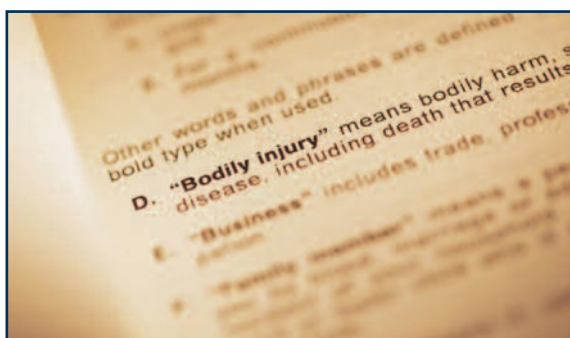


August 2011

TASSIE NEWS

TASMANIAN HUMAN RESOURCES AND INDUSTRIAL RELATIONS WHS Harmonisation 2012



Industrial Relations and Work Health & Safety are areas of business and employment that have changes which will have an impact on all meat industry employers across Tasmania.

It is important that you are aware of these changes and how they will impact on your business. If, having read this information, you are unsure of your obligations please contact AMIC for further advice and clarification.

The recent change to the Industrial Relations landscape in Tasmania means that there are some new things for members to be aware of and now is probably a good time to also remind you of the other employee obligations that have been around for some time.

Wage Rates

From 1 July 2011 there were new wage rates that apply to all independent retail members across the State. The wage rates were sent to you previously and there is also an explanation page which gives you all of the background information. It should be noted that this Modern Meat Award delivers considerable savings in wage costs to AMIC members when compared to the General Retail Award which applies in Tasmania.

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Employment Issues

Human Resource Management is an important part of your business operations. Without good and reliable employees the business can struggle in the day to day activities that need to be completed and where employees deal directly with customers you want them to be motivated and knowledgeable.

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2011 is an Election Year

AMIC members are represented in each State by Divisional Industry Councils elected by members from each of our industry sectors being Retail, Smallgoods and Processing.



The State Council in turn elects members to the National Industry Councils and representatives from each of the National Councils are in turn elected to the AMIC Board.

It is a process that provides a communication channel for members to their respective Industry Councils through to the AMIC Board which is responsible for the overall governance of the AMIC organisation.

Financial Members can be elected to a State Council by being nominated by another financial member of AMIC. The elected Council then chooses a Chairman and Deputy Chairman and a National Council representative. Councils meet every second month with teleconference facility usually made available.

The AMIC elections are held every 4 years and 2011 and Nominations for Divisional Industry Councils will be called on 25 August and closing on 15 September.

Notification of Nominations is in the National Newsletter. Members are invited to nominate for their respective Divisional Industry Council to ensure that Tasmanian members are adequately and fully represented.

If you require further information please contact Paul Sandercock (0409 364 100) or Kevin Cottrill (0438 100 226).

TASMANIAN HUMAN RESOURCES AND INDUSTRIAL RELATIONS

WHS Harmonisation 2012

Wage Rates

The important details are:

- The Meat Industry Award 2010 (*'the Modern Award'*) now applies to all AMIC member across Tasmania. The former State meat retail award has been rescinded and no longer exists. This Award does not apply to supermarket employees who are under the General Retail Award.
- The National Employment Standards (NES) work in conjunction with the Meat Industry Award 2010.
- New wages schedules for all AMIC members and their employees (which incorporates the Fair Work Australia 3.4% increase decision) apply from the first full pay period on or after the 1 July 2011.
- The increases can be absorbed into any over award payments
- Level 7 in the wage schedules is the butcher (tradesperson) level and all of the apprentice percentages are based on this level.
- The casual loading is now 22% and this will continue to increase at the rate of 1% each July until 2014 when it becomes 25%. This increase is referred to as the phase in where all of the different rates come into uniformity by 2014.
- Employees on Traineeships are subject to the National Training Wage schedules which have also increased from 1 July 2011.

Employment Issues

Human Resource Management covers many areas of employment and it starts before an employee commences working for you. It's about the job offer, the working conditions, your expectations of the employee, remuneration and regular employee performance reviews.

