



**SOUTH AUSTRALIAN WINE INDUSTRY  
ASSOCIATION INCORPORATED**

**Newsletter**

**22 November 2010**

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## Message from the Chief Executive

No one needs reminding of the challenging operating environment that the wine industry is experiencing. With the AUD/USD reaching parity and another interest rate rise, this just adds to the difficult trading environment.

To add to these measures the South Australian Parliament passed the Appropriation Bill which includes the Budget changes relating to the State Government cellar door subsidy scheme. This includes a reduction in the cap (\$521,000 to \$50,000) available on cellar door sales at wineries, resulting in a potential loss of \$1.7M for the small, medium and large SAWIA members impacted. One can only assume the politicians that voted for this Bill aren't concerned about the loss to regional economies (\$1.0M for one region alone), the impact along the value chain, and the need for those affected members to carefully examine their current business models with the knowledge that the changes will come into effect on 1 July 2011.

When the SA Government introduced this measure into the Parliament, it stated that such a change would "...better target smaller producers..." and clearly they have done just that – **pointed a bullseye on some of our smaller producers and scored a direct hit!** The SA Government's justification that "...everyone needs to share some pain..." is of little comfort to the employers and employees caught in the State Government's headlights.

We thank those members of Parliament who willingly supported the wine industry cause. However, many contacts SAWIA made with Parliamentary members resulted in no response. Some members also experienced the same result when they made contact - no response! Very disappointing indeed...

With only one week's notification the Fair Work Ombudsman has conducted an audit of payroll slips and record keeping requirements as part of a standard wine industry audit. The audit targeting 90 or so wine producers was conducted 15-19 November in the Barossa Valley and McLaren Vale areas. Many businesses attempted to make appointments during the week but the FWO Inspectors would not accommodate such requests. SAWIA has also been informed that a report on the outcomes of the audit may take 3-4 months to prepare, although we understand that audited members have received on the spot feedback.

The time of year is fast approaching for various festive gatherings and it is important that members ensure sound occupational health and safety practices apply at functions. Refer to the article below for some tips to make sure everyone remains safe and enjoys the time of year.



Brian Smedley

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## FEATURE ARTICLES

### Fair Work Ombudsman – Wine industry pay slip and record keeping audits

SAWIA members should have seen a series of Notices over the past fortnight regarding the Fair Work Ombudsman commencing an audit of approximately 90 South Australian wine producers.

SAWIA met with two Fair Work Ombudsman Inspectors on 10 November, and then circulated a Notice to help members understand the "ground rules" of an audit in terms of the rights and obligations of both employers and auditors. SAWIA also circulated a reminder of the detailed Record Keeping Requirements of the *Fair Work Regulations 2009*.

Over the past couple of years, SAWIA has invested significant time and resources to help members adjust to the new legal requirements – including a range of seminars and detailed Notices to Members.

If you didn't get audited this time, then it is a good time to prepare for the next one - conduct an internal review to make sure your processes and procedures comply with legal requirements! Contact Egon Schwidder (8922 9273 or [egon@winesa.asn.au](mailto:egon@winesa.asn.au)) or Michael Asmar (8222 9270 or [michael@winesa.asn.au](mailto:michael@winesa.asn.au)) if you need help.

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## **Murray Darling Basin Authority – Guide to the proposed Basin Plan**

The release of the Murray Darling Basin Authority's [Guide to the proposed Basin Plan](#) has been followed by four consultation meetings around the State, with one more meeting to follow due to a poor audio set up.

With such a monumental reform proposal and the importance of getting it right, attendees have expressed serious reservations about the contents of the guide, and questioned the lack of information about the direct impacts on irrigators reliant on River Murray allocations.

Attendees at the South Australian sessions expressed strong concern over the proposed 26-35% cuts of South Australia's water use from the River Murray - and considerable disappointment that water efficiency measures operating in SA have not been taken into account. The recognition of over extraction is acknowledged, but yet nothing reflects the fact that SA capped its extractions in 1969.

In response to the comments of attendees, the impact of water cuts on regional communities (the human impact) is set to be examined by a Federal parliamentary inquiry that is due to report in April 2011. The guide's lack of socio-economic material that is capable of rigorous assessment is not only disappointing but limits the opportunity to examine the total impact of the proposed cuts.

