

SOUTH AUSTRALIAN WINE INDUSTRY ASSOCIATION INCORPORATED

Newsletter

2 August 2010

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Message from the Chief Executive

I recently returned from three weeks of annual leave in the United States of America, and was pleased to see the prominence of South Australian wine in the retail centres that I visited.

Members have an important opportunity to contribute to the association's submission regarding the review of the *Liquor Licensing Act Code of Practice* (refer to detailed article below). SAWIA members are strongly encouraged to consider the impact of the potential changes on your business, and let us know your views.

The financial year end is always a sign that the association's **Annual General Meeting** (and not to be missed luncheon!) is not far away. This year it will be held on 17 September 2010 at the

National Wine Centre. With meeting notices to go out next month, members are encouraged to attend the meeting, and also to consider nominating to serve on the association's Executive Committee. This is your chance to ensure the South Australian wine industry continues to be a world leader. For more information on what is involved, please phone me on 8222 9277.

We are still awaiting the outcome of the nomination and selection process for the **South Australian Wine Industry Council**, an important interface between the South Australian wine industry and the State Government. No doubt, every association member will acknowledge there are many things to do and many issues to explore. This should be assisted by the Government accepting SAWIA's recommendation to reduce the size of the council to improve its effectiveness.

My thanks to SAWIA members for taking the time to complete and return the annual member survey. With a 60% return rate, **members have this year rated the overall membership value at its highest level ever**. Importantly, the surveys provided very valuable feedback which we will use to further strengthen the association's services and sharpen the focus on key issues identified by members.



Brian Smedley

FEATURE ARTICLES

10+ ways to reduce your environmental footprint - Register now



Registrations are now open for *10+ ways to reduce your environmental footprint*, a day packed full of practical ideas for reducing your environmental footprint in energy, water, packaging, greenhouse gas emissions and more.

Rohan Wighton (Fosters Group), Sue Delaney (Sinclair's Gully), Cameron Ashmead (Elderton Wines) and Cecil Camilleri (Yalumba) are just some of the industry leaders and award winners that will present "hands on" ideas for your business. These sessions will be complemented by presentations that focus on the key issues facing your business, including Brenton Fry (Negociants International) presenting *Why Go Green? Market and supply chain signals that drive environmental sustainability*.

You should attend this full day seminar on 23 September at the Adelaide Convention Centre if you want to save money, improve sustainability and/or access the growing "green" market. As the culmination of the 2008-2010 South Australian Wine Industry Sector Agreement, substantial registration discounts are available to representatives of signatories to the Wine Industry Sector Agreement (\$95). SAWIA members that are not participating in the Agreement are also eligible for a significantly reduced rate (\$150).

Click [here](#) to view the complete program or register now! For more information, contact Mark Gishen or Marcia Burnett on 8222 9277.

Fair Work Act 2009 - Important Seminars

NB: This article applies to all wine industry employers and employees.

Wine industry employers are strongly encouraged to attend Fair Work Act regional seminars (3-17 August 2010) designed to help employers understand the requirements of the *Fair Work Act 2009*, including the impact of key legal decisions over the past year that guide the interpretation of important aspects of the legislation.

The seminars will address the key issues and concerns arising from the practical application of new employer obligations, including:

- § How Fair Work Australia's legal decisions impact on your business
- § How Modern Awards interact with the Fair Work Act
- § New Unfair Dismissal Laws, and what "Genuine Redundancy" means
- § New workplace bargaining rules
- § Expanded union rights of entry.

The seminar will also cover the latest case law covering "adverse actions", where one party (employer, employee, contractor, potential employee, etc...) has been adversely affected as a result of a contravention of their workplace rights. This information may be critical to successfully managing difficult situations that may arise.

Each participant will receive a 160-page user friendly summary of the *Fair Work Act*, designed to help employers understand and apply the requirements of the new industrial relations laws.

Members and non-members are encouraged to attend these important 3-hour regional seminars. Click [here](#) to register online, or click [here](#) to obtain more information or download and return a completed registration form.

