

The CUTTING EDGE

Issue 67 • October 2015

The NSW/ACT Finals



The State Competitions for Sausage King and Best Butcher's Burger were held at Port Macquarie this year. The visitors at the monthly Foreshore Markets at Westport Park took an avid interest in the sausage judging. People queued up to taste the sausages throughout the day and they were bowled over by their variety and flavour. It was the perfect time and place to promote Independent Retail Butchers. Four local butchers set up BBQs and attracted a lot of attention to the market regulars and visitors with

their products, flyers and even flags around their stalls. The public could hardly get enough!

Head judge Steve Fleming kept things moving along to the timetable. Special thanks to member Colin Gillespie of Hastings Fresh Meat in Port Macquarie who generously provided a cool room. Thank you to all of our wonderful sponsors for their support.

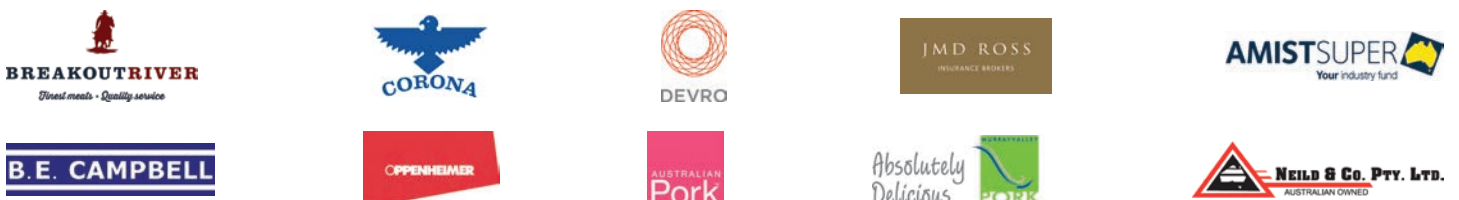
The Annual Dinner was held that evening at Spinnakers Restaurant at Sails Resort Port Macquarie. Please see the NSW pages on the AMIC website for more information on these events as well as more photos.



Thank you to our National Sponsors



Thank you to our State Sponsors



Accrued Annual Leave

Employees accrue annual leave during workers' compensation

In a recent decision, the Full Federal Court has unanimously ruled that a NSW worker is entitled to take annual leave while receiving workers' compensation benefits. The court also found annual leave continues to accrue over the period when a worker is receiving workers' compensation. The Fair Work legislation was thought to have severely limited this dual entitlement; however, this case has determined otherwise.

The focus of this case was on section 130 of the Fair Work Act 2009, which provides that the legislation does not prevent an employee from taking or accruing leave during a compensation period if the taking or accruing of the leave is permitted by a compensation law.

The Court's view was that because the NSW Workers Compensation Act does **not** clearly state that workers' compensation recipients **cannot** take or accrue annual leave, it has **permitted** the taking or accruing of that leave. In other words, the law actually has to say 'no' if it is going to mean 'no'.

What it means for each State and Territory

This decision now means that NSW employees receiving workers' compensation are also entitled to annual leave accrual.

In Victoria and WA, which have similarly worded provisions about employee entitlements for workers' compensation, it will most likely be treated the same way. This means that if you currently do not allow your employees to accrue annual leave on compo, you could see this decision challenged in court in the near future.

In Queensland, South Australia and **the ACT** the legislation already confirms that employees on workers' compensation continue to accrue annual leave.

Tasmania is currently the only jurisdiction that expressly says employees may not 'double dip' by receiving workers' compensation and annual leave entitlements at once.

The result of this decision

A worker will be entitled to both annual leave payments and accrual when receiving workers' compensation benefits.

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With operations in the slaughtering, preparation, packaging and delivery of meat products, B.E. Campbell runs a diverse food supply business for both the domestic and export markets.

B.E. Campbell supplies butchers, smallgoods manufacturers and other providers in the food service industry with the highest quality meat products including beef, lamb, chicken and the entire range of premium Bruemar pork products. All products are sourced from a select group of Australian family owned farms for their top quality, taste and freshness.

AMIC NSW is pleased to have B.E. Campbell as our sole Smallgoods Sponsor since the competition debuted in 2012 and we encourage members to support them.

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Member Profile

Bede Jarrett - Jarrett's Quality Meats



After 18 years at Jarrett's Waratah Butchery, Bede and his wife Kelly moved their business to a suburban shopping street in nearby Lambton four years ago. "We are located in a great suburban retail strip with a fantastic mix of small businesses," said Bede. "Being in such a key location, we take great pride with our presentation, variety and excellent personalised service - meeting each customer's individual needs," added Kelly.

"Over the last two years we have re-modelled our shop, starting with the front of shop and new lighting," said Bede. "We have also been working hard at the back of shop to bring it up to standards with new walls & a new cool room."

Being just a few kilometres from their old shop, Bede explained that they retained many of their original customers. "We are mostly made up of local and loyal customers from our last 20 years in business. But after a great result in the 2015 Regional Sausage King, we have had a huge increase in customers from outside the area."