The proposed timetable is already under extreme pressure and is likely to blow out for at least another six months, yet interested parties are still requested to make a submission by the end of November. There is no doubt that the Plan provides the opportunity to get the balance right but that might be a difficult call given the Plan itself, the Authority's consultation sessions, the responses of communities and the involvement of the Federal Parliament at this point in time.

In addition to the above consultations, the SA Department for Water has also been holding information meetings for industry and the community during the middle of November. The SA Government will be making its own submission regarding the proposed plan and urges any interested party to make their own submission. Once the MBDA Plan is accepted, part of the implementation falls to the States and requires not only a State Water Resources Plan but also consistent Water Allocation Plans (WAP's) throughout the State. With many WAP's within SA to be created or reviewed, it looks like WAP's will be undergoing constant change well into the future adding further uncertainty to allocations.

SAWIA has attended a number of the above sessions and will be making a submission on behalf of members. Members wanting to provide input or other comments should contact Mark Gishen (8222 9212 or [mark@winesa.asn.au](mailto:mark@winesa.asn.au)) urgently.

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## **Market development funding – Member feedback urgently required**

SAWIA urgently needs feedback from members with regard to potential market development projects for the South Australian wine industry. Members have previously been advised that SAWIA is likely to obtain substantial State Government funding with respect to market development projects for the South Australian wine industry. SAWIA will be looking to allocate \$250,000 per annum for 4 years to projects agreed with the State Government.

**This is your chance to have a say on how the money is spent! We have had a limited response to date, and members should submit ideas urgently by COB Tuesday 23 November.**

The objective for the funding is "...to assist the SA wine industry to create greater demand for South Australian wines as well as developing new and existing markets for the South Australian wine industry". Accordingly, ideas should be along the theme of "greater demand for SA wine"

and / or “developing new or existing markets”. Market development could be either domestic or international and may have a variable timeframe of up to four years.

Responses should state the market development project / idea with sufficient detail to provide a feel for the activity required, and identify the benefits / deliverables you see flowing to the wine industry (along with any linkages to existing projects or activities).

For more information, or to discuss ideas, members should urgently contact Brian Smedley on 8222 9277 or [brian@winesa.asn.au](mailto:brian@winesa.asn.au).

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#### Paulett's Clare Riesling – Best in the world



Paulett's 2005 Aged Release Polish Hill River Riesling was awarded Best Riesling in the World at the 11th Canberra International Riesling Challenge. This is a remarkable achievement for a boutique winery tucked away in the delightful Polish Hill River sub-region of the Clare Valley, and the culmination of Neil Paulett's 40 years of winemaking experience – honing his skills to craft some of the best wines in Australia.

Neil Paulett graduated from the Roseworthy Oenology course in 1971 and began working as a winemaker for Penfolds Wines in Sydney and then Rosemount in the Hunter Valley. With 10 years wine making experience behind him, Neil and wife Alison began their search for a place to establish their own family vineyard. After discovering the Clare Valley in 1981, they acquired a property with a long history of vineyard production going back over 100 years.

The property has, over time, expanded from the initial 47 hectares to 147 hectares. Keeping things in the family, Neil's son Matthew is now responsible for nurturing both the old and younger vines in the vineyard - paying dividends through fruit of exceptional quality.

Click [here](#) for more information about Paulett's. Full competition results are available [here](#).

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#### OHS Seminar – Success is no accident!



SAWIA's annual Occupational Health and Safety Seminar in the Barossa on 17 November was a great success with strong attendance and very good feedback. Attendees indicated that the topics were very helpful for their businesses, with some suggesting that it was the best OHS Seminar yet!

The full-day seminar focused on the OHSW issues of importance to the wine industry including organisational culture, planning for safety, the new *First Aid Code of Practice*, Workers Compensation, changes to licensing for High Risk Work and the new national *Work Health and Safety Laws*.

The Coonawarra session is scheduled for 23 November 2010.

## Jacob's Creek Visitor Centre inducted into Tourism Hall of Fame



The [Jacob's Creek Visitor Centre](#) has been inducted into the South Australian Tourism Hall of Fame, after winning the Major Tourist Attraction award for the third year in a row. Please join us in congratulating the team at (long-time SAWIA member) Orlando Wines.

