONAL EMPLOYMENT STANDARDS

How does it affect me? AMIC MEMBERS You need to read this!

AMIC has now published all this information on its website, which members can now access on-line. As these matters progress further during 2010, AMIC will continue to advise members through our newsletters and will also update the on-line information on the AMIC website.

2. OH&S AND WORKERS COMPENSATION DATABASE

In early 2010 AMIC compiled a database of OH&S and Workers Compensation material, including Guides, Fact Sheets, Checklists and other information that Members often need in their business, but are not particularly aware that they are available.

NEW OH&S AND WORKER'S COMPENSATION INFORMATION DATABASE

AMIC has assembled information and publications on many topics relevant to Members. This can assist members' knowledge with meeting their HR & IR responsibilities.

Nearly all of this material is published on government, other institutional and regulator's websites. AMIC has created a database index on its own website from which all these other published documents can be accessed on-line via "links."

3. APPLY FOR A PASSWORD

To access all of the above on the AMIC website, members will need an access password. This is provided via the AMIC website at www.amic.org.au and on the front page you will see the links as below.

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AMIC Working for You

Truth in Labelling

The NSW Parliament has passed a Bill which provides for consistency in the use of the AUS-MEAT language when describing beef products offered for sale. The Beef Labelling Bill also has other matters which are being negotiated with the Minister prior to the Bill being promulgated.

To assist our Independent Butchers to describe products accurately in accordance with this Bill AMIC has worked with AUS-MEAT to develop the Domestic Retail Beef Register which is a document explaining the linkage between the AUS-MEAT language and the descriptions used by meat retailers.

The Domestic Retail Beef Register, which has been approved by the National Retail Council, is available from AMIC or the AUS-MEAT web site.

Beef Promotions

AMIC recently participated in the Domestic Task Force meetings at MLA where the promotion budget for 2010 – 2011 was approved. Funding for beef promotion will be lower by \$1.2m for the year as a result of the reduced income from a smaller herd size. It is expected that there will again be three beef promotions in the financial year, the same as the current year. AMIC was unsuccessful in obtaining regional television support for these promotions as the reduced funding simply did not permit this for 2010 – 2011.

Lamb Promotions

At the same meetings it was resolved to have three full promotions in 2010 – 2011 assisted by an increased funding of almost \$1m. Sam Kekovich will continue to be the face of Australia Day which MLA has now successfully claimed as Aussie Lamb Day. AMIC strongly supports MLA in this campaign which has been very successful for our members.

Beef Imports

Much has been published about the Federal Government changing the rules to allow beef to be imported into Australia. AMIC has provided advice to the Government on this issue over several years. In short, the law as it stood would have required all beef to be removed from sale if a case of BSE was detected anywhere in Australia. This law was too much of a threat to our retail industry and our beef processors. It was not based on science and could not be defended on the world stage. While much has been written on the subject, the matter is now where it should be with an Import Risk Assessment being prepared. This is in line with other products imported into Australia and AMIC supports this Government initiative.

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THANK YOU TO OUR SAUSAGE KING SPONSORS



HR & IR Information - Now on AMIC Website

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Public Holidays

Members should be aware that, other than Sole Traders and Partnerships in WA, under the National Employment Standards (NES), government gazetted Public Holidays which attract penalty rates, now include many Regional Public Holidays as well as those observed Nationally or at State levels.

We have previously advised members that Public Holiday wage rates and conditions are now regulated by the National Employment Standards (NES) and sent out appropriate information, but some Members have not realised the resultant changes in requirements.

Lists of all Public Holidays to be observed are available at <http://australia.gov.au/topics/australian-facts-and-figures/public-holidays> in order for you to keep up with national, state and regional Public Holidays that will affect you and your employees.

If you have any questions, contact AMIC.

AMIC Working for You

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Country of Origin Labelling – Pork

AMIC members have reported that NSW Food Authority auditors have advised them that Country of Origin Labelling is required on all fresh pork products offered for sale. As imported pork must be cooked before sale (usually as ham or bacon smallgoods) all fresh pork offered for sale is Australian. AMIC has negotiated with the NSW Food Authority a simple outcome where a notice adjacent to the fresh pork product stating that **“All fresh pork sold in the premises is Product of Australia”** will meet the requirements.

Food Labelling Review

The Federal Government is conducting a review of food labelling requirements. In recent years AMIC has made submissions on a range of proposed labelling changes and has strongly recommended to Government that a complete review is required not the piecemeal approach which has been evident. Members will recall that there was a proposal for a front of pack “traffic light” system because it was realized that the nutritional panel is not understood by most consumers. The requirement for Country of Origin on processed pork products or imported fish products is not consistent with other food products.