Here are some frequently asked questions (FAQ's) from AMIC members in Tasmania in dealing with their employees.

Q. Business is quiet and I may need to reduce my staff numbers. What should I be doing?

A. *In this situation it means that one or more employee positions will become redundant. That is, the work that an employee was previously doing is no longer required to be done by anyone. This is a redundancy and there are certain conditions and obligations that you have in order to fulfil the requirements of a redundancy.*

Q. I have an employee who is just not performing, can I terminate that person?

A. *The answer maybe YES, but you will need to give them the opportunity to correct their work performance, their work attitude or their workplace behaviour by addressing the issues with them and then give them a time to improve. If there are no changes to the issues raised then your next step is the formal warning process.*

It is strongly recommended that you contact AMIC before terminating any employee in order to ensure that you are complying with your legal obligations.

AMIC has a publication known as the 'Recruitment and Termination Kit', which will assist you in having appropriate policies and procedures in place for you and your employees.

BETTER WORK - TASMANIA

WorkCover Tasmania has embarked on a project entitled Better Work Tasmania which will develop a blueprint for work health and safety (WHS) for the future.

In a series of meetings held throughout Tasmania employers and employees have been invited to attend and discuss issues, concerns and barriers to attempts to achieve safer workplaces.

AMIC attended the Launceston meeting along with representatives of the wholesale grocery, fire services, brewing and farm sector services. In an interactive meeting many issues were discussed and practical suggestions made to address industry sector issues.

AMIC has requested that injury statistics for meat processing and meat retailing be made available. It was also emphasized that industry organizations such as AMIC play an important role in mainland states between members and WorkCover in ensuring that proper consultation takes place and changes are communicated effectively to members.

AMIC will watch with interest developments as a result of this project.



Food Safety Plan - What does it mean?

The operation of your Food Safety Plan is centred around the accurate recording of what is happening in your shop. Generally, the AMIC Food Safety Plan has been implemented without changes to the way you operate.

Tasmanian independent butchers have a good understanding of food safety and those factors which can compromise safe product. It follows that the main function of the food safety plan has been to provide a "paper trail" of what already happens not to implement a range of changes to what actually happens.

The AMIC Food Safety Plan, the Good Manufacturing Practice information and HACCP Plans provided with the package have been proven by AMIC. At implementation you will recall that there were discussions about cooking and cooling temperatures and the absolute necessity to prevent cross contamination. There were inspections of your working areas and discussion about the use of detergents and in particular, sanitisers.

The Internal Audits which have been completed have verified that the AMIC Food Safety Plan is installed and is operating in your shop.

As the External Audits have been completed many reports have centred on the food safety theory and why the AMIC Food Safety Plan actually works. It is therefore time to address what some of these comments by auditors mean:

HACCP – in your AMIC Food Safety Plan there are HACCP Plans developed specifically for the products you produce. HACCP is a system which, if followed, should prevent food safety issues in your product.

CCP – critical control points are those functions where you must take particular care. Most are temperature related, in particular the cooking temperature and the cooling temperature. Again, these have been addressed at installation of your AMIC Food safety Plan and your process does comply.

Shop Specific HACCP Plans – some auditors have stated that the HACCP Plans are not specific to your shop but that is not so as it has been addressed in the installation of your food safety plan. To address the concerns raised simply go to the flow chart at the front of the HACCP Plans,

- write in your shop name and
- at the Cooking item the temperature at which you cook and
- at the Cooling item write in 4 degrees or less as the temperature.

AS 4696:2007 – this appears throughout many audit reports as a condition which must be met. It means the Australian Standard for the Hygienic Production and Transportation of Meat and Meat Products for Human Consumption (the Australian Standard). This document, which is available through AMIC, is the basis of all food safety plans in the meat industry. Your AMIC Food Safety Plan was built in response to this Australian Standard and complies in all respects.

Thawing Procedure – where you are thawing frozen meat the auditor has requested a written procedure be in place. AMIC can provide such a procedure if requested. The key when air thawing is to ensure that the temperature of the product does not exceed 5 degrees at any time.

