

June 2011

MEAT INDUSTRY NEWS

AMIC Working for You

Our Beef Burger and Beef Pie Competitions that were held in Northbridge in March have not only raised the profile of ILBs, but generated lucrative sales for the winners.

Basil Pintabona from Primavera Quality Meats in Mount Hawthorn won the Beef Pie Competition and he reports sales of his beef pies have increased by a staggering 300%! There is also the follow on increase in sales from customers who buy additional products while in the shop. Well done Basil.



Basil with his plaque and winning pie

Daniel Carrucan of Star of the North in Currambine informs that since they won the Beef Burger Competition they have seen at least a 50% increase in burger sales plus an equivalent increase in their overall sales. "Our winning burgers have been drawing them in!"



Star of the North's meat counter

Carlos Florenca of Pronto Gourmet Butchers in Mosman Park has another great story where his award winning beef burger sales are going through the roof as customers hear of his success in the competition.



Also during March, Joe Princi won APL's WA Award for Excellence in Australia Bacon Week for the Full Rasher category and came 3rd in the Low Fat category

Joe Princi of Princi Butchers Beaconsfield always enters AMIC's competitions and enjoys the significant increase in business as his fame grows far and wide with his successes. In 2010 Princi Butchers won best Beef Burger and this year came 2nd in the Beef Pie Competition.



Dardanup



Butchering Company wins MINTRAC Award



Crystal Potter of DBC receiving the award from Conrad Blaney of AMIC

Congratulations to the Dardanup Butchering Company (DBC) in Bunbury for winning the coveted **Meat Industry Employer of the Year Training Award** from the National Meat Industry Advisory Council Limited.

DBC is delighted to win this prestigious award. Crystal Potter, Training Coordinator told us that "DBC is constantly striving to stand out from the rest and be an employer of Choice, and this award has helped show that we are. It is a huge recognition of excellence."

"Training is a large part of DBC and the commitment to training from all involved is amazing," Said Crystal. "DBC offers nationally recognized qualifications ranging from Certificate II right through to diplomas and advanced diplomas."

Crystal explained that "DBC also has a vision, and was working towards becoming a training hub for the South West in which other companies could send their apprentices and other employees to us to receive first class training in a variety of different aspects. This has now been achieved." Apprentice butchers also complete all their training on site whereas previously they had to go to Perth for their practical training. "We are able to offer all aspects of butchering, including boning and slicing all species, and believe this will produce the most skilled apprentices in the country," said Crystal.

AMIC WA has a new home

We have moved to a new office:
5 Darlot Rd, Lansdale WA 6065

Our postal address remains the same:
PO Box 1750, Malaga WA 6944

Our news contact numbers are:
Tel: 08 9302 2866 • Fax: 08 9302 4966
Mobile: 0438 701 577

If any members are in the Lansdale area, please stop by.

Member Services Manager Report

By Michael Thomas

Visits to members across the state is ongoing and in most cases, with the exception of some remote areas, the objective of two visits each year is currently being achieved. Almost without exception the discussion amongst members recently has been about the increasing costs of operating a business, whether it is the costs of goods or the day to day running costs.

Fair Work Australia has Fact Sheets available on records that employers MUST keep. Included amongst the requirements are wage books, which are available from AMIC. Keeping documented evidence of employee wages, starting dates, full time, part time or casual hours worked, rate of pay, overtime, leave information, superannuation payments and termination of employment is your obligation as an employer and these will be the documents asked for if there is a claim. If you need wage books or register of injury books (also mandatory) please contact me to order yours now. More information about records an employer must keep can be obtained from the secure pages in the AMIC website or the Fair Work website www.fairwork.gov.au under Fact Sheets.

GST Food Guide

How do you work out
whether your food items
are taxable or GST free?

After our very successful Beef Pie and Beef Burger Competitions we have received several enquiries from members asking for help in interpreting what food items are not subject to GST and what items are subject to GST – particularly pies.