Jacob's Creek Visitor Centre sits on the banks of Jacob's Creek in the heart of the Barossa Valley. It offers a memorable taste experience with a tempting combination of food and wine, and panoramic views of vineyards and the Barossa hills. Visitors also have a chance to discover the history behind the name of the famous creek and the story behind the success of one of Australia's most famous international wine brands.

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## SAWIA to support members at the first State Cellar Door Festival



Tickets are now on sale for the exciting new South Australian Cellar Door Festival, which will take place 25-27 February 2011 at the Adelaide Convention Centre. SAWIA will be supporting our many members exhibiting at this innovative event by having our wine educators present 12 different Master classes to suit visitors of all levels - including *Bubbles Please, Iconic SA, Organic and Biodynamic wines, Wine and Cheese Matching, Making the Most of your Cellar* and *Sunday Stickies*.

Over the three days visitors will be able to walk through the themed wine and food trails, experiencing and tasting the wines, tasting platters, barbeque plates and gourmet desserts at the Regional Farmers' Market. The Adelaide Hills, Barossa Valley, Clare Valley, Coonawarra, Eden Valley, Langhorne Creek, McLaren Vale, Padthaway and Riverland will be featured regions with every exhibition booth sold out months in advance.

General Admission is \$20 and includes a free Riedel wine glass, free \$5 token for wine, passport entry ticket to the festival, unlimited wine tastings, regional produce sampling, Fringe performances, and incredible show specials! Visitors can also upgrade to VIP Entry at \$45 which includes a VIP Goodie Bag valued at \$100.

SAWIA members interested in having wine featured at the Master classes should contact Marcia Burnett on 8222 9271 or [marcia@winesa.asn.au](mailto:marcia@winesa.asn.au).

More information is available from the Festival [website](#).

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## INDUSTRY & GOVERNMENT

### Penola bypass

The wine industry, State Government and Wattle Range Council all agree that a bypass around Penola is needed to get trucks off the main road. However, with the Government and Council's preferred solution of compulsorily acquiring vineyards for the north section of the bypass, and bulldozing the land and vines on the irreplaceable "terra rosa" soils along the Coonawarra strip – perhaps it is not surprising that a number of legal proceedings are challenging the validity of various actions taken by the parties.

SAWIA is concerned that the preferred bypass will maintain the mix of slow moving tourist

vehicular traffic and viticultural equipment with higher speed road transport. This is not only a dangerous combination that raises safety concerns but is inappropriate for a tourist precinct that will only increase as a result of the recent canonisation of Mary MacKillop.

Clearly the local council and State Government need to show the leadership and vision to realise the best possible long-term outcome for the region. SAWIA supports the need to consider the many available options for the bypass to ensure that the best solution – and not necessarily the cheapest short-term solution – is implemented. It is important to get the balance right and make sure the whole community wins.

For more information contact Brian Smedley on 8222 9277 or [brian@winesa.asn.au](mailto:brian@winesa.asn.au), or visit [www.heartofcoonawarra.com/](http://www.heartofcoonawarra.com/).

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## EMPLOYEE RELATIONS & OHSW

**2010/11 Christmas and New Year public holidays – Potential triple whammy for payroll!**

This year Christmas Day and Proclamation Day fall on Saturday 25 December and Sunday 26 December, with New Years Day on Saturday 1 January.

With public holidays observed differently in each State & Territory (via their respective legislation), it is important to get employer pay obligations right! Amongst other obligations, this year South Australian employers are potentially looking at 3 public holidays in a row.

A detailed Notice to Members was emailed to all members on 19 November, and a copy is available from the Noticeboard of the Employee Relations -> Federal IR page of SAWIA's [website](#). For more information, members can contact Michael Asmar on 8222 9270 or [michael@winesa.asn.au](mailto:michael@winesa.asn.au).

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**Important change to “small business” impacts unfair dismissal claims**

The definition of a “small business” changes effective 1 January 2011, and it is important that employers understand the impact on potential unfair dismissal claims.

The changes mean that many employers will no longer be defined as a small business. As a consequence, the employer will have only 6 months to assess the capacity and conduct of a new employee without being subject to an unfair dismissal claim if they dismiss the employee during that period.

For detailed information, refer to the News section of the Employee Relations page in the Members' area of SAWIA's [website](#). SAWIA members can also contact Egon Schwidder on 8222 9273 or [egon@winesa.asn.au](mailto:egon@winesa.asn.au).