The above does not change what you are doing in relation to food safety in your shop. It does however assist you in understanding the comments which your auditor may make on your report or assist you in answering questions asked of you during the audit.

If you require further information or assistance with your AMIC Food Safety Plan ring Kevin Cottrill on 0438 100 226.

AMIC Members Sweep the PorkMark Awards

Congratulations to three members who received awards in Australian Pork Limited's Tasmania's PorkMark Ham Awards for Excellence.

Thomas Beuke of Tasmanian Pure Continental Smallgoods won the Boneless Ham category as well as taking out third place in the Bone-In category. "It's absolutely fantastic that Tasmanian produce gets recognized like this!" said an ecstatic Thomas.



Peter Thompson of Thompsons Fresh Foods (Meat and More) was overjoyed at winning first place for Bone-in Leg Ham. "I only use Tasmanian free range pork from Scottsdale," said Peter. "It's the same ham I sell all year both whole and sliced and it's a recipe I've been using for over 20 years."



Phil Groves of The Sausage Shop was delighted to come second in the Bone-in category. "It is the same stock standard Ham we do at Christmas – no special recipe," said Phil modestly. "We have always bought our pigs at Winkleigh in the Tamar Valley and I think buying locally makes a difference."



Photograph courtesy of The Country Courier Newspaper

Member Profile - Peter Johnston Johnston Gourmet Meats

By Paul Sandercock



Peter is a proud past National Sausage King

Travelling along the approach roads to the rural community of Smithton in the far north west of Tasmania you get the feeling from seeing the green and lush surrounds that this a good place to visit. Of course the resident population already know that it is also a good place to live. It is a centre of food production with key industries that include prime beef and dairy production as well as seafood.

As a long term resident, Peter Johnston of Johnston Gourmet Meats knows that the best of the quality products he uses in his business come from his local area. A testament to that quality comes from the number of awards and trophies that Peter has won for his specialised products particularly his National Sausage King winning entry in the Gourmet/Open Class category of the 2010 competition.

“It was the highlight of my career to win a national award after several attempts,” said Peter proudly. “We have won at a State level many times and I have attended the National Competitions in WA, QLD, NSW and SA but to win at the national level in 2010 was fantastic!”

Peter acknowledged that people still keep coming to the shop to purchase those winning gourmet sausages and most refer to Peter as ‘the sausage king.’

Peter commenced his career in Smithton and for most of his 41 years in the industry he has been at the same shop in Smith Street, 12 years as the manager and 19 years as the business owner with his wife Denice.

Business success can be measured in many ways and for

Peter it starts with having good employees and it extends to having a fresh, clean modern shop and quality products that customers keep coming back for. Renovations and remodelling in 2008 have given the shop a new front, new display cabinets, new machinery and the work area has been revamped including a new floor surface. The upgrades have positioned the business well for the future.

The customer base at Johnston Gourmet Meats is mainly from the local community and they have remained loyal over the years. In summer there is an influx of tourists and throughout the year the retail trade is supplemented with wholesale sales to restaurants, hotels and sporting clubs.

Peter and his staff are always searching for new food ideas that can be included in their product range. Popular products are the Dutch roasts, medallions, kievns and mignons as well as chicken, beef and lamb parcels. “We make our own smallgoods and the gourmet lines as well as the local Cape Grim primals and grass fed cattle and sheep give our customers a range of products that is unmatched in the area,” Peter said.

“It’s a great industry; you meet a lot of great mates in this industry and with hard work the results will follow.”

A successful business requires hard work and commitment and for Peter it means a 6 day working week with Sunday his only day off. That day is spent with Denice or if he can Peter does enjoy a spot of trout fishing, but he admits his boat

doesn’t come out of the shed that often.

With a number of industry accolades, some notoriety with his television debut with Paul Mecurio, good staff and loyal customers Peter can be proud of his achievements in the meat industry to date.



Richard Cornish, Peter Johnston and Cameron Revell