

February 2010

MEAT INDUSTRY 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) in Western Australia since 1 July 2009, but does not currently apply to Sole Traders and Partnerships in Western Australia - as the State Government has decided not to hand over its Industrial Relations powers to the Federal Government. This means that whilst the National Employment Standards now apply to all Pty Ltd employers in the state, they do not apply to Sole Traders and Partnerships.

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

However, Sole Traders and Partnerships in Western Australia continue to use the Western Australian Meat Industry (State) Award 2003 and the Meat Industry (Northwest Abattoirs) Award No. A12 of 1988. Material was also provided to Sole Traders and Partnerships on their separate applicable wages rates.

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

Enter the Beef Burger Crown Competition at the Butchers Picnic

We're looking for the BEST beef burger in the state and all members are invited to take part in this exciting contest at the Butchers Picnic this year.

The fun actually starts on Tuesday March 16th at the preliminary heat to determine the finalists for the competition at the Butcher's Picnic. The top six butchers will then proceed to the final to be held on Sunday, March 28th at Northbridge Piazza, (at the corner of James and Lake Streets). The Piazza was only completed and officially opened last October and is an ideal place to enjoy a picnic - complete with the finest burgers our ILBs have to offer. If you haven't yet checked out this new hotspot, then be sure to head there for the Butchers Picnic where you can show off your skills and earn accolades for your special beef burger recipe.

AMIC is pleased to hold our Butchers Picnic Day in conjunction with the City of Perth's *Eat Drink Perth* month-long promotion that highlights the fantastic culinary scene in the city. We are proud to have the City of Perth as a sponsor for the third year running.

We also must thank our sponsors MLA an MPS for their wonderful support of this event. MPS is hosting the preliminary heat at their premises on Tuesday March 16th at 7pm. (25A Harlond Ave. Malaga.)

Entry forms with all the competition details were sent to you last week. Please return your completed forms by the closing date of March 10th. I hope to see you at the Butcher's Picnic.



WA Wows with the Most Awards at National Sausage King

Our WA Sausage Kings travelled the furthest amongst members to compete against the best of the best at this year's National Final.

And what a competition! The 36 entrants who had won in their respective states and categories were pitched head to head for the coveted title of Sausage King. It took place on a hot and humid Saturday in early February at the Kurrawa Surf Club on the Gold Coast in Queensland.

Our WA team was just fantastic - winning two of the six categories plus achieving a second and two third places! We dominated with more placings than any other state!

Neville Williams of Williams Meats in Forrestfield who won top honours in the Australian Lamb/Open Class category with his Lamb, basil, mint and fetta sausage was very excited to win. "It is truly something to be very proud of. I am a third generation butcher and there is no harder game than butchering, so I think it is absolutely wonderful for AMIC to have such a competition to support and unite butchers across the country."

Murray Malone of Malone's Quality Meats in Success was our contender in the Gourmet/Open Class category. Even though he did not come in the top three, he remarked that he thoroughly enjoyed the experience of taking part and came out "much richer" for having attended. "This was our first time entering a National event and we were quite inexperienced. I was thrilled to meet so many highly qualified butchers - it was a just wonderful experience." **Murray added, "Watch out next year - I will be a force to be reckoned with!"**



State finalists l to r: Tony Scarfo - Scarfo's Meating Place, Paul Marinovich Jnr - Adrian's Continental Smallgoods, Rafael Barbaro - Barbaro Bros Quality Butchers, Joe Di Fulvio - Crimea Quality Meats, Allan Rea - Williams Meats & Murray Malone - Malone's Quality Meats

THANK YOU TO OUR NATIONAL SAUSAGE KING SPONSORS



WA Wows with the Most Awards at the National Sausage King Competition

Thank you to all of our ILBs who took part and congratulations to those who managed to bag an award in what was a very close competition. The winners and placegetters are:

