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SA NEWS



Mystery Shopper for Sausage King

By Paul Sandercock

Any changes to the way the Sausage King Competition is conducted always results in a debate. One suggestion with merit is that entries for the state final should be purchased by a mystery shopper prior to the event.

Sausages entered into the competition should be those that come off the tray in the display and are regularly sold to customers and not entries that are specially created. Why disappoint the ultimate judge - your customers?

AMIC (SA) has determined as a trial for this year, mystery shoppers will purchase the winning entries of those who have won across all of the regions and are eligible for the state final.

If you are a winner in any category in your region, you should expect that someone will come to your shop in the days prior to the state final to purchase your winning regional entries.

The state final judging for all regional winners will be held on Friday 23rd July 2010 at the Central Market in Adelaide.

THE SA SAUSAGE KING SPONSORS



Employers Mutual Ltd OHS Program

By Paul Sandercock



In 2010 Employers Mutual Pty Ltd is again providing funding assistance to AMIC for OHS workplace safety and return to work outcomes for injured employees through their funding for members program. The program is provided to industry Associations for the benefit of members and for the industry as a whole.

The program for 2010 is in two stages and AMIC has been successful in gaining funding support for completion of Stage 1, which is the development of the proposed program. The requirements for a successful Stage 2 of the project are; the outline, the objectives and how the project will be conducted and what the expected outcomes are to be. The Stage 2 proposal was submitted within the required timeline of 30 March 2010.

We will continue on the themes of the programs conducted in 2008 and 2009 where the focus was on risk management and implementing return to work procedures for injured employees. Whilst the meat industry performs well in many sectors in terms of reported injuries and costs of claims, businesses do need to be vigilant in their approach to developing and maintaining safe work practices for everyone.

AMIC has engaged the services of Margaret Tayar (formally CEO of MINTRAC) to manage the OHS program for this year. Margaret has a vast knowledge of our industry across all sectors and she has specialist skills in business management and OHS.

If we are successful with our Stage 2 proposal, the OHS project will be conducted with three interactive one day workshops commencing mid year. The workshops will be conducted in the mid North, the South East and the metropolitan areas.

One aspect of the workshop, which we believe will be very beneficial to everyone, will be on knife sharpening. Regency TAFE will conduct this session and believe me it is not knife sharpening as you have traditionally known it to be.

We are very fortunate to have the support of EML with these projects and with the management expertise of Margaret Tayar and input from Regency TAFE and others it will be an informative series of workshops.

Details on the program will be mailed to members in coming month. Please contact AMIC (SA) if you would like any more information on the 2010 project or details from the previous projects.

Category 2 Meat Processors

By Paul Sandercock

The Category 2 Meat Processors across the State formed their own association many years ago as the move towards food safety and quality assurance started to take affect.

The Category 2 Meat Processors are the regional and rural slaughterhouses and usually operated in conjunction with their own retail butcher shop. The Category 2 title relates to the industry categories established by the Meat Hygiene Unit (MHU). Currently there are 10 separate registered categories with the MHU.

At the time the group was keen to demonstrate that there were differences in the business levels and requirements of their operations as compared to the Category 1 Operators; the domestic abattoirs. There were also differences between the two categories in terms of where they could conduct their business. Category 2 businesses were restricted to their geographical location whereas domestic abattoirs could trade across the State.

With the full implementation of the quality assurance systems being applied equally to all businesses regardless of the category, the previous differences, to a large extent, disappeared. The geographical trading barriers came down and in terms of food safety systems, everyone was required to meet the same standards and regulations.

During all of this time, the Category 2 Meat Processors have been represented on the Meat Food Hygiene Advisory Committee, initially by Judith Jackson from Cleve and more recently by Barry Pedler from Millicent. The position has been vacant since Barry retired from business in 2009.

Whilst the Category 2 Meat Processors Association continues to exist it has not had the need to meet for a number of years. The most recent communication to all Category 2 Operators was in November 2009 where we were seeking interest in the positions on the

Advisory Council. We received a good response to the mail-out but there is no clear outcome on who should be the representatives on the Advisory Committee.

It now requires a meeting of the group to agree on the two representative positions. Arranging a meeting is not easy given the geographical spread of members from Streaky Bay on the West Coast to Millicent in the South East and the many points in between. However, a meeting we must have.