Any questions can be directed to Egon Schwidder (8222 9273 or egon@winesa.asn.au) or Michael Asmar (8222 9270 or michael@winesa.asn.au).

SAWIA's wage sheets help with transition to new awards

NB: This article applies to all wine industry employers.

A range of wage sheets are now available to help SAWIA members apply the modern award transitional provisions, which commenced 1 July 2010. The wage sheets, prepared by SAWIA, are invaluable for helping employers adopt the complex new transitional provisions that determine the increases and decreases to monetary provisions (wage rates, penalty rates, shift allowances and casual loadings) that arise by moving from a NAPSA (Notional Agreement Preserving a State Award) to the new modern awards.

The wage sheets represent the transitional rates of pay for each grade, and reflect a wide range of other matters such as changes to the casual rate - it is no longer 20%!

Wage sheets for the *Wine Industry Award 2010*, *Clerks - Private Sector Award 2010*, *Manufacturing and Association Industries and Occupations Award 2010* and the *Commercial Sales Award 2010* have been emailed to members. The wage sheets are also available from the Resources section of the Employee Relations -> Federal IR page of SAWIA's [website](#).

SAWIA has also prepared wage sheets (available on request) for the following modern awards:

- *Restaurant Industry Award 2010*
- *Hospitality Industry (General) Award 2010*
- *Horticultural Award 2010*.

Please note that if you employ a cleaner in your wine industry business, the position may be covered by any one of 3 modern awards depending on what is being cleaned. Members should contact SAWIA to ascertain which award should be used.

SAWIA's award update service provides members with (free) up-to-date information about wage rates (including loadings and allowances) and other provisions for modern awards used in your wine industry business. To subscribe to the update service, or obtain more information on any of the above matters, SAWIA members should contact Michael Asmar (8222 9270 or michael@winesa.asn.au) or Egon Schwidder (82229273 or egon@winesa.asn.au).

2010 Winegrape Purchases: Price Dispersion Survey results

The [2010 Winegrape Purchases: Price Dispersion Report](#) has recently been released by the

Australian Wine and Brandy Corporation (AWBC). This free annual report is the outcome of the *2010 Winegrape Purchases: Price Dispersion Survey*, and includes average purchase value data by grape variety at a regional level.

This information is intended to help winegrape growers and wine producers to:

- § Identify where a batch of fruit is located in the price spectrum by region and variety
- § Identify the potential price reward available from investing in quality improvements
- § Assist in general business planning and margin management.

The data was collected from a relatively small sample of major winegrape purchasers but covers an estimated 80% of winegrape purchases.

For more information contact the AWBC on 8228 2010.

INDUSTRY & GOVERNMENT

Export Market Development Grants - Inadequate funding

In recent times, SAWIA has become increasingly concerned over inadequate funding of the Federal Government's Export Market Development Grants (EMDG) program. With the Federal Election in progress, SAWIA is contacting those Members of Parliament who cover South Australia's wine regions to express concern and seek their commitment for significant improvements to this program.

With the current funding level for the EMDG scheme limited to \$150M, many exporters are not receiving the full grants to which they should be entitled. The 2010 funding level effectively represents a 25% reduction on the funding for 2009, and we understand that claims of up to only \$27,500 will be paid in full (on completion of the 2010 audit), with the balance subject to delayed payment and possibly significant scale-back. This "after the money has been spent" determination of grant entitlements makes it very difficult for wine exporters to plan for the future, particularly important in these difficult times facing the industry.

SAWIA members are encouraged to contact their local Members of Parliament to express concern and seek substantial improvements to EMDG funding. SAWIA will also be encouraging the Winemakers' Federation of Australia to pursue this matter more actively in Canberra.

Export Solutions (SAWIA Sponsor) has also been very active in raising this issue with the federal government. For more information about EMDG grants, contact Stuart Mitchell of Export Solutions on 8363 7277 or stuart@exportsolutions.com.au.