1st Place Australian Lamb/Open Class	Neville Williams, Williams Meats, Forrestfield
1st Place Continental	Tony & Joe Scarfo, Scarfo's Meating Place, Myaree
2nd Place Poultry	Paul Marinovich Jnr, Adrian's Continental Smallgoods, Mirrabooka
3rd Place Traditional Australian	Joe Di Fulvio, Crimea Quality Meats, Morley
3rd Place Traditional Australian Pork	Rafael Barbaro, Barbaro Bros Quality Butchers Greenwood

In addition, Joe Di Fulvio of Crimea Quality Meats, Crimea was awarded a special recognition as one of only two inductees into the Sausage King Hall of Fame. Joe has achieved what only one other member has achieved - winning a National Sausage King crown three times (in 2000, 2008 & 2009). Well done Joe!



l to r Roger Bond of MLA presenting 1st place for Lamb to Allan Rea



Royston Bennet (l) and Melinda Gibson of AMIS Super congratulating Tony Scarfo for his 1st place win in Continental



l to r AMIC's Kevin Cottrill awarding Paul Marinovich Jr his trophy for 2nd place in Poultry



l to r MLA's Roger Bond presenting Joe Di Fulvio with 3rd place for Traditional Australian



l to r Mark Hardy, APL congratulating Rafael Barbaro for 3rd place in Pork



Our new Retail Council Chairman, Greg Maconochie with his wife Pam



Tony Scarfo celebrates his win with wife Sandra and their daughters



l to r Terry Nolan, Paul Marinovich Jr, Oliver Marinovich and Mark Nolan



Oliver Marinovich of Adrian's Continental Smallgoods



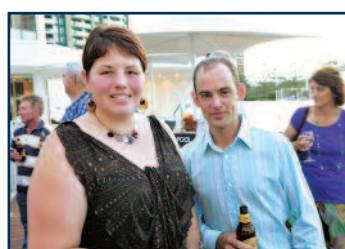
l to r Brendon Watts, Murray Malone and Terry Wright



Joe and Anna Di Fulvio with AMIC's Mike Thomas (r)



Rafael Barbaro with his sons Jayden and Stefan



Melinda and Allan Rea at the cocktail party



l to r Tony Scarfo and Cliff Dagliesch giving their approval on some sausages

Member Services Manager Report

By Mike Thomas

Our annual AMIC/MLA Butchers Picnic will be held on Sunday 28th March. Please refer to the entry form sent to you last week and take this occasion to show off your skills with your best Beef Burgers. There will be a photo opportunity for winners as the media will be present when the Honourable Lord Mayor Lisa Scaffidi presents trophies to the winners. We are planning a large media campaign with special focus on our Independent Local Butchers and would like to see as many butchers as possible take part in this festive event.

Our aim is twofold; firstly to increase the profile of members and secondly to increase consumer awareness of the taste benefits and ease of preparation of our beef burgers. The overall objective is to drive up sales of beef burgers through ILBs, similar to the tremendous outcome that Sausage King has done for the sale of sausages over the years.

Recently, I was asked to assist one of our members who was being investigated by the Workplace Ombudsman in regard to an unfair dismissal claim after terminating a rather difficult employee. After meeting together with the employee at a hearing convened by the WA Industrial Relations Commission in the presence of a Commissioner, a satisfactory outcome was achieved.

It is advisable for all members to keep adequate written records of any discussions with employees in regard to work

practices, especially any discussions of a disciplinary nature. Please call me for help as soon as you have any concerns with an employee. Don't leave it until the last moment as any delay in resolving potential claims may increase costs to you.

I am available to assist you, together with the support of our AMIC head office team of experts and cannot emphasize enough to all our members to take advantage of AMIC's expertise whenever there is the potential for any claim or conflict by an employee.

My focus this year is for AMIC to continue to be seen as a real help and benefit to our many members. We may not have all the answers for you right away; however we should be able to find them for you.