In the coming weeks a meeting notice will be sent to all Category 2 Operators advising of a meeting which will be held in Adelaide and probably on a day later in the week (most likely a Friday). I understand for a number of reasons that the date, time and location will not suit everyone, but with a bit of early planning you may be able to incorporate a visit to Adelaide to attend the meeting and do other things.

WorkCover SA Changes

There are a number of changes to the WorkCover SA systems and regulations that affect employers in one way or another and you would have seen them reported in recent editions of SA NEWS. At a recent WorkCover SA/Industry Association's forum, the industry representatives present were told that the Bonus/Penalty Scheme, which has been around for a number of years, would conclude on the 30th of June 2010. And there are no immediate plans for a replacement scheme in the near future.

Almost all of the industry associations representatives at the forum were surprised at the announcement given that it was understood the gathering was for the purpose of considering options for a replacement scheme and not for the scheme to be scrapped.

WorkCover SA will be informing the 65,000 businesses that are registered employers of the proposed changes through their usual communications methods.

Whilst a number of reasons for the dropping the bonus penalty scheme have been offered it is the view of WorkCover SA (and ultimately a decision of their

Board) that the bonus penalty scheme does nothing to improve workplace safety or return to work performance and as such it is to be concluded. Jeff Matthews, the Deputy Chief Executive Officer, Partnerships & Performance at WorkCover Corporation in addressing the forum made it clear that the Corporation was wholly focussed on return to work strategies.

PricewaterhouseCoopers were engaged by WorkCover SA to undertake an analysis of the Scheme data to identify whether there is a correlation between the Bonus/Penalty Scheme and the WorkCover Scheme performance. Part of the executive summary of the Pricewaterhouse Coopers report says that *'...we did not find any statistical significant correlations which link the application of the bonus penalty scheme to the claim cost outcomes.'*

The change mid year will have a mixed response in terms of how the levy rates apply to a particular business with the removal of the bonus penalty scheme. AMIC will continue to monitor the situation and we will ensure we are consulted on any planned replacements to the bonus/penalty scheme.

Fast Track Apprenticeships

By Tony Adey, Educational Manager
TAFE SA Regency Institute

During 2010, TAFE SA will be trialling the implementation of a 'Fast Track Apprenticeship' project funded by the Department of Education, Employment and Workplace Relations. The aim of the project is to implement a "competency-based" apprenticeship rather than a "time-based" apprenticeship.

The initial phase of the process is for TAFE SA to develop an Apprentice Tracking database tool. The purpose of this tool is to allow staff working in and with the Retail Butcher industry to instantly track the progress of any apprentice through all phases of their training. TAFE SA staff can instantly update an apprentice's academic progress during each visit.

The second phase requires the uploading of all of the learning resources and assessment tools into the TAFE SA Moodle (a website for vocational education training programs). This will allow apprentices to access resources and assessment pieces in their own time and in their own space. In addition to this, interactive learning tools will be developed, as well as video clips demonstrating specific skills required to be replicated in an on the job scenario.

The initial feedback from those retail butchers contacted is extremely positive. The project will continue throughout 2010 and its acceptance will be evaluated early 2011. It is hoped that TAFE SA will be able to provide the industry with a model that works for both the apprentice and the Retail Meat Industry.

Member Profile

Antony and Chris Wiles – Haydon's Quality Meats

By Paul Sandercock



Antony preparing for a busy day

When Haydon Wiles opened his butcher shop in the Burnside Village Shopping Centre in 1988 he was determined to make certain that his customers came first in all of his business dealings and considerations.

Whilst Haydon established that friendly and personal approach to his customers, it continues just as importantly with Haydon's two sons; Antony and Chris who are now the proud business owners.

Sadly, Haydon is no longer with us but he would be proud of the way the business has progressed under the guidance of Antony and Chris and he would be amazed at the new refurbishment which was completed in November 2009.

Haydon's Quality Meats has been at the same location at Burnside except for a temporary move while the new upgrades were completed. The new store now has the latest in design, decor, layout and technologies. There is even a glassed end panel on the cold room that allows product to be on display for customers to see in. As Antony said "We have to keep the whole cold room neat and tidy because it is on constant display to our customers, but we designed it that way - so its a good thing."

Employees are dressed in chef style uniforms and hats and the entire colour scheme, mainly in blue and white, is coordinated throughout.