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**Planning for your Xmas parties & festivities**

With staff Christmas parties being planned and invitations starting to arrive, business owners and managers are reminded that supplying alcohol to employees as part of a festive celebration creates obligations on the employer - particularly where employees are obliged to attend.

Each year SAWIA receives many calls about issues surrounding employer obligations to provide a safe system of work connected with such festivities. Sometimes the company Christmas party seems to provide an opportunity for unacceptable behaviour standards, and fellow colleagues can become embarrassed or offended by inappropriate actions or activities.

Some useful tips that you may wish to consider:

- § Ensure that responsible behaviour and good judgment are understood and expected prior to the function
- § Appoint a "designated person" to oversee (and enforce if necessary) the company's expectations for the event
- § Provide information about recommended quantities of alcohol
- § Ensure low alcohol or non-alcoholic drinks are available
- § Have plenty of food served early during the party
- § Limit the amount of alcohol available and / or the time alcohol will be served
- § Serve drinks rather than encouraging "help yourself"
- § Ensure supervisors and management model expected company behaviour
- § Don't encourage or force people to drink alcohol
- § Ensure there is a designated driver (who remains alcohol free) or arrange alternative transport home (e.g., taxi or bus)
- § Don't allow an employee, friend or colleague to drink and drive
- § If someone has had too much to drink, a designated person should take responsibility to get them home safely.

Remember that enjoyment of alcohol in moderation means that women should rethink their second drink and men their third, and that smoking is not allowed in enclosed workplaces or public places in South Australia.

Members requiring further information or advice should contact Michael Asmar (8222 9270 or [michael@winesa.asn.au](mailto:michael@winesa.asn.au)).

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## SUSTAINABILITY & WATER

### New water purchase tenders now open

The Gillard Government has announced that the next round of environmental water purchasing starts on 22 November 2010 with water purchase tenders in the Murray-Darling Basin. Up to \$200 million will be made available for the tender in the southern Basin, which includes the South Australian Murray catchment.

Tender applications for the sale of permanent water entitlements are open until 10 December 2010, and are being offered under the Restoring the Balance to the Murray-Darling Basin program. Key points include:

- § Water purchases require approval by the SA Department for Water
- § The tender will not include purchases of water supply agreements, groundwater entitlements, or temporary and carryover water allocations
- § Offers will be accepted in order of best value for money until the Department's price benchmarks are reached or the budget is fully committed, whichever comes first
- § Sellers are advised to contact the water authority in their State (i.e. SA Department for Water), or their irrigation infrastructure operator, to determine if they are likely to incur additional costs as a result of the sale.

Application forms and detailed guidelines are available from the [website](#) of the Department of Sustainability, Environment, Water, Population and Communities.

For assistance or more information, SAWIA members should contact Mark Gishen on 8222 9278 or [mark@winesa.asn.au](mailto:mark@winesa.asn.au).

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### Round 2 of Irrigation Infrastructure Efficiency Grants Program

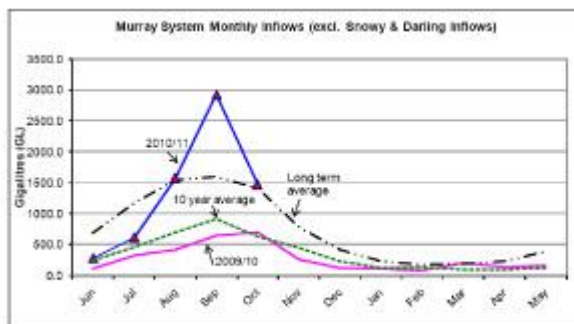
Applications have been called for Round 2 of the Private Irrigation Infrastructure Program for South Australia, part of the Australian Government's *Water for the Future* initiative. The program provides an opportunity for all River Murray licence holders to access funding for irrigation infrastructure efficiency upgrades.

Information sessions are scheduled for a range of locations including Renmark, Loxton, Waikerie, Mannum, Barmera, Morgan and Murray Bridge in early December.

Applications close on 15 February 2011. Further information, including Program Guidelines and application forms, are available [here](#). Alternatively, contact the Program's SA Team on [piip-sa@environment.gov.au](mailto:piip-sa@environment.gov.au) or 1800 218 478.