The GST Food Guide prepared by the Australian Tax Office states the following in regard to Pies:

Pies (meat, vegetable or fruit, supplied hot or cold or requiring cooking, heating, thawing or chilling prior to eating)	Taxable
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However, the GST Food Guide is a very detailed document so we definitely recommend any member wanting information on GST on food items and what impact it will have to call the Australian Taxation office.

If you need our assistance, email your query to mthomas@amic.org.au and the AMIC Finance Department will look into it further.

What are my obligations for rehabilitating a worker who has suffered a work related injury?

This is a question that members frequently ask as well as wanting to know what is meant by the term “Light Duties”.

The following information is an extract from the WA Government Work safe “Manual Handling in the Meat Industry” publication.

Rehabilitation and Workers’ Compensation

The Workers’ Compensation and Rehabilitation Act 1981 focuses on returning injured workers to work as soon as possible after an injury or illness. Research shows the longer a person is away from the workforce the harder it is to return to work. People who may have difficulty returning to work need to be recognised early and given the necessary assistance. Under the legislation, injured workers have the right to services offered by approved vocational rehabilitation providers. In addition, the Workers’ Compensation Board may require that rehabilitation be undertaken.

Employers are encouraged to develop rehabilitation at the workplace as an effective means of reducing hardship for the injured worker, and reducing workers’ compensation and staffing costs for the employer.

Employers also have a responsibility to:

- Hold a current workers’ compensation policy to cover all their workers;
- Process claims for compensation and forward them to the insurer for approval within 3 working days;
- Pay weekly payments on the normal pay day, once the claim is approved;
- Pay expenses incurred for medical treatment and associated travel and rehabilitation; and
- Issue the injured worker within 21 days written notice of any intention to discontinue or reduce compensation payments where a medical practitioner has certified the worker totally or partially recovered, but the worker has not returned to work.

Note: Any weekly payment may be reviewed by the Workers’ Compensation Board at the request of either the injured worker or the employer.

Before making a decision on reducing or discontinuing an injured worker’s weekly payments, the Workers’ Compensation Board may consider whether reasonable steps have been taken by the employer and the worker towards rehabilitation.

Further information on this, and many other subjects, can be obtained through the AMIC OH&S/Workers Compensation Database, which is accessible through the AMIC website at www.amic.org.au Also see <http://www.commerce.wa.gov.au/WorkSafe/>

Member Profile

Tom Barton – The Butcher Shop



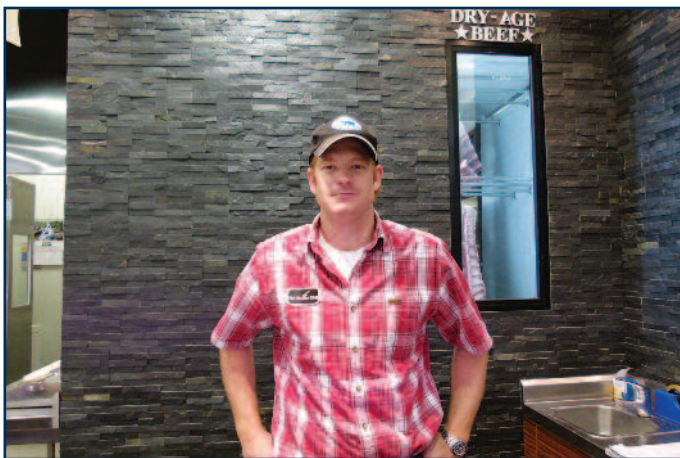
The Butcher Shop is the only specialist fresh meat retailer in Westfield Innaloo Shopping

Centre, complementing the two supermarket chains that just sell meat and do not offer the services of an Independent Local Butcher. Along with a produce shop, a bakery and a chicken retailer, The Butcher Shop hosts Market Days once a month where free tastings, recipe cards and great fresh food savings are offered along with family entertainment in the centre.



