

April 2011

TASSIE NEWS

Food Safety Plans



Tasmanian Independent Butchers have now integrated their AMIC Food Safety Plans into daily operations. During February the second round of Internal Audits were completed with a very high rate of compliance by all members.

The AMIC Independent Butchers in Tasmania have an excellent knowledge of food safety and good manufacturing practice. The task has been to implement the Food Safety Plan without changing the operating methods and the processes successfully employed by our members. The Food Safety Plan has simply provided the audit trail with the back up records required to support the processes being used.

All Independent Butchers who are members of AMIC have also successfully completed their initial External Audit. Issues which arose from those audits were also discussed with members during the visits or have been addressed through other communications. While few of the issues raised directly affected food safety, there have been recommendations relating to good manufacturing process which should be considered in the future.

Matters for Consideration

Verification of the cooling regime has not been completed by some operators. It is a requirement to achieve 12°C in 7.5 hours and under 5°C in 24 hours. Full muscle hams are the product which usually provides the greatest challenge. While the process has been discussed with all members, a few are still to provide the records which prove that it can be achieved with the current methods being used.

On a related matter, it is not a requirement to record the time when your product reaches 12° on every batch. The requirement is to verify that your system will deliver this temperature as detailed above. Once this has been verified you do not need to record the interim step. You must record that the product has achieved under 5° at a time within the 24 hours from cooking.

Some questions have been raised about reducing the cooking temperature to make it easier to achieve the 12° in 7.5 hours. AMIC does not recommend this course of action. By far the most important matter is to achieve the core temperature stated in your process which is usually a minimum of 68°. Do not compromise this cooking temperature as it is the most important factor in delivering a safe product. We can assist you with the cooling process as we have discussed with you during the visits.

Some auditors have requested more information on the product flow followed by Independent Butchers when making products such as boneless ham. AMIC has provided generic HACCP Plans with the Food Safety Plan which detail the product flow. While these are generic they are product type specific and have been developed specifically for smallgoods manufacturing.

The AMIC Food Safety Plan

This Plan is now operated by more than 1,000 Independent Butchers throughout Australia. The Plan is designed for AMIC members and the businesses they operate and you can operate under the Plan with confidence.

AMIC Working for You

Underpayment Claims Warning

It is a timely reminder to AMIC members that paying the correct wages and entitlements to your employees is important for a number of reasons. The Fair Work Ombudsman has been active over the last six months conducting payroll audits across a range of industries, including the meat industry.

It is the responsibility of all businesses to ensure that you have all of the correct documentation that apply to your business entity and the payroll information that you are obliged to provide to each of your employees.

AMIC's website has all the HR and IR information an employer needs in our Secure section. If you have not already requested your Login and password, contact AMIC through the website www.amic.org.com.au or on 03 6231 3333.

1000 workers underpaid \$1m

AUSTRALIA'S largest toy retailer has underpaid more than 1000 young and vulnerable employees – the youngest in Adelaide aged just 14 – a total of almost \$1 million.

Workers at Toys 'R' Us stores in Rundle Mall, Noarlunga and Tea Tree Gully have shared in some of the \$998,000 paid back to the employees after a major investigation by the Fair Work Ombudsman into breaches by the retailer of workplace laws.



NIGEL HUNT
EXCLUSIVE

Win for workers as firms pay out

ADAM HEGARTY

ADELAIDE firms have been forced to pay \$224,000 in wages and entitlements owed to their staff.

The Fair Work Ombudsman says that in the past three months, at least 16 companies have back-paid workers for outstanding hourly and penalty rates, annual and long service leave entitlements and severance packages.

WINE REGIONS Third of firms flout laws

AT least one in three employers in the Barossa Valley and McLaren Vale wine regions is not complying with workplace laws.

Fair Work Ombudsman inspectors visited 67 wineries and vineyards in the regions last November to scrutinise record-keeping and pay slip practices and found 40 were compliant. At one McLaren Vale winery workers were underpaid weekend penalty rates. Inspectors recovered \$16,000 for 10 employees.