AMIC has provided a submission on the current food labelling review and is arguing for a reduction in mandatory labelling but also a simplification so that important information is provided to consumers in a way which they can understand.

AMIC Retail Councils

The Retail Councils of AMIC meet regularly to provide policy and directions on a range of issues. All members are welcome to attend and to participate in these meetings. Contact your local AMIC Office for the date of the next Retail Council Meeting.

PST Pacific Sensor Technologies

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Apprentice Update from MINTRAC

What Does Fast Track Apprenticeships Mean for Butchery Apprenticeships?

1. Nominal completion times vary from State to State, with West Australia and Queensland having a thirty-six (36) month nominal timeframe; and South Australia, Tasmania, Victoria, Australian Capital Territory, New South Wales and the Northern Territory having forty-eight (48) month nominal timeframes of the apprenticeship.
2. By attracting a high calibre of apprentice into a business and working with the Registered Training Organisation (RTO) to implement the best negotiated training methods for your business, a faster than the "nominal" timeframe of apprenticeship competencies may be achieved (thus fast tracking the apprenticeship).
3. Meeting the requirements across the forty-three (43) units that make up the Certificate III Meat processing / Meat Retailing qualification training package for the apprentice may occur sooner if the most suitable methods of training are implemented. Your apprentice may bring skills or other formal qualifications from various workplaces with him / her so Recognition of Prior Learning (RPL) may be suitable for them to meet some of the requirements of the Meat Training Package.
4. It may suit your business for your apprentice to attend "block release" at your local training institution, and therefore delivering and assessing units at a higher rate than would be the normal timeframe of delivery in the workplace (through intense 1:1 training, also clustering units that are "alike").
5. It does not matter the training methods negotiated by you and the RTO; employers are an important partner in the training process, and they have a key role in ensuring that their apprentice is learning and practising the skills required to meet the relevant units of competency.
6. Fast Tracking Apprenticeships must still deliver and maintain the integrity, licensing and OH&S of the qualification. Apprentices, whom become tradespersons before their nominal timeframe of their apprenticeship is completed, must be able to meet workplace requirements and demonstrate the skills they have developed within their learning's repeatedly and to an agreed level of competency.
7. It is essential at initial sign-up by the Australian Apprenticeship Centre (AAC), that both the employer and apprentice understand the State Training Authority's completion process. You need to understand what a competent result on the last unit of the training package means – and in most cases this means end of the apprenticeship – whether it is twenty-five (25), thirty-six (36) or forty-eight (48) months into his/her contract.
8. Fast Tracking Apprentices is about challenging, developing and rewarding apprentices for showing competencies over a shorter timeframe. It will allow them to complete their apprenticeship when they are competent, rather than when they have served the time previously deemed necessary to complete the qualification.
9. Numerous benefits for all through Fast Tracking Apprentices include:
 - Increased number of trades persons in a shorter timeframe
 - Increased morale for all within the workplace
 - Mature apprentices can complete an apprenticeship when they show and demonstrate the required skills and knowledge – at a faster rate
 - Increased output of product from a better skilled workforce.

Further information may be obtained directly from MINTRAC
on 02 9819 6699 or www.mintrac.com.au

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Retail Butcher Performance - Tax Office Benchmarks

The Australian Taxation Office regularly collects information from Tax Returns and Business Activity Statements (BAS) on the performance of many businesses - including Retail Butchers. They then use this information to set benchmarks that may trigger a Tax Audit if your business is markedly outside their expectations.

Key benchmarks are Cost of Goods Sold, Labour and Rent as a percentage against Sales. They have been doing this for a number of years and advise that year-on-year averages remain similar between states, but that both Cost of Goods Sold and Rents as compared to Sales is slightly higher in metropolitan areas. The Tax Office table for 2007/08 is reproduced below for your information.

Ratio	Annual Sales Range		
	Low \$100,000 – \$450,000	Medium \$450,000 – \$850,000	High More than \$850,000
Cost of Goods Sold/Sales	63% – 71%	64% – 72%	65% – 71%
Labour*/Sales	0% – 8%	6% – 12%	8% – 14%
Rent**/Sales	3% – 7%	2% – 6%	2% – 6%

* This excludes payments to associated parties. This means that the labour percentage reflects payments made for work done by people unrelated to the owners of the business.

** For entities that have a rent expense. Entities with no rent expenses will generally have higher profit/interest expenses to cover the return/cost of owning the premises.

Whilst the above information is something to particularly consider when completing your tax returns, it also provides useful benchmarks for you to measure the performance of your own business.

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