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### Murray Darling Water in Storage reaches 78%



Water storage has reached 78% of total active storage according to a recent [update](#) from the Murray-Darling Basin Authority. The update shows exceptionally strong inflows during September, with inflows for much of October and early November also above the long term average. The current volume in storage is comparable to the long-term average for this time of year.

As at 10 November, the flow into South Australia was about 30-35 GL/day and expected to remain around that level for the next couple of weeks. This means that, for the first time since 2000/01, four consecutive months of above average inflow will be received.

The partial flushing of the Lower Lakes, from high inflows and releases to the sea since August, is reflected in a salinity level of 260 EC at Poltalloch but with high levels continuing at Milang and Meningie.

Paul Caica, Minister for the River Murray, has advised that South Australia's general allocations (422 GL) will remain at 67 percent during 2010/11. Combined with the 228 GL of carryover already allocated, this takes total allocations to the 650 GL cap.

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### Re-Tooling for Climate Change – Program closed to new applications

SAWIA has been advised that the *Re-tooling for Climate Change* program is now closed to new applications. We understand that applications submitted before 24 September 2010 will continue to be assessed, with AusIndustry to notify applicants of outcomes.

The *Re-tooling for Climate Change* program has provided grants to help small and medium sized Australian manufacturers, including a number of SAWIA members, to improve the energy and and/or water efficiency of their production processes.

For more information, SAWIA members can contact Mark Gishen on 8222 9278 or [mark@winesa.asn.au](mailto:mark@winesa.asn.au).

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### WaterConnect - New website for water information

The South Australian Department for Water's WaterConnect [website](#) provides links to the latest information about South Australia's water resources and activities. WaterConnect offers direct

access to water-related data, applications and publications, including:

- § South Australia's plans for water security and water savings
  - § Water Licences and Permits, including the current status and details of licences, allocations or permits, and access to application forms
  - § Technical publications including reports on water assessments and technical notes
  - § Downloads and applications including a range of data such as historical trends in salinity and water flows in catchments (including the River Murray).
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#### Water efficiency - Where to go for information and assistance

The Australian Government's Department of Environment, Water, Heritage and the Arts has developed the Water Efficiency Opportunities program to encourage, support and recognise water efficiency in the commercial and industrial sectors. A [website](#) provides a wealth of information about water efficiency including:

- § Case studies and best practice guides on water efficiency
- § Checklists for businesses to self-assess water efficiency opportunities
- § Online portal linking to current grant and rebate schemes
- § Working with government and water service providers that have existing water efficiency programs.

In South Australia, SA Water offers a range of services to help business improve water efficiency, including:

- § Water efficiency audit and report
- § Education and training
- § Ongoing support.

For more details click [here](#).

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## SALES MARKETING & PROMOTION

#### SATC Co-operative Marketing Fund

The South Australian Tourism Commission's (SATC) \$2 million Industry Co-operative Marketing Fund will be supporting private tourism marketing for approved projects by effectively doubling industry investment through matching the operator's spend.

Funding for marketing activities is available, subject to SATC approval, for amounts from \$5k to \$50k per activity / campaign. Click [here](#) for more information.

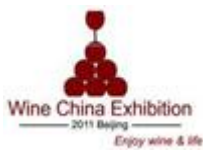
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#### Milano Perlage – Trade show for sparkling wines

The first international trade show exclusively for sparkling wine producers, Milano Perlage, is being held from 29-31 May 2011 in Italy. The inaugural event will provide a stage where sparkling wines can shine, putting exhibitors in contact with both Italian and international wine and food industry professionals.

For more information, contact Dave Henderson on +1 707-433-1930 or [davehen@sonic.net](mailto:davehen@sonic.net).

## Wine China Exhibition



The Wine China Exhibition is scheduled for 17-19 April 2011 in Beijing, followed by the Shanghai International Wine Tasting Meeting on 20 April.

The Wine China Exhibition is supported by the Ministry of Agriculture. The Exhibition is promoting a range of "special services" to help match exhibitors with buyers (e.g., a meeting with the top 100 wine importers).

For more information, click [here](#) or contact Mary Ma on 0086 10 6441 6542 or [info@regalland.com](mailto:info@regalland.com).

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## Wine Korea 2011



Wine Korea is scheduled for 26-29 April 2011 in Seoul. South Korea is the world's 12th largest economy and is currently in the top 5 wine consuming countries in Asia. Australia ranks 5th in terms of import volume with a 7.1% market share, with the overall market expected to grow by 50% in the 2008 to 2013 period.