Member Profile - Scott and Julie Streets Shearwater Gourmet Butchery



Shearwater Gourmet Butchery is the sole butcher in the seaside, holiday town of Shearwater and just opened its doors last December. "We are in a holiday location that is also a permanent base for young working families and retirees," said Scott Streets. "Our new store was custom built from the ground up with all new machinery. We have two large walk-in cool rooms and a walk-in freezer. In addition we installed an automated smokehouse and allocated a large shop front area with plenty of room for customers to view the products."

Scott and Julie have a combined 27 years industry experience with Scott as a butcher and Julie as a chef and baker. Scott began butchery in Smithton in his parents' supermarket, but has since worked with other companies and has travelled overseas on a butchery scholarship as part of his trade experience. Julie, an à la carte Chef of 13 years, has worked both locally and on the mainland.

"We focus highly on Quality (MSA), tastes and sourcing product locally," said Scott. "The majority of our beef, lamb and pork all come from the Devonport sales and our Gourmet lines are all Tasmanian."

"Having our own smokehouse cooker, we produce all our own smallgoods, hams, smoked chicken and fish. Home-style hamburgers and gourmet sausages are constant best sellers in addition to our chicken Parmigiana and Sheppard pies."

"The store is run by three fully qualified butchers; Scott, Craig and Patrick and two customer service attendants, Kristy along with Julie who also does the bookkeeping," explained Scott. "Our eldest son Luke also works evenings and weekends. We are proud of our young, vibrant and highly accomplished team."

"Our customer base is a mix of young working families, retirees and seasonal holiday makers and campers. We also sell our products in stores along the north coast (from Lochaven to Burnie) and down the west coast to the Federal Hotel. We also have a 'Frequent Fryer's Club' where the customer spends \$30 in store and receives a stamp

on their loyalty card and once fully stamped they receive a gift voucher. Scott added "The support and interest in the loyalty programme has been overwhelming and in just three short months we are on our third re-print of customer cards. Our personalised gift vouchers have also been popular."

In the future, Scott said that they are looking forward to expanding their speciality products range and envisages producing a 'kids range.' "We would like to expand our staff numbers in conjunction with opening a few 'shopfronts' stores in large retail malls."



When Scott worked for his father Neville Streets at Streets Festival in Smithton, they won many local and national awards including the Tasmanian Sausage King for five years.

Scott also won the Wrest Point Fine Food Awards and was a *Worldskills Australian Gold Medallist* Winner in 2007. This included a scholarship to Europe to gain further butchery skills and knowledge. "As a result we now produce a black pudding which sells out regularly," said Scott.

"We support our local Surf Life Saving Club, as well as the Golf Veterans, lawn bowls and a number of children's facilities. We have in-store charity raffles, give aways and a donation tin for the Guide Dogs of Australia."

Scott and Julie have four children that keep them busy outside of work and they enjoy fishing, boating, travelling, the beach and "obviously fine foods!"

Scott and Julie's motto is Never Sacrifice Quality or Taste. "No matter how busy we are or how cheap our competitors are, this motto stands," said Scott. His advice to anyone wanting to go into butchery is *Join us!* "We are very happy to be working in the Industry and would love to see more young families getting onboard. This is a rewarding career both professionally and socially. There is, in our opinion, no better way to become a part of a community than to be the *Local Butcher.*"



Sustainability Seminar for Processors



AgriFood Skills Australia will bring its successful Sustainability for

Food Processors seminar series to Tasmania in May with a lunch seminar in Inveresk.

The seminar is aimed at chief executives, managing directors and business owners of food manufacturing enterprises, providing detailed guidelines and case

studies for effectively 'future proofing' these businesses by making them more sustainable.

Date: Thursday 12 May 2011

Time: 12pm - 3pm

Venue: The Tramsheds, Inveresk Rail Yards
4 Invermay Road, Inveresk TAS

For more information on the workshop, please contact Angela Petty angela.petty@agrifoodskills.net.au

Welcome to New Members

- Marko's on Wellington Marcus Brown, South Launceston
- Newnham Meat Service P/L Jason Digney, Newnham