



Brian Smedley

Chief Executive

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As Chief Executive, Brian Smedley is responsible for the overall governance, leadership and staff of the association and manages the association resources and activities to achieve its business goals. Brian, in his leadership role:

- implements association policy and strategy as determined by the association's governing body, the Executive Committee
- undertakes the advocacy and representation in the political field and builds relationships with other bodies which can assist the industry. In addition, he holds various appointments such as the South Australian Wine Industry Council (SAWIC) and Industrial Relations Advisory Committee (IRAC)
- ensures member services and delivery meets the needs of member businesses
- is responsible for the SAWIA Environment Committee, Export Committee and Regional Associations forum and oversees changes in State legislation affecting the wine industry such as liquor licensing laws

Brian was appointed Chief Executive in January 2008. Commencing employment in 1996 as the Business Services Manager, members witnessed the introduction, development and implementation of specialist services in industrial / employee relations and occupational health and safety.

Brian has held numerous positions relating to legislative compliance (primarily employment law) and delivers those services with an emphasis on superior customer service. Past experience gained in the private sector involving both medium and large employers has provided a strong foundation to make his mark in providing service to the South Australian wine industry.

Business Services

Sarah Hills

Business Services Manager
Business Services

8222 9212

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Sarah manages the Business Services area and strives to provide members with a friendly and efficient service which complements members' business and meets their business needs. Sarah can provide assistance to you and your staff on a broad range of business services matters.

Sarah joined the association in July 2005 having worked as a lawyer in local government and commercial property. Sarah really enjoys assisting members of the association with the provision of practical but sound advice.

How can the team help you?

The Business Services team will provide you with confidential, strategic and relevant advice or assistance as it is applicable to your particular business operations within the grape growing and wine industry. More particularly our areas of expertise are:

Industrial relations and human resource issues ranging from:

- agreement making, checking agreements through to understanding what industrial instruments regulate your employees;
- providing you with assistance to deal with difficult employees, issues about recruitment & termination including managing redundancy obligations;
- the application of conditions of employment contained in awards, agreements and legislation: rates of pay, meal and rest breaks, shift work, casual & leave loading, accrual of

Egon Schwidder

Business and Workplace
Advisor
Business Services

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Egon makes a strong contribution to the South Australian wine industry through his wealth of experience in human resource management, industrial relations, OHS&W, remuneration strategy and payroll and HR information systems design and implementation.

Egon joined SAWIA in April 2008 from a position with the Workplace Authority as Senior Workplace Relations Advisor. Prior to that, Egon worked for a number of businesses including, Capgemini Business Services, BHP Billiton and National Rail Corporation.

leave entitlements, long service leave calculations, superannuation and any payroll issues;

OHS related topics ranging from:

- various legislative obligations under the OHS&W Act and associated Australian Standards and Codes;
- workers compensation queries to giving you a greater understanding;
- contractor & labour hire management issues;
- wine industry specific matters like confined space, safe use of ethanol, chain of responsibility obligations, OHS training & first aid requirements;

Conducting training and workshops in wine regions to assist the industry's employers to better understand current laws and new laws

Michael Asmar

Business and Workplace
Advisor
Business Services

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Michael endeavours to understand his clients operations and the key challenges they currently face. He is committed in providing a tailored professional business service to SAWIA's members, and brings experience in human resource management, employee relations/industrial relations, managing change through reform initiatives, and experience in customer facing organisations. Michael joined SAWIA in 2009 having worked as an Employee Relations Consultant within Shared Services SA, Department of Treasury and Finance (DTF). Prior to that Michael worked for the former Department of Administrative and Information Services (DAIS) and Ashford Hospital.

to be introduced across a broad range of industrial, employment and OHS related topics.

- **Represent your business** before courts, commissions & tribunals for claims made for unfair dismissal, unlawful termination or discrimination in employment (if we haven't been able to prevent that for you it in the first place).
- **Provide advice** – practical & simple - in relation to matters your business might be facing regarding: redundancy, labour & skill shortages, succession planning, implementing a system of performance reviews, record keeping and policy reviews.

General advice and assistance is available to all members as part of their membership and can be accessed face to face via site visits, making an appointment, the phone or email. More detailed work does attract fee for service at very reasonable rates – which we will always discuss with you upfront.



Craig MacDonald
Accountant

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Craig manages the financial, accounting and investment side of the association and in his role:

- undertakes financial reporting, budgeting and forecasting, to ensure members receive maximum value and service for their subscriptions
- helps to drive strong performance by the association's investment portfolio, in conjunction with our investment advisers, thereby decreasing the reliance on membership subscriptions to fund association activities
- develop partnerships with other organisations to help members reduce costs and improve profitability
- improves the quality and timeliness of information communicated to members.
- assists members with any financial or accounting queries with respect to membership subscriptions, invoices or other related matters
- Craig is also the editor of the association's newsletter

Craig is a Chartered Accountant with a degree in finance and almost 20 years international experience in finance and accounting gained working for a large accounting firm, and a number of small and medium sized businesses. Craig joined the association in July 2001.

Mark Gishen

Project Manager/
Wine Industry Sector
Agreement
Climate Change and
Greenhouse Emissions
Reduction



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Mark will provide "hands-on" management of existing and new projects to develop further benefits to the Association's members and to the wine industry in general. These projects range across the spectrum of association activities, most particularly in the areas of environment, packaging and research.

- Climate Change – takes primary responsibility for the Wine Industry Sector agreement for Climate Change and Greenhouse Emissions Reduction, and other associated research programs
- Environment – liaise with members on environmental policy development and other matters especially through the Environment Committee; maintains stakeholder relationships with government, regulators (e.g. EPA) and industry
- Packaging – coordinate the Association's Mentor Program of the National Packaging Covenant.

Mark Gishen is well known in the wine industry having spent 12 years with the Australian Wine Research Institute prior to establishing his own specialist technical consultancy in 2006. He has a Master's degree in Chemical Engineering (biotechnology) and over 20 years wine industry experience in a wide range of areas spanning from winery production to applied research.

Mark joined the Association in April 2009.

Marcia Burnett
Marketing/NWETC Officer

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When SAWIA embraces an initiative to stimulate wine business Marcia will be at the helm coordinating operations and logistics.

Marcia, in her role with the association:

- manages the National Wine Education and Training Centre (NWETC) which provides custom courses for consumer, corporate groups and hospitality/cellar door staff
- frequently calls on industry, Australia wide, for wine donations in support of these popular courses which also provide a great return to the industry. If you would like to have your wine included in the NWETC program let Marcia know!
- oversees many initiatives including the Regional Branding Project, the Cellar Door Experience at the Royal Adelaide Show, Winedown05, and the International Wine Industry Environment Conferences to name a few
- works on the SAWIA marketing strategies to secure SAWIA's position as the peak body serving the interest of wine producers and wine grape growers
- builds strong relationships with our business partners and adding value to members' business

Marcia joined the association in January 2002 with a background in publishing and event management.

Olivia Bristow
Executive Administrator

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Olivia is first point of contact for members and the public. She manages our administration, records and information systems, administration for NWETC courses, organises meetings and provides excellent customer service.

Olivia, in her role with the association:

- Can assist members with any queries, including the association's activities and services
- Can help members with accessing the membership services and products that meet their particular needs
- If you need access to a record or have any queries about accounts, minutes of committee meetings, contacts or the like, then she is the person to answer your call for 'help'
- Is Personal Assistant to Chief Executive, Brian Smedley and secretary to Executive and General Committees.

Olivia joined the association in July 2010 with an extensive background in administration and executive assistant roles.