

February 2010

# TASSIE NEWS

## 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 Ltds) since 1 July 2009 and as of 1 January 2010, also applied to Sole Traders and Partnerships in Tasmania. This means that the National Employment Standards now apply to all employers in Tasmania.

The Meat Industry Award 2010, which AMIC spent much time negotiating for members' benefit, applied from 1 January 2010 to Pty Ltds in Tasmania. There are specific Wage Rates and Phase-In arrangements for Pty Ltds that need careful attention.

This award will also apply to Sole Traders and Partnerships from 1 January 2011, so in the meantime the Tasmanian state meat industry awards still apply. Material was also provided to Sole Traders and Partnerships on their separate wages rates applicable from 1 January 2010.

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



## The National Sausage King Competition – Terrific Triumph for Tassie Butcher

Our two State Sausage Kings, Peter Johnston and Phil Groves, took part in the National Sausage King on the Gold Coast on February 6th with Peter winning first place in the Gourmet/Open Class.

Peter and wife Denise attended the presentation dinner and they were both overwhelmed when the announcement was finally made. It's a wonder their shouts of joy were not heard back home in Smithton! It was a case of third time lucky for Peter who has entered his pork, apple and sultana sausage on two previous occasions.

Phil Groves is the only entrant in the history of the Sausage King Competition to qualify for **five categories!** Phil has won two National titles in the past and is one of only a few members who would be eligible for the newly created Sausage King Hall of Fame with his next win.

Both competitors did the State proud with their efforts. It is a fantastic feat just to get to the National finals and it is recognition of your skills and experience as professional sausage makers. Congratulations to both of you for a job well done and for keeping Tasmania amongst the top ILBs in the country.



Keith Gridley, Corona (l) presenting 1st place to Peter Johnston for the Gourmet category

### THANK YOU TO OUR NATIONAL SAUSAGE KING SPONSORS



## DON'T MISS THE TASMANIAN MEMBERS MEETING

*For All Members (with Non-Members welcome)*

**DATE:** Tuesday, 2 March 2010

**VENUE:** Colonial on Elizabeth Hotel  
Cnr George & Elizabeth Streets, Launceston

**TIME:** 6.00pm to 8.00pm – refreshments will be served

### Topics to be covered:

- The Modern Meat Industry Award 2010
- The National Employment Standards (NES)
- Transitional arrangements for the TAS Meat Retailing Award
- Food Safety Plan Surveys

Call Paul on 08 8272 2400 to secure your place at this must attend event

# The 2010 National Sausage King

The weekend at the National competition provided an excellent opportunity to meet other butchers from across Australia. Hearing about new ideas and the experiences of others were the high points according to Peter Johnston. "It was a fantastic opportunity to meet and network with competitors from other states as well as learn more about the judging process. Our last Tasmanian national winner was Phil Groves back in 2002," Peter noted. "So it was pleasing that I was able to bring back a National title to Tasmania once again."

**Next year it is Tasmania's turn to host the National Sausage King. This will be an ideal opportunity to show our colleagues and competitors from other states our talent for making superb sausages Tassie style!**



*Peter Johnston (l) and Phil Groves (centre) with their Finalist certificates. Phil's son James helps his dad hold them.*



*Peter Johnston celebrates his victory with his wife Denise*



*James Groves enjoys a sausage with his dad, Phil*



*Judges for the Traditional Australian category, l to r Roger Bond and Gary McPherson of MLA Nathan McGrath of Bunzl and Michael Fletcher, Executive Chef from the Gold Coast Convention Centre*



*Tasmanian Retail Council Chairman Thomas Bueke cementing a friendship with Daryl Bein of Queensland*



*Nathan McGrath of Bunzl scrutinizes an entry in the Traditional Australian Pork category*



*Members and their guests enjoyed the Breakfast with the Butchers before judging began*



*Melinda Gibson and Royston Bennet of AMIST Super*

# Member Profile - Devonport Discount Meats

## Dean and Theresa Hanson



Dean and Theresa outside their shop

**In March this year Dean and Theresa will mark eight years in their shop, Devonport Discount Meats, located in the Devonport Mall.**

“We are a family run business in an ideal location – a shopping mall,” said Theresa. “Our six staff and one apprentice are like family. Each staff member is special in their own way and has the same consideration towards our customers. Customers feel their honesty when they walk in the door. We pride ourselves with old fashioned service, spending time with customers, treating them like friends and family and making them feel welcome.”

**Dean has a wealth of experience, having worked in an incredible 34 shops around the country, gaining skills and knowledge from**

**each stint.** While a hard working apprentice – dividing his time between two shops, he won the Apprentice of the Year award for three years running. Dean and Theresa continue to multi-task, sometimes operating their mobile slaughter and butchery business that goes out to farms.

