



**SOUTH AUSTRALIAN WINE INDUSTRY
ASSOCIATION INCORPORATED**

Newsletter - 2 November 2018 - South Australian Wine Industry Association



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PDF Version

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Message from the Chief Executive

SAWIA is strongly advocating for the wine industry's interests across a number of important State and Federal Government issues that are likely to impact your business. As part of this, SAWIA has made a number of submissions regarding the:

- Discussion paper **managing our landscapes: conversations for change**
- Proposal for a **wine export label directory**
- Independent review of SA's moratorium on the cultivation of **genetically modified (GM) food crops**
- Issues paper **wine grapes - a market study by the ACCC**.

Please refer to the news board on our [website](#) to read what we said.

SAWIA continues to liaise with Consumer and Business Services representatives regarding the proposals for **Liquor Licensing Reforms** (both to licence fees and transition of licence type). SAWIA recently had the opportunity to provide our written views on a proposed discussion paper that is yet to be provided to industry for response. We will ensure members are kept up to date.

SAWIA is yet to see any movement from the State government with regard to the announced intention to repeal the **Labour Hire Act**. We continue to watch with keen interest.

I was pleased to attend the Wine Industry Suppliers night of nights for the **2018 Wine Industry IMPACT Awards**. Congratulations to all the winners and it was pleasing to see the many wine company representatives attend in support of our suppliers.

SAWIA will be welcoming international guests from the various cities around the world to the **Great Wine Capitals** annual general meeting to be held in Adelaide next week. There is a full program of visits to regions and key wine businesses as we welcome visitors and guests to 'our world'. Next Thursday night will see the South Australian Best of Wine Tourism awards.

SAWIA ensures that members have the most up to date information on key matters impacting your businesses. We recently issued notices on topics such as the **Queensland Container Deposit Scheme**, the **Australian Packaging Covenant**, the **Northern Territory minimum unit pricing laws** and the **requirement that interstate licensees obtain an Interstate Retailer Licence**. If you missed the updates, visit our [website](#) or call us for more information.



Brian

FEATURE ARTICLES

Register now for Work Health and Safety Seminar



Register now for the wine industry's key health and safety event, SAWIA's Annual Work Health and Safety Seminar. The seminar is a great source of important information and practical advice for owners/managers, front line managers, HR managers, team leaders, work health and safety representatives, supervisors, team leaders and anyone else with responsibility for work health & safety or workers' compensation.

Guest speakers include representatives from Finlaysons Lawyers, SafeworkSA, and the Population Health Branch at SA Health, covering key topics for the wine industry including:

- **Consultation in the workplace** – engaging workers and contractors to improve safety outcomes
- **Hazardous chemicals** – practical guidance on storage, preparation and use
- **Self-care** – staying healthy and productive as we age
- **Drugs and alcohol** – practical approaches to managing risk
- **Learnings from cases** on plant and equipment safety
- **Legal changes** you need to be aware of.

The seminar is being held in **McLaren Vale on 7 November** and **Nuriootpa on 21 November**. To register online click [here](#) or download and return a completed registration [form](#).

For more information, contact Zvonko Levak on 8222 9273 or zvonko@winesa.asn.au.

Special members' only offer to help reduce energy usage and costs



SAWIA's newest Wine Industry Partner, **P4B Energy Solutions**, specialises in the design and application of the latest technologies to help wineries reduce energy usage and access vast savings simultaneously. P4B has a strong track record of helping South Australian wineries through detailed analysis of energy usage and specifically tailoring consumption reduction programs.

We are pleased to announce that SAWIA members are entitled to a range of special benefits:

- A 50% rebate on the out of pocket cost to you of a comprehensive, independent energy audit
- A grant to help you with the cost of the independent energy audit

- **A proven track record in helping wineries reduce electricity costs by 50 - 70% across SA**
- **An automatic upgrade to maximise the efficiency of your solar system**
- **A free second opinion on any existing energy audit or report.**

P4B guarantee to give you a cash flow positive energy solution or they will reimburse any out of pocket costs for the energy audit.