The whole store has an 'open feel' so that customers have an uninterrupted view of all of the proceedings with internal wall heights obscuring the bench work. Staff are able to see when customers are approaching the expansive display counter.

Antony explained the approach to their business, "All of our business is retail, we don't do any wholesale, so everything we do is over the counter and that has to be right - all day and every day."

"Whilst we have a good range of traditional butcher shop products we are having good success and growth with our specialised lines. Products like our organic chicken and beef and the Fleurieu lamb are always in demand. We are also pleased with the customer response with the Terra Rossa beef," he continued.

Antony is convinced that the Independent Local Butchers have a strong future and his belief is based on the fact that customers in retail shops get a better deal in terms of pricing, product range and customer service.

In the 25 years since the shop first opened it has changed with the changes based on continuing to deliver a good product range with close contact with customers. It is what Haydon had planned and it is continuing in the capable hands of Antony, Chris and their employees.



L to r Matt, Adam, Antony & Simon



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Heavy Transport Driver Fatigue Protocols

By Paul Sandercock

I was recently invited to attend a meeting of interested groups who are directly involved in the transport industry and in particular within transport in the meat industry. The main members of the group were: the Department for Transport, Energy and Infrastructure, SA Road Transport Association, SA Police and the Livestock Transport Association. They want to get the message about Heavy Transport Driver Fatigue out to the meat industry in SA and nationally.

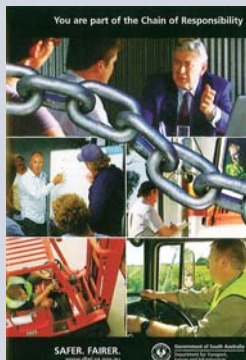
Legislation dealing with Heavy Vehicle Road Transport was introduced in April 2007 and whilst it is national legislation not all States are fully complying. A number of recent incidents in South Australia have highlighted the need to ensure that where it applies industry groups and operators are aware of their responsibilities.

There is a clear chain of responsibility for everyone involved in ensuring that driver fatigue is managed and controlled, not just

the transport drivers. It is also reverse onus legislation which means you are guilty until you can prove yourself innocent.

To commence sharing the information with the industry I arranged for Senior Sergeant Ross Rhodes (SAPOL) to attend the recent SA Processor Council meeting to give a presentation. Whilst the focus is on heavy vehicles and mainly in meat processing with livestock transport, there is likely to be an application in other industry sectors with general heavy vehicle transport.

I have some information brochures if any members are interested.



Fritz - A Day at the Races

By Paul Sandercock

Following the success of the promotion of fritz as a South Australian Food Icon there is continued interest in promoting this unique South Australian product. I attended a meeting of the South Australian Fritz Appreciation Society in Gawler in mid February. The Society has been around for quite a few years and although it is a Society based around a food product, fritz in this case, it is also a fun group who get together regularly to share a lunch (with a little bit of fritz) and to enjoy their own company.

The Society is based in Gawler and members of the group are local businessmen but unfortunately women are not allowed. Secretary Denis O'Malley says that 'membership is capped at 50 and you can only join "if someone dies."'

At my meeting with Denis he suggested that with the upgrade of the Gawler Racecourse that we jointly organise a mid week race meeting in October this year. The entire day would be based on the name fritz with each race using the fritz theme. It sounds like a good promotion, and I am happy to have any thoughts or suggestions about this.

Calendar of Events

Members are reminded of the important dates and events planned for the coming months - May to June 2010.

Date	Event
Wed 12 May 2010	Sausage King & Smallgoods Competition - West Coast
Wed 19 May 2010	Sausage King & Smallgoods Competition - Mid North
Wed 2 June 2010	Sausage King & Smallgoods Competition - South East
Wed 14 June 2010	Queens Birthday - Public Holiday
Wed 16 June 2010	Sausage King & Smallgoods Competition - Riverland
Mon 21 June 2010	SA Retail Council meeting - AMIC Office

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AMIC's 10th Anniversary Dinner

The AMIC SA 10th anniversary dinner will be held on 21 August 2010 with a black and silver theme for this important event. In addition to the presentations of trophies in the Sausage King and Smallgoods Competitions, we will also present one of only two national trophies in the inaugural Sausage King Hall of Fame. Details relating to the dinner will be sent to members in the coming months. As always you should book early to reserve your table.