Review of the *Liquor Licensing Act and Code of Practice*

SAWIA is seeking member feedback regarding proposed options for dealing with two issues that will be addressed by the long awaited South Australian Code of Practice.

The Office of Liquor and Gambling is seeking comment from SAWIA (and other stakeholders) in relation to two areas:

- § How best to deal with alcohol-related crime and anti-social behaviour in and around licensed premises, particularly around entertainment areas
- § What kinds of mechanisms should be contained in a Code of Practice for licensees to promote responsible attitudes in relation to the promotion, sale and consumption of alcohol.

SAWIA has been provided with two discussion papers setting out proposed options to address these issues. These papers are available from the Liquor Licensing page of SAWIA's [website](#), and members are requested to provide feedback to help guide SAWIA's response to these matters.

SAWIA will be meeting with the Assistant Commissioner in late August to ensure a solid understanding of the industry's views, before finalising the association's submission which is due early September 2010. SAWIA members are requested to email comments and feedback to Olivia Bristow (olivia@winesa.asn.au) by 18 August. Members wanting more information should contact Brian Smedley on 8222 9277 or brian@winesa.asn.au.

Natural Resources Management – Call for feedback on issues and concerns

Significant concerns about the Natural Resources Management (NRM) Act have recently been raised within the South Australian wine industry. As part of its strong representation of members, SAWIA is seeking views and comments from members regarding the effectiveness of the current NRM system with regard to industry and environment. SAWIA will use this information to generate an appropriate plan of action.

On a related matter, the NRM council plan to develop a new State NRM Plan, and as part of this process has issued a short discussion paper for feedback by 6 August 2010. This paper is available from the Noticeboard of the Environment page of SAWIA's [website](#). SAWIA will be preparing a submission, and input from members is welcomed.

SAWIA members should direct any comments or feedback to Mark Gishen on 8222 9278 or mark@winesa.asn.au.

EMPLOYEE RELATIONS & OHSW

Fair Work Act 2009 one year on – Legal decisions provide clarity

NB: This article applies to all wine industry employers.

Important areas of the new industrial relations laws have been clarified by Fair Work Australia's case rulings over the past 12 months. SAWIA has been following these decisions closely in order to help members make informed decisions and manage the fundamental shift to the *Fair Work Act 2009* from its predecessor the *Workplace Relations Act 1996* (or *WorkChoices*).

SAWIA has prepared a Notice to Members summarising some of the more important decisions relating to unfair dismissals, general protection actions taken by employees, what take home pay orders have been made and various enterprise agreement issues. The Notice is available from the Noticeboard section of the Employee Relations -> Federal IR page of SAWIA's [website](#).

Members wanting more information are strongly encouraged to attend the Fair Work Act seminars (refer to Feature Article above) by registering [here](#).

Paid Parental Leave Scheme

NB: This article applies to all wine industry employers.

The Federal Government has passed Australia's first national Paid Parental Leave (PPL) Scheme which will commence on 1 January 2011. As reported in SAWIA's newsletter dated 3 July, the PPL scheme will be government funded – however employers will have to administer the scheme through their payroll systems.

To help members respond to these new requirements, SAWIA will be offering information seminars for payroll staff in mid-October. The sessions will cover:

- § Commencement dates (voluntary and compulsory)
- § Management of parental leave under the Fair Work Act 2009
- § Payments under the PPL Scheme
- § Treatment of tax, superannuation and payroll tax
- § Frequently asked questions.

Watch out for further information about the seminars. In the interim, SAWIA members are welcome to contact Michael Asmar (8222 9270 or michael@winesa.asn.au) or Sarah Hills (8222 9212 or sarah@winesa.asn.au) for more information.

Approved Code of Practice - Working Hours now operational

NB: This article applies to all South Australian wine industry employers.

A new Code of Practice - Working Hours under the South Australian Occupational Health, Safety and Welfare Act 1986 came into operation on 1 July 2010. South Australia has not previously had a general code of practice or guidance material on reasonable working hours.

