

June 2011

# TASSIE NEWS

## What's news in training - Tasmania?

By Steve Davie, Rod Crack & Darren Scott  
Meat Processing Skills Institute



Firstly hello to all from the Skills Institute Butchery team - Steve, Rod and Darren.

**October sees the running of the World Skills Australia, Tasmanian Butchery Competition 2011**, which will flow over into the National World Skills Butchery competition to be run in 2012.

The Tasmanian State winner will receive additional coaching from The Skills Institute teaching staff if required, along with mentoring from World Skills Tasmania before the national event.

**We are seeking interest from potential competitors from across the State.** Do you have an apprentice or trainee in your workplace whom would be interested in entering, who was born after the 1st January 1988?

Tasmania has performed very well in this competition nationally over the past twenty years, and we would like to continue that tradition!

**Help us to find some young, talented and keen players and go for gold.** Numbers are limited to 12 participants only, so be quick on your application! any queries Call Steve on 62 338 695 before September 2011.



2009 State World Skills entrant

**Recognition of Prior Learning (RPL) is aimed at those working within industry, specifically Meat Retailing and currently do not hold a trade certificate.**

RPL entitles persons working in the industry without qualifications to have their current skills assessed to gain recognition, enabling them to further progress and achieve trade certification. This training can be delivered all on-the-job with very little impact on the daily running of the business.

The RPL package was given to the meat industry by the National Meat Industry Training Advisory Council (MINTRAC).

**A high point for the Skills Institute is that our own Darren Scott was the designer and author of the RPL package, to be used as a standardised document across all states of Australia to assist the process.**

**Flexible delivery has been part of our delivery method now for many years.** This enables either complete on-job or off-job training, designed fully to suit the needs of all workplaces.

Most employers are opting for a mix of on-job and off-job training with a rough break up showing 75% training on-job, and 25% off.

**As a state training provider, we have found that customised delivery of the training package to meet workplace requirements has delivered far greater rewards than just qualifications.**

It has created an understanding of all parties to the needs of the training requirements, and also assists the skills institute team to view and discuss current industry trends over a long period by being in the workplace.

## AMIC Working for You

### Industrial Relations and the Award

**When AMIC commenced (as MATFA) in 1928 we started out with industrial relations and the meat industry award system as the essential part of our service to members. All of our activities were to do with wage rates and award conditions for retail butchers. It was a different time then and it marked the pattern of things to come for MATFA, then NMA now AMIC.**

Although there are many other things that we provide for members today, the focus on the industrial awards, as a core member service, is unchanged. We continue to provide advice and assistance on all matters to do with human resource management which includes understanding your industrial relations responsibilities and obligations. After more than 80 years of being directly involved in industrial relations it is an area of specialisation for AMIC.

*"Understanding our employees and industrial obligations is important to the running of our business and I appreciate that I can make one phone call to AMIC to get the answers I need. It's a valuable membership service."* - Sharon Skinner, Tassie Discount Meats, Glenorchy.

There are some recent changes to the wages schedules which are included in this newsletter, please take the time to familiarise yourself with the rates and levels that apply to your business and your employees.

**Please contact AMIC on 6231 3333 if you require any further assistance.**

# Member Profile

## Stella Laker – Chef at Sir Loin Breier Gourmet Butcher Deli & Seafood



**chef.** Stella qualified as a chef at the Royal Melbourne Institute of Technology. “I never envisaged working in a butcher shop and being able to contribute so much,” she said. “I think valuable experience and knowledge can be gained from butchers and chefs working together.”

Stella has worked in Bicheno for eight years and also worked for Rob in his previous shop in Launceston for one year. Prior to that Stella ran her own private catering business and before that a lunchtime restaurant and delicatessen.

**Stella’s specialty products include pâtés, terrines, take home and ready-to-eat meals as well as soups and salads.** “I have always had an interest in charcuterie meats,” said Stella. “When I started working for Rob he was buying pâté from elsewhere. It was obvious for us to make our own and the range has grown from there. My crayfish pâté is a best seller and our reputation for other lines has grown.”



*Rob with Stella holding her famous crayfish pâté*

**“We are not your average butcher shop,” continued Stella.** “We can more or less supply a whole meal from our meat and smallgoods, pâtés & terrines, fresh local vegetables and even down to some nice Tassie desserts and locally brewed beer and wine. We concentrate on fresh local products, but do allow ourselves the indulgence of some beautiful imported cheese and pastas.”



*Local wines and vegetables are stocked at Sir Loin Breier*

**With so much in-house cooking, Stella and Rob diligently follow the state’s food safety guidelines, keeping on track with the AMIC food safety manual.** “A lot of what we do is automatic after years in the food industry and sound training in health and hygiene, said Stella. “We now have excellent record keeping and can trace where we might make our practices better,” she added. “Most of my products are cooked and not re-heated so the guidelines are important to adhere to.”



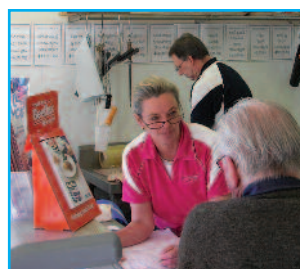
*Stella stocking some of the condiments on offer*

Stella said she spends a lot of time in the shop, especially in summer. “It is important to be able to give customers suggestions and cooking tips. We want to feel confident that we have given them sound advice and for them to get the best possible results from what they buy. Some customers might then buy cuts they normally wouldn’t try either because of the cost or lack of confidence.”

**Being close to the popular destinations of Freycinet and Wine Glass Bay, business in summer is particularly busy with holiday makers and tourists descending on the town.** Stella said that there is definitely a demand for her products outside of the region. “Many people visiting Tasmania come here and wish they had a shop like ours in their area. The business does not belong to me but my vision is to be able to find good back up staff during the summer months to give Rob and I more scope in what we do.”

Days off for Stella, a keen gardener, are “pretty sparse” in summer. “Living on the coast, my husband Mick and I try to spend a great deal of time on the beach with our two miniature Schnauzers. Food is my work and also my hobby, so I spend a lot of time experimenting and cooking.”

**Stella has a business motto and advice for anyone considering working in her area of the industry.** “Don’t waste time wondering what your competitors are doing or if they are sneaking your ideas. Spend time doing what you do well, better than others and lead with ideas – instead of following. Whether you work as a chef in hospitality or retail, it is always going to be hard work and long hours so make sure you enjoy it!”



*Stella confers with a customer with Rob in the background. The signs by Rob advertise his variety of award winning sausages*