Wine Korea is being held in conjunction with Seoul Food & Hospitality, and is expected to be a sold-out event. Austrade Seoul will be providing comprehensive value-added services, and the early bird registration deadline has been extended to 26 Nov 2010.

For more information, visit the Noticeboard of the SAWIA Export page of SAWIA's [website](#), or contact Linda Lim-Gurney on +61 448 800968 or [linda@wineinternationaltd.com](mailto:linda@wineinternationaltd.com).

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## Tourism Australia Industry Briefing

Tourism Australia is holding an Industry Briefing at the Intercontinental Adelaide on Friday 26 November (9am to 12.30pm) to provide the latest intelligence on tourism in Australia. This free half-day seminar will feature an overview of the Australian Tourism Directions Conference including analysis of the issues, trends and opportunities affecting international and domestic tourism. The briefings will also include information on Tourism Australia's strategic direction and a campaign update.

To register click [here](#).

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## OTHER

### Wine Industry Day 2010

The Institute of Chartered Accountants 9th annual Wine Industry Day is being held on 25 November 2010 in Adelaide. Featured presenters include Hon Michael O'Brien (Minister for Agriculture, Food & Fisheries), Brett McKinnon – (Managing Director, Orlando Wines) and Prof Mike Young (The Environmental Institute, University of Adelaide). Topics include:

- § Wine industry tax update
- § Navigating the financial crisis while growing market share and building a stronger brand
- § Sustainability management, reporting and risk management, policies & monitoring
- § Working capital management
- § Wine law update.

To register or obtain more information, click [here](#).

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## New Wine Sales Benchmarking Survey

A new Wine Sales Benchmarking Survey will provide wineries with a snapshot of their sales and marketing performance relative to others in the industry. Developed by Winemakers' Federation of Australia in partnership with Deloitte, it replaces the previous Financial Benchmarking Survey which was discontinued last year because its complexity had caused participation to decrease.

The survey has been streamlined so that it only requires data available from current management knowledge and reporting. For small businesses it should take only about 30 minutes to complete, with no need for detailed financial statements or accounting expertise.

Participants will receive a free individual benchmarking report and accumulated data will be used to generate an industry overview and, where possible, regional reports. All data will be strictly confidential and individual respondents will not be identified.

The survey can be completed online or in hard copy and is available [here](#).

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## Dates for your diary

### 2010

- § 23 Nov, [Wine Industry OHS Seminar](#), Coonawarra
- § 23 Nov, [Contract Law for Non-Lawyers](#), Adelaide
- § 25 Nov, [Wine Industry Day 2010](#), Adelaide
- § 26 Nov, [Wine Retailing – The Great Debate](#), Adelaide
- § 30 Nov – 2 Dec, [Vinitech-Sifel](#), Bordeaux
- § 6-8 Dec, [Chemical Engineering Solutions – Sustainable Winemaking](#), Sydney

### 2011

- § 16-23 January, [Tour Down Under](#)
  - § 27-29 January, [TASTE India](#) (Food and Wine Expo), Mumbai
  - § 3-5 February, [Ukraine – Wine & Winemaking 2011](#), Odessa
  - § 25-27 February 2011, [Cellar Door Wine Festival – Adelaide](#)
  - § 27 Feb – 2 March, [Gulfood](#), Dubai
  - § 28 Feb – 2 March, [ScotHot](#), Glasgow
  - § 1-4 March, [Foodex Japan](#), Chiba
  - § 10-13 March, [Taste of Sydney](#), Sydney
  - § 13-16 March, [International Food & Drink Exhibition](#), London
  - § 17-18 March, [Drink World Congress](#) (Americas), New York
  - § 6-9 April, [Food & Hotel Indonesia](#), Jakarta
  - § 17-19 April, [Wine China Exhibition](#), Beijing
  - § 26-29 April, [Seoul Food & Hotel](#), Seoul
  - § 11-14 May, [HOFEX](#), Hong Kong
  - § 25-29 May, [Thaifex – World of Food Asia](#), Bangkok
  - § 29-31 May, [Milano Perlage](#), Milan
  - § 9-10 June, [Drink World Congress](#) (CIS), Moscow
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