The Code was developed in recognition that excessive working hours, in particular fatigue, may pose a significant risk to the health, safety and welfare of South Australian workers and their families. The Code also reflects a contemporary understanding on working hours, work intensification and work life balance. It provides a best-practice approach to formulating policy on rostering and hours of work, taking into account the diversity of South Australian workplaces.

SAWIA has prepared a detailed Notice to Members on key aspects of the Code that can be accessed from the Noticeboard of the OHSW page of SAWIA's [website](#).

SAWIA members should contact Egon Schwidder (8222 9273 or egon@winesa.asn.au) or Michael Asmar (8222 9270 or michael@winesa.asn.au) with any queries.

Model Work Health and Safety legislation progresses

NB: This article applies to all South Australian wine industry employers.

The Commonwealth, States (except Western Australia which objects to aspects of the legislation), and both Territory governments have largely agreed on the amendments to the *Model Work Health and Safety Bill*. This is an important step forward in having national OHS laws applied consistently around the country.

The current amended [model WHS Bill](#) was endorsed by Safe Work Australia on 29 April 2010.

The suite of model work health and safety laws will (in its final form) consist of the Model WHS Act, model WHS Regulations and model Codes of Practice that can be readily adopted around Australia. The model Regulations and model Codes of Practice are currently being drafted by Safe Work Australia. SAWIA understands that these documents will be released for a four month public consultation period commencing in November 2010. The federal Government remains committed to having the suite of work health and safety laws implemented by the end of December 2011, and operational from 1 January in the following year.

SAWIA will continue to ensure members are informed as this matter progresses. In the interim, contact Egon Schwidder (8222 9273 or egon@winesa.asn.au) with any questions.

Workstation Ergonomics – Free DVD

NB: This article applies to all South Australian wine industry employers.



Employers Mutual (SAWIA Sponsor) has produced a 14 minute workstation ergonomics DVD that can be downloaded from its website for FREE! The DVD has been developed to provide a practical free guide for employers and workers to increase their knowledge of the key principles of workstation ergonomics. The DVD clearly explains and visually demonstrates practical steps anyone can use to improve their posture and work environment at their desk or workstation.

Download your copy [here](#), or contact the Employers Mutual Client Services Team on 8127 1400.

SUSTAINABILITY & WATER

Wine Industry Sector Agreement – Reporting season is here

Participants in the Wine Industry Sector Agreement are reminded that information for the 2009/10 financial year is now due for reporting. The reporting form will be emailed to participants, and is also available from the Noticeboard of the Climate Change Sector Agreement page of SAWIA's [website](#).

For more information, contact Mark Gishen on 8222 9278 or mark@winesa.asn.au.

Want to participate in the Wine Industry Sector Agreement?

It's not too late – if you want to start measuring your greenhouse gas emissions, improve your energy efficiency, and save money at the same time, then this program is ideal. It's voluntary, free and completely confidential! The Participant Commitment form can be downloaded [here](#).

Reducing carbon pollution and energy waste

The Total Environment Centre (TEC) has recently released a report that can help businesses of all sizes kick-start and drive an assault on carbon pollution and energy waste. The report includes an easy-to-use tool for measuring progress, and is available [here](#).

Thinking about water efficiency? Where to get information and assistance

The federal Department of Environment, Water, Heritage and the Arts has developed the *Water Efficiency Opportunities Program* to encourage water efficiency in the commercial and industrial sectors. The Department has established a [website](#) that provides a wealth of information about water efficiency including:

- § Case studies and best practice guides on water efficiency
- § Checklists to help businesses self-assess water efficiency opportunities
- § An online portal to link to current grant and rebate schemes
- § Working with state and territory governments and water service providers that have existing water efficiency programs.

In South Australia, SA Water has established the *Business Water Saver Program* that offers a range of services to help business improve water efficiency including:

- § Water efficiency audit and report
- § Education and training (including case studies and information sheets)
- § Ongoing support.

For more details click [here](#).

