

December 2009

MEAT INDUSTRY NEWS

Western Australia Retail Council Report

The highlight of the months since our last Council meeting has been without doubt, the operation and running of our Sausage King event culminating in the successful Finals held at the Perth Royal Show.

Well done to the large number of entrants who competed in this prestigious event. Our best wishes are extended to the winners who will represent WA in the finals at the Gold Coast next year. We also congratulate all the entrants who made the effort to enter the competition and put on show their best products.

Your Council has elected Greg Maconochie as the new Chairman since Vince Garreffa has stood down for personal reasons. Greg is one of the most successful butcher shop proprietors in Western Australia, owning several shops over many years. He brings to the Council excellent skills that will ensure your Council continues to be a driving force for members in WA.

Ted Weir remains as Deputy Chairman and we are grateful to Ted for filling in as Chairman over the last few months during the transition. Thank you to Vince Garreffa for his time and effort during his term as Chairman.

We have run three Industrial Relations workshops in October where our AMIC IR specialist Garry Johnston presented the new IR Meat Industry Award that becomes effective 1st January 2010. To recap, the Federal Government requested the Australian Industrial Relations Commission (AIRC) in March 2008 to review and modernize the many hundreds of State and Federal awards

which apply to companies and reduce them to about 100 Modern Awards.

The AMIC IR team took on the many challenges which were raised by this request by ensuring that the Meat Industry had its own Modern Award and that the many hard won conditions in the current awards were still available in the Modern Award. Had AMIC not argued strongly for a stand alone Meat Industry Award, meat retailing would most likely have been in the Modern General Retail Award and meat processing in the Modern Food Manufacturing Award.

Would this have mattered? The Australian Retailers Association has estimated a 16.5% increase in wages cost to employers due to the rates and levels, ordinary hours of work and penalties under the Modern Retail Award. The AMIC IR team led by Garry Johnston drafted the Modern Meat Award and the AIRC agreed to retain most of the conditions AMIC had inserted into that Award.

This is just another example of the way AMIC works behind the scenes for the benefit of our members.

If anyone requires more details on what is required to ensure compliance, please contact Mike Thomas on 0438701577.

The Butchers Picnic will be held in Northbridge on March 28th 2010 and we will advise further details as they evolve.

Your Councillors take this opportunity to wish all our members and families a wonderful Christmas and that the New Year brings prosperity and happiness to all.

The 2009 Sausage King Awards Lunch

The Sausage King competition culminated with winners and place getters being presented with their trophies at a splendid Awards Lunch held at Chanterelle at Jessicas Restaurant at the Hyatt Centre.

Members and their guests were entertained by our MC Verity James and enjoyed a superb meal that included a course of fantastic beef fillet generously supplied by DBC. Recipients were then presented with their trophies by our sponsors.

We could not possibly hold a competition of this size without the grateful support of our sponsors who gave of their time, money and resources to ensure our Sausage King Competition was an outstanding success. AMIC extends a sincere thank you to all our sponsors.

Our winners will now represent WA in the National Sausage King Championships to be held on the Gold Coast, Queensland in early February 2010. We wish them well and know they will be successful.

CONTINUED PAGE 2



Mr and Mrs David Adams of MBL Food Services enjoying lunch



Graham Read of MPS presenting Allan Rea from William Meats with his trophy for 1st Place Australian Lamb



Seasons Greetings

We wish all of our West Australian Members and their families and staff a Merry Christmas and a safe and Happy New Year.



The 2009 Sausage King Awards Lunch



L to R: Graham Martin from APL, Basil Pinntabona from Primavera Quality Meats and Kim Oswin from A.J. Baker



Rafaele and Lisa Ramirez of MLA



Craig Brown HDD Trading and Keith Gridley, Corona



Paul Marinovich Jnr, Adrians Smallgoods 1st Place Poultry Category



Rafaele Barbaro, Barbaro Bros being presented with his 1st Place trophy for Australian Pork with MC Verity James and APL's Graham Martin



Reto Ablanalp of WA Exclusive Meats with his trophy for 2nd Place Australian Lamb category



Basil Pinntabona of Primavera Meats receiving his 2nd Place Trophy from Dave Adams MBL Food services with by MC Verity James



Tony Scarfo of Scarfo's Meating Place receiving 1st Place Continental from Dave Adams of MBL Food Services with MC verity James



Joe Princi of Princi Butchers receiving his trophy for 2nd Place Gourmet Open category from Corona's Keith Gridley with MC Verity James



Peter Malone, Malones Quality Meats, with his 1st Place Gourmet trophy presented by Corona's Keith Gridley. MC Verity James gives Peter a congratulatory hug.



Paul Marinovich Snr, Mike Thomas, Verity James and Lifeline's Cally Earlsmith



Paul Marinovich Jnr and Snr with MC Verity James

The 2009 WA State Sausage King Competition



Your Council had a busy two months organizing and arranging the Sausage King Finals, held at the Perth Royal Show on the 1st and 2nd of October. And what a super competition we had!

Our judges really had their work cut out for them

and commented on the outstanding quality of all the finalists' sausages which meant for a difficult time in deciding which one was the best sausage in each category. Our thanks to all of the judges who did a splendid job.

However, whilst there can be only one winner in each of the 6 categories, the real winners will be

our consumers who can benefit from knowing they are buying some of the best sausages in Australia from the best butchers in Australia.