“Our customers are primarily local shoppers and our customer base is growing, which is very pleasing. Our product range - we offer dry aged and organic beef, definitely attracts people to the shop. We also sell free range, hormone free and organic products. We offer a wide range of pork, chicken, beef and lamb value added products. These include Cordon Bleu, our special curries and lamb roasts.”

Tom has two apprentices working with him. “They are both young and keen!” He hopes to develop and expand the wholesale side of the business in the future. **His motto is simply Work Hard!**



Tom Barton commenced his training at Boatshed Meats where he learnt the trade and how to present product. He then moved on to the Meat Safe in Subiaco and has had The Butcher Shop for a year. “We completely renovated the shop just after the purchase and revamped the shop front to a unique look,” said Tom. “We were awarded the Westfield retail fit out award for the 2nd quarter in 2010.”



Tom also has plans to enter the Sausage King Competition as “Our sausages our improving all the time. We support the Innaloo Primary School and the football club by supplying sausages for all their sausage sizzles for their fund raisers.”

On days off Tom said he “leads a quiet life.” He likes to relax and enjoys walking his dog at the beach. **His advice to anyone considering working in the meat industry is “You have to live it!”**



Your State Council needs you!

We have a vacancy for one Councilor on the WA Retail and General Council. We welcome your participation, which would help AMIC work towards establishing

a better environment for our industry. Please call Mike Thomas for details 0438 701 577

Welcome to Our New Member

Exclusive Butchery
Steve Sains, Booragoon

WESTERN AUSTRALIA – INDUSTRIAL AWARDS FEDERAL AND STATE

In Western Australia, we still have the distinction between the relevant industrial instruments for “Pty’ Ltds” and Sole Traders/Partnerships. The former are under the federal Meat Industry Award 2010 (MIA 2010) plus NES, while the latter remain under WA State Meat Awards. For Sole Traders/Partnerships in WA to come under the federal system, the State Government would need to hand over that power to Canberra.

The minimum wage rates for Pty Ltds are set by the federal body (Fair Work Australia) while the WA Industrial Commission still sets the rates for the Sole Traders/Partnerships.

Pty Ltds minimum wage increases

We have explained in the cover page to the GREEN sheets what has happened but we should emphasise some of the points. The federal increase was 3.4 per cent to all federal award wage levels and many of the allowances. The increases apply from the first pay period on or after 1 July 2011. Please especially note the meal allowance and clause 26.2 of the MIA 2010 – payable 1.5 hours or more after rostered hours, meaning ordinary hours.

As well as the 3.4 per cent increase to minimum rates, 2011 is the second of five adjustments for WA members to bring your former state rates and penalties into line with the rates and penalties in the MIA 2010. This is the reason for the changes to the apprentice and junior percentages and some of the weekend penalties – by the end of 2014 they must be in line with the MIA 2010 levels.

Sole Traders/Partnerships

At the time of writing the WA commission has reserved its decision concerning increase to state awards. When the decision is published we will distribute the wage pages to members ASAP.

FEDERAL v STATE SYSTEM

Which is better? One can’t definitively conclude it is one or the other. Certainly, reliance upon the Corporations power in the Federal Constitution has vastly extended the influence of the federal government over the regulation of industrial relations. Just over 10 years ago, enacting National Employment Standards (NES) would have been impossible. Some would conclude “let’s go back to those times” and there would be many in WA who would have wanted to stay under the state system and not move.

We can make one valid observation and it is this: wherever a political party is in office for a considerable period of time and controls Parliament, then, over this period of office, it will enact lopsided laws (sometimes unwittingly) for its constituents — be they business or unions or other influential groups. Then, when the government falls, the pendulum swings and it never seems to swing to the middle ground. To a great extent this is what happened with ‘WorkChoices’ and is happening with the replacement, Gillard’s ‘Fair Work Act.’