SALES MARKETING & PROMOTION

Good Food & Wine Show – Adelaide



The highly successful Good Food & Wine Show is coming to the Adelaide Event & Exhibition Centre (Goyder Pavilion) from 8-10 October 2010. Backed nationally by a \$1.2 million marketing campaign, the Show includes a range of world class features such as Celebrity Theatre that has hosted the likes of Jamie Oliver and Gordon Ramsay.

Since its inception in 2001, the Show has grown to become Australia's largest consumer food and wine exhibition with over 120,000 visitors attending the 2009 shows in Melbourne, Sydney, Perth and Brisbane.

For more information, click [here](#) or phone (03) 9261 4500.

Restaurant 2010



South Australian wineries have the opportunity to meet with 5,000+ restaurant industry professionals at Restaurant 2010, a trade-only show being held 25-26 October 2010 in Sydney.

Of the 5,000+ industry professionals attending the show in 2009, more than half were key decision-makers (e.g., owners, chefs, management) with a direct influence on buying. This was reflected in a high level of satisfaction from exhibitors.

For more information, click [here](#) or contact Simon Wheller on (03) 9261 4592 or swheller@divexhibitions.com.au.

Drinks Trade – Call for white and rose sparkling wines



Drinks Trade, the magazine of the Liquor Merchants Association of Australia, is inviting product samples for review by a panel of experts in its regular section called "Wine List". The magazine is direct mailed to over 20,000 licensed venues and outlets nationally.

The Oct/Nov 2010 edition of *Drinks Trade* will include the results of a tasting of white and rose sparkling wines (RRP above \$10), with the results helping retailers make their decisions prior to the holiday season. The panel will assess not just the wine but the price points to select a "best value" pick in each category. The commercial or consumer appeal of the wine will also be assessed. Rankings or scores will not be published. The panel is made up of representatives from the wholesale, retail, educator, marketing and service side of the wine industry.

To participate, samples must be submitted by 6 August. For more information on submitting your samples, visit the Noticeboard of the SAWIA Export page in the members' area of the association's [website](#).

SAWIA members are also welcome to submit any new release samples for inclusion in the *Drinks Arrivals* section of the magazine, as well as any company news or brand promotions (especially any consumer promotions being run with retailers).

Marketing Week 2010

Marketing Week 2010 is being held from 23-27 August 2010 in Adelaide. There is an impressive list of speakers, with a wide range of topics such as brand building, "Big ideas, small budgets" and digital marketing.

Participants can register for the entire event, or select individual sessions for as little as \$70.

Click [here](#) for more information.

National Cool Climate Wine Show

Entries are now open for Bathurst's (11th) National Cool Climate Wine Show. Wineries from around Australia are invited to participate, with more than 1,000 entries expected for 2010.

Wines must be made from grapes grown in a region that meet the cool climate criteria, which requires a region with four distinct seasons involving cool autumns, large variation in day and night-time temperatures, cool nights in the growing season and growing degree days of less than 1600 degrees.

Entries close August 31 and judging takes place 11–15 October under the guidance of chief judge Tim Knappstein. Visit www.coolwines.com.au for more information.

OTHER

Round 3 open for South Australia Industry Development Program funding

Round 3 is now open for the [SAIIF Industry Development Program](#), a \$30 million discretionary grant program for innovative projects that will create sustainable new jobs in South Australia – with a focus on the southern suburbs of Adelaide. The program's aim is to strengthen South Australia's manufacturing and technology base.

Projects must be a \$500,000+ investment in eligible expenditure, and the program will fund up to 50% of eligible expenditure.

Applications close on 10 September 2010. For more information phone the AusIndustry hotline on 13 28 46.

Funds available to help students in wine industry

Support payments ranging between \$1,000 and \$10,000 are now available to support students in the food and beverage industries.

The Board of the Food and Beverage Development Fund SA Inc has made available support payments to encourage individuals to develop their skills and knowledge through research, education and/or training – with a focus on the processing/manufacturing side of operations. SAWIA has been advised that wine marketing applications might be considered, although grapegrowing would not be covered.