Congratulations to all who entered and the best of luck to our new Sausage Kings who will represent WA in the National Sausage King Competition next year.

2009 WA STATE SAUSAGE KING WINNERS

	TRADITIONAL AUSTRALIAN	TRADITIONAL AUSTRALIAN PORK	POULTRY
1ST PLACE	Crimea Meats Morley	Barbaro Bros Quality Butchers Greenwood	Adrian's Continental Smallgoods Mirrabooka
2ND PLACE	Scarfo's Meating Place Myaree	Stamfords on Brentwood Brentwood	Dubrovnik Butchers Meltham
3RD PLACE	Princi Butchers Beaconsfield	Adrian's Continental Smallgoods Mirrabooka	Crimea Meats Morley
	AUSTRALIAN LAMB/OPEN CLASS	CONTINENTAL	GOURMET/OPEN CLASS
1ST PLACE	Williams Meats Forrestfield	Scarfo's Meating Place Myaree	Malone's Quality Meats Success
2ND PLACE	WA Exclusive Meats Carlisle	Primavera Meats Mount Hawthorn	Princi Butchers Beaconsfield
3RD PLACE	Dubrovnik Butchers Meltham	Adrian's Continental Smallgoods Mirrabooka	DBC Butchering Co Picton



Warren Hook and Daniella Hanson of Belvidere Meats together with Mike Thomas at the Sausage King Finals



Some judges happily tasting entries



Part of the meat display at the Perth Royal Show



Mike Thomas Jr serving samples of cooked sausages to the public



L to R: MSM Mike Thomas, Pas Princi, Princi Butchers and Michael Thomas Jr

Member Services Manager Report

By Mike Thomas

The Sausage King Competition has dominated the calendar during the past few months. 45 members submitted 176 entries, which is a 20% increase over last year. Entrants came from as far as Kalbarri in the North to Albany in the South.

For the first time in WA we divided the Sausage King into 3 regions. The respective winners then went to the State Finals to decide the Sausage King winners for 2009. The feedback from members and industry representatives on this system has been positive. The general opinion is that SK 2009 was structured better than previous years.

We received an enormous amount of support from a great number of people including suppliers and industry

representatives and without this support and involvement we would be hard pressed to operate a successful SK. These people gave of their time and promoted SK at every opportunity, which increased its profile and thus contributed to an increase in entrants this year.

Martin Maloney, the CEO of the Perth Royal Show gave AMIC a 50% reduction in our stand rent on the proviso we gave out samples of cooked sausages to the public. To this end, I invited several of our members to do this. The members who availed themselves in this were; Princi Butchers, The Corner Butcher, Belvidere Meats, Marco's Fussy Meats and Jeremy's Exclusive Meats. Their support at relatively short notice was fantastic and feedback from them is that they all

have received an increase in business that can be directly attributed to their promotion at the Show.

Harvey Beef and "Q" Lamb together with APL supplied product for display in the meat cabinet, which added to the overall effect of creating a "meat industry" stand.

The Awards Lunch was an outstanding success. 94 members and guests enjoyed an exceptional meal and were entertained by the very professional MC, Verity James. I'd like to thank DBC who kindly supplied at no charge the superb beef fillets for the main course, which significantly reduced our costs.

I'd like to wish you all a happy, safe a prosperous holiday season.

Expect Inspections in December

Council has received advice from the Department of Commerce Weights and Measures requesting us to pass on the following message to our members:

Just a friendly reminder that Inspectors from this branch will again be checking the compliance of pre-packed hams, turkeys, seafood and smallgoods this Christmas. This inspection program will be carried out in early December leading up to Christmas Day. Please ensure your staff is aware of the need for correct taring when weighing and pricing these products prior to sale.

Welcome to New Members

**Stamford's of Brentwood
Steve Patterson, Brentwood**

**Everett Butchery
Steve McKenny, Kalgoorlie**

Recruitment & Termination Kit

The 'Recruitment and Termination Kit' contains complete procedures for recruitment and termination of employees - including disciplinary procedures. It accords with Federal and State laws, and is a vital tool to assist you in maintaining policies that minimise the chance of litigation against you.

Prior to the termination of the employee it is advisable to contact AMIC in order to ensure the correct procedures have been followed.

For the benefit of members, we have developed the kit that provides sample forms and information sheets as follows:

- Employment Contracts and Letters of Appointment
- Application for Employment
- Appointment Letter - Award Employee
- Appointment Letter - Salaried Staff (i.e. Non Award)
- Agreement to Establish a Probationary Employment Period
- Contract of Employment
- Job Description
- Company Policy
- Confidentiality Agreement
- Changes in the Employment Contract
- Managing Poor Performance
- Record of Counselling and Discipline Interview
- First Written Warning
- Second Written Warning
- Final Written Warning
- Dismissal of Employee on Probation
- Summary (Instant) Dismissal for Serious Misconduct
- Dismissal of Employee due to Redundancy
- Termination of Employment due to sale of Business
- Acceptance of Job Offer

Cost:

Email or on floppy disc/CD
\$99.00 inclusive of GST and postage (Non-members' price is \$275)

Paper copy
\$50.00 inclusive of GST and postage (Non-members' price is \$225)

To order, please contact Mike Thomas on 0438 701 577.