AMIC's Richard Taylor awards Bede a trophy during this year's State Sausage King

"Over the years of entering the Sausage King competition, we have won in various categories on many occasions in both Regional and State. This has been a fantastic boost for our business and we have utilised the opportunities to market ourselves with local media - such as TV, newspaper and radio. This has put our name out to the wider public. I would highly recommend entering the Sausage King to everyone as it is an ideal way to build your customer base."

This year Bede came first in the Traditional Australian and Continental categories of the Regional Competition and 3rd in Continental in the State Sausage King.

Throughout his apprenticeship, Bede has worked in various retail shops. "I also spent six years working in meat wholesale, dealing directly with butchers, which was probably the greatest learning experience of all before buying my own shop."

"We currently employ a butcher, a 2nd year apprentice and a casual sales assistant," said Kelly. "Our butcher has been with us for over three years and has taken on our business values of quality and service. Our apprentice has only been with the business for a short time and we are very happy with her and her progress."

The shop offers a large variety of prepared items such as rissoles, stroganoff, curries, meatloaves, Kiev's, a large range of schnitzels, filo's and more.

"We support local sporting groups and schools through sponsorship and donations," said Kelly. We also donate meat trays to the local Variety Club (the children's charity)."



"One of the charities we love to support is Dog Rescue Newcastle as we find this a very worthy cause and feel they do a wonderful job. We donate pet mince & help them when we can."

Bede has been on the AMIC NSW Retail Council for the last 5 years and enjoys the experience gained dealing with other butchers through the Council and industry events.

"I classify my business as a 'traditional butcher' with a strong focus on Quality and Service," said Bede. And looking toward the future - "After 20 years, I would like to think that if we are fortunate enough to retain the wonderful staff we have, I would like to be able to take a step back a little, go on a holiday and just take some time out to enjoy."

"On my days off, I love to spend quality time with Kelly and get away to my favourite escape at 'The Upper Allyn,' which doesn't happen often enough!"

"My advice for anyone considering a career in the meat industry would be to work hard, strive to be the best and be prepared to constantly evolve to keep up with the changes within the industry."

Murray Valley Pork – the complete paddock to plate pork offer for Butchers ONLY



Murray Valley Pork has announced its continuing national support of AMIC and the Regional, State and National Sausage King Programs. Murray Valley Pork is sold exclusively to butchers in the retail channel, ensuring Independent Local Butchers across Australia have a strong point of difference from the pork offering within supermarkets.

Murray Valley Pork is a premium product produced by one of Australia's leading integrated food and agricultural companies, Rivalea Australia. The company's vertical integration ensures Murray Valley Pork has outstanding control over its pork quality and can monitor and improve each aspect of product quality.

Murray Valley Pork is produced from an extensive network of farms across southern NSW and central Victoria. Management of the livestock operations ensures optimum conditions for breeding and rearing as well as the control of all key decisions. A dedicated and highly qualified team focuses on raising and caring for every animal every day. An extensive training program is provided to all employees and contractors focusing on the management, handling and welfare of the animals.

Murray Valley Pork is specially prepared so that it's always tender, juicy and absolutely delicious.

Visit www.murrayvalleypork.com.au or contact one of our local Business Development Managers for more information.

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Welcome to New Members

- Wingham Gourmet Meat and Chicken, Scott Kelly, Wingham
- Leura Butchery, Kane Hughan, Leura
- Berry Butchery, Garry Lawrence, Berry
- Tweed Coast Meats, Craig Dudgeon, Cabarita Beach
- Habasit Australia P/L, Mario Buchs, Silverwater
- Australia China International Trading Co. P/L, Jamie Wang, Fisher
- Mt Warning Natural Smoked Products, Billy Hay, Murwillumbah South
- Manildra Meat Company P/L, Len Jones, Cootamundra
- Georgetown Gourmet Meats P/L, Karen Graham, Georgetown
- Milton District Meats P/L, Leisa Perfect, Milton
- RG Wholesale Meats, David Larkin, Brookvale
- Hot Canary Gourmet Meats, Daniel Speranza, Bowral
- Magics Meats, tim Brown, Manildra
- Summer Centre Quality Meats, Scott Munro, Orange
- Vanderlande Industries Australia P/L, Michael Jee, North Sydney
- KC Natural Pty Limited, B Scott & S Burton-Taylor, Boorowa

Smo-King Ovens



Smo-King Ovens Pty Limited is an Australian family owned company which has been designing and manufacturing commercial food smoking ovens for small to medium businesses in Sydney for 18 years. They are ideal for retail butchers for processing ham, bacon and smallgoods, for hot and cold smoking and for cooking roast meat to perfection.



Smo-King Ovens AIRFLOWMASTER Technology is a point of difference in their products. Fifteen years of research & development has resulted in smokehouses that heat up fast, are energy efficient and have lower operating costs. With heating elements located directly in the air path, fast steam generation improves and enhances the flavour of meat and poultry.

Smo-King Ovens has been an AMIC member for many years and welcomes your enquiries on their range of ovens specifically designed for our industry.

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