Applications will be accepted from:

- § Individuals intending to study
- § Apprentices or trainees
- § Post secondary, university or research students.

To obtain an application form or more information, click [here](#) or contact Carol Graham on 83629066 or info@foodandbeveragefundsau.com.au.

Morialta Trust Annual Dinner

SAWIA members are invited to donate wine for the Morialta Trust Annual Dinner, which SAWIA has supported for some years now through the generosity of members.

Morialta Trust has raised many millions of dollars to assist disadvantaged children and young people in South Australia over the past thirty years. It is a South Australian not-for-profit charity that has no paid marketing or fundraising staff, with 100% of all money donated distributed to assist needy children and young people.

During the first half of this year, Morialta has distributed \$450,000 across a variety of worthy causes including:

- § Improving the literacy, numeracy and self confidence of very socially disadvantaged children in primary schools
- § Funding for a child health nurse to continue a nutrition, growth and ear health program for Aboriginal children on the far West coast
- § Funding for a residential facility which provides support to young people with ongoing intellectual disability.

All companies donating wine will be acknowledged at the function.

If you would like to assist Morialta Trust with a donation of wine for their dinner, please contact Olivia Bristow on 8222 9277 or olivia@winesa.asn.au.

Dates for your diary

2010

- § 3 August, [Fair Work Act 2009](#), McLaren Vale
- § 4-25 August, [Wine Sensory Evaluation for Grape Growers](#), Barossa
- § 5 August, [Fair Work Act 2009](#), Coonawarra
- § 6 August, [Talking Business](#), Adelaide
- § 10 August, [Fair Work Act 2009](#), Riverland
- § 11 August, [Fair Work Act 2009](#), Clare
- § 12 August, [Fair Work Act 2009](#), Barossa
- § 12 August, [Sustainable Packaging Design Workshop](#), Brisbane
- § 17 August, [Fair Work Act 2009](#), Adelaide
- § 23-27 August, [Marketing Week 2010](#), Adelaide
- § 26-28 August 2010, [International Beverage Exposition and Competition](#), Shenzhen (China)
- § 26-29 August, [Taste of Melbourne](#)
- § 5-7 Sept, [Speciality & Fine Food Fair](#), London
- § 7 September, [Finlaysons' Wine Roadshow](#), Barossa
- § 9 September, [Finlaysons' Wine Roadshow](#), McLaren Vale
- § 8-10 September, [Drink World Congress](#) (Asia-Pacific), Hong Kong
- § 15-18 Sept, [Food & Hotel Thailand](#), Bangkok
- § 15-18 September, [China – Australia SME Fair 2010](#), Guangzhou (China)
- § 23 September, [10+ways to reduce your environmental footprint](#), Adelaide
- § 8-10 October, [Good Food & Wine Show](#), Adelaide
- § 11-13 October, [Carbon Expo Australasia](#), Melbourne
- § 19-20 October, [Wine Industry Outlook Conference](#), Melbourne
- § 25-26 October, [Restaurant](#), Sydney
- § 28-30 October, [Wine and Gourmet Asia](#), Macau
- § 28-29 October 2010, [Wine for Asia](#), Singapore
- § 4-5 November, [Drink World Congress](#) (Europe), Milan
- § 5-7 November, [Good Food & Wine Show](#), Brisbane
- § 10-12 November, [FHC China 2010](#), Shanghai

2011

- § 25-27 February 2011, [Cellar Door Wine Festival – Adelaide](#)
 - § 28 Feb – 2 March, [ScotHot](#), Glasgow
 - § 13-16 March, [International Food & Drink Exhibition](#), London
 - § 17-18 March, [Drink World Congress](#) (Americas), New York
 - § 6-9 April, [Food & Hotel Indonesia](#), Jakarta
 - § 26-29 April, [Seoul Food & Hotel](#), Seoul
 - § 11-14 May, [HOFEX](#), Hong Kong
 - § 9-10 June, [Drink World Congress](#) (CIS), Moscow
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