Your local AMIC office 08 9209 3141/0438 701 577

Welcome to New Members

**Buckingham Meat Market
BJ & PL Parsons, Bunbury**

**Andrew's Exclusive Butchery
Andrew Williams, Joondaloo**

**The Beef Shop
Wendy and Kevin Armstrong, Maddington**

Members in the News

Tony snags national title

Milena Stojceska | February 8th, 2010

A THREE-generation-old Italian recipe made with love, homemade wine and 18 years of hard work were the key ingredients which saw Tony Scarfo crowned National Sausage King on Saturday.

After winning five state championships in the continental category, the Perth butcher's hard work and fine-tasting meat paid off with the top title at the National Sausage King competition at Kurrawa.

Mr Scarfo, the owner of Scarfo's Meating Place, brought his wife and their three children to the Gold Coast for the competition and was overjoyed at being crowned national champion.

"It's the best feeling, I was so emotional. Some people think that it's not a big deal, it's only a sausage award but it's a big deal for us," he said.

Mr Scarfo said he had already been on the phone to his father, who works with him, to organise a big balloon to promote the win.

He bought his first butcher's shop 18 years ago, immediately after finishing his apprenticeship at

Mr Scarfo was among 36 state sausage kings from around Australia who attended the Australian Industry Council's 12th annual National Sausage King competition at the weekend.

Queensland competitors won three of the six categories, which were announced at a gala dinner at the Sofitel Broadbeach Hotel on Saturday night.

KING OF THE SNAGS



Best snags compete

ERIC PARNIS
10 Feb, 2010 09:01 AM

A PERTH butcher with a three-generation-old Italian recipe has edged out the local entrant for the title of Australia's best sausage at the final of the National Sausage King competition on Saturday.

Staff from Tenterfield's Premier Meats made the trip to the Gold Coast over the weekend to attend the event with hopes that their award winning German bratwurst would be crowned the nation's finest.

The bratwurst, which was named New South Wales' best sausage in October last year, lost out to the Western Australian's continental sausage at the Australian Meat Industry Council's 12th annual National Sausage King competition.

Premier Meats owner Tim Rose said the butcher's would again enter the competition in its 13th year with the aim of going one better and snagging the nation's highest sausage honour.

And competition beware: although Premier Meats were recognised for having the best and third best sausages in New South Wales for 2009, Mr Rose said he and his staff would step up their efforts in 2010.

Member Profile

Andrew's Exclusive Butchery – Andrew Williams



Andrew's Exclusive Butchery opened only five months ago in the Joondalup Shopping Centre.

"The shop is only 10 months old and is one of the best and well laid out shops I have ever worked in," said Andrew Williams. Prior to this, he worked at Boatshed

Meats in Cottesloe where he gained most of his experience.

Andrew is almost a one-man operation while he gets his business established. "This is a relatively small store and apart from a part time worker who helps out, I do everything myself. I can ensure customers receive the very best in service and product."

Andrew's hard work in setting up his business is paying off as he has a number of local loyal customers that are increasing in number each day. Andrew's formula for success is to "Use only the freshest of product and have preservative free lines and a variety of value added lines. Also ensure that products are displayed in an appealing manner."



"The shop carries a wide range of pastries, fresh made marinades and sausages plus a selection of meats that will whet the appetite of the most discerning customers," said Andrew.

With future hopes to enter a Sausage King Competition, Andrew plans to first enter the upcoming Beef Burger Crown Competition at the Butcher's Picnic. "Bet on me to win the Beef Burger Competition with my special recipe burgers. They are just the best!!"



Despite working seven days a week (cleaning and paperwork are taken care of on Sundays when the shop closes), Andrew manages to support the Joondalup Junior Soccer teams as well as some foster homes.

Andrew believes in the motto *Be second to none!* "I see myself as being a successful businessman owning and running a great shop. I will only take on one shop at a time."

As for advice to newcomers to the industry, Andrew explains, "I have worked for the past 20 years in the industry. Find a good teacher, work hard and strive to become the best!"



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 WA office on 92093141 to order your kit.