“We are constantly updating our premises to keep at the forefront of this industry,” explained Theresa. “We regularly try new things in the shop and we make home deliveries. 50 per cent of our business is made up of our own value-added products.” These include rissoles, sausages, Kievs, a whole range of marinated cuts, Beef Wellingtons and a delicious Chicken Wellington with garlic butter and spinach that is very popular. “Another top seller is our mini lamb roast for one person, which everybody loves,” added Dean.

**As well as retail business, Devonport Discount Meats caters to wholesale customers such as clubs, pubs and a few high schools.** “We have a vast range of loyal customers who are local and also come from a distance by car or even via the *Spirit of Tasmania* from Melbourne. Many mainland customers like to take Tasmanian meat home with them so we provide for a lot of tourists. Miners from the west coast often travel to our shop to stock up and take supplies back to their friends,” said Theresa.



Theresa has won a Customer Service Award, which was well deserved given the time she takes to cater to each customer's needs. If Devonport Discount Meats can't provide a product or service to a customer, they will point the customer in the right direction to get it. Theresa also keeps a stack of tourist maps at the counter as she often gives directions and even recommendations to sightseers.

Devonport Discount Meats supports Speedway, Cancer Kids, Police Youth citizens Group and many other local clubs and charities. Sausages and hamburgers are donated to the RSL clubs, Yacht Club and Workers Club with meat trays also provided for raffles in clubs. Theresa informed us that they hope to expand and grow bigger, enabling employment opportunities for local people.



Dean and Theresa's advice for someone thinking of joining the meat industry is to *Be like a sponge and absorb as much information and experience as possible.* They also advise anyone in the industry to *Never try and fool anybody because you'll only do it once!*

**When not at the shop, Dean and Theresa like to hop on their motorbikes or jet skis for some fun.** “Our dog Ben, a boxer, has his own life jacket and goes jet skiing with us. We spoil him as we don't have any children,” Theresa told us. They also enjoy going out on our boat, *It'll Do* for overnights whenever possible – with Ben of course!

## Find Out First-hand

The Tasmanian Retail Council will meet on the following dates during this year: March 2nd, May 25th, August 24th and November 9th. Members are encouraged to attend and offer their input on industry issues. For more information please call AMIC on 6231 3333.

## Welcome to New Members

**Bevan Lee's Butchery - Scott Lee**  
Launceston  
**Landfall Farm Fresh - Frank Archer**  
Launceston

## Members in the News



The screenshot shows a news article from themercury.com.au. The article is titled "Butcher snags award" and is dated February 09, 2010 09:10am. The article text reads: "A TASMANIAN butcher has been declared Australia's best sausage maker. Peter Johnston, from Johnston's Gourmet Meats in Smithton, won the title of best gourmet/open class sausage. The gala cooking event was held on the Gold Coast at the weekend. Sausages in the National Sausage King competition were judged on visual appeal, flavour and texture. 'The competition will boost recognition of Johnston's Gourmet Meats and give due recognition to the art of sausage-making,' Australian Meat Industry Council chief executive officer Kevin Cottrill said." A photograph of Peter Johnston is also visible on the left side of the article.

## 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.**

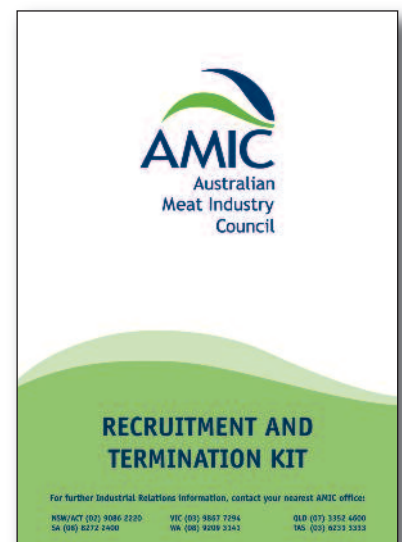
## Recruitment and Termination Kits

AMIC has an excellent Recruitment and Termination Kit that covers all procedures for recruitment and termination of employees, including disciplinary procedures. It is a vital tool to all members as it minimizes the chance of litigation against you.

Some of the sample forms and information sheets include:

- Changes in employment contracts
- Managing poor performance
- Record of counseling and discipline interview
- Dismissal of employee on probation
- Termination of employees due to sale of business

The cost of the kit is well worth the peace of mind of knowing you have handled your responsibility as an employer in accordance with the law. A CD cost \$99 while a paper copy is only \$50. Please call the Tasmanian office on 03 6231 3333 to order your kit.



The image shows the cover of the AMIC Recruitment and Termination Kit. The cover features the AMIC logo (Australian Meat Industry Council) at the top. Below the logo, the text "RECRUITMENT AND TERMINATION KIT" is prominently displayed. At the bottom, there is a list of contact numbers for AMIC offices in NSW/ACT, VIC, QLD, WA, and TAS.