For more information about how P4B Energy Solutions can help your business, contact Peter O'Leary on 0438 804 074 or peter@p4b.com.au.

Save up to 30% on wages by smarter rostering this vintage



Managing labour costs, work health and safety and migration requirements is essential throughout the year, but even more so during the busy vintage season with additional and often new employees working extended hours.

Tailored to assist wine industry employers in preparation for the 2019 vintage season, SAWIA is offering regional briefings in November and December that cover all you need to know about wages and awards, how to best manage your employment costs, health and safety, engaging contractors and working holiday makers.

The following key topics will be covered:

- Vintage work: Know your employment options and their benefits and risks
- Wages: Pay correctly and cost-effectively
- Awards: Working hours and breaks – restrictions and safety obligations
- Health and safety: Inductions and common hazards
- Contractors: Ensuring contractor workers are engaged and paid correctly
- Working holiday makers: Registration, taxation and visa compliance
- Labour hire licensing: What happens next.

Briefings are suitable for owner/operators and managers/supervisors, along with administration, finance, payroll and human resources staff – anyone with responsibility for employment and engagement of contractors and labour hire.

To register or obtain more information, click [here](#), or contact Henrik Wallgren on 8222 9270 or henrik@winesa.asn.au.

Important Case – Casual employee entitled to annual leave

SAVE THE DATE! BRIEFING: CASUAL EMPLOYMENT IN THE WINE INDUSTRY

Did you know that your casual employees in fact may be permanent employees, entitled to leave and other benefits. What are the risks and how can you manage this?

Barossa: Wed 5 Dec, 11.00am-12.30

McLaren Vale: Thur 6 Dec, 11.00-12.30

Did you know that your casual employees may, in fact, be permanent employees entitled to leave and other benefits? SAWIA is holding important seminars in December covering the risks and how to manage them. Click [here](#) to register.

A recent judgement by the Full Federal Court held that a labour hire employee engaged and paid as a casual employee was in fact a permanent employee entitled to annual leave. The Court held that a number of factors demonstrated that the employment was not casual.

A Notice to Members was circulated on 10 October setting out the important implications for employers. This Notice is available from the Noticeboard of the Employee Relations page of SAWIA's [website](#). In the interim, for more information SAWIA members can contact Henrik Wallgren on 8222 9270 or henrik@winesa.asn.au.

SAWIA and TAFE SA join forces to offer Wine & Spirit Education Trust (WSET) courses

SAWIA and TAFE SA are delighted to announce that we will be working together to offer Wine & Spirit Education Trust wine courses.



This joint effort will help to improve access to high quality, industry specific training for the South Australian wine industry and also for interested consumers. The Wine & Spirit Education Trust (WSET) of which TAFE SA is an Approved Provider, offers a suite of training courses that are globally trusted and recognised and provide high level education in wine, spirits and sake. Courses include the WSET Level 2 Award in Wine & Spirits, Level 2 Award in Spirits and Level 3 Award in Wines.

SAWIA members and SAWIA's National Wine Education & Training Centre students and alumni will be able to access the WSET courses at a specially discounted rate. In due course we hope to make the WSET Level 2 course available regionally, a real plus for SAWIA's members.

Full details, including upcoming course dates and locations, will be available in the near future. In the interim, for more information, contact Claire Wald on 8222 9271 or claire@winesa.asn.au.

Calling for people passionate about industry best practice

We are seeking expressions of interest from members who want to be involved in SAWIA's committees which address important issues facing the wine industry and individual members.

The Employee Relations Committee, WHS Committee, and Environment Committee each provide a forum for exchange of information, development of new ideas, and provide policy recommendations to the SAWIA Executive Committee for consideration.

Each committee has terms of reference defining its role, and committee members are expected to contribute leadership and direction for the industry. Individual involvement provides an opportunity to network, contribute to personal development and allows for input into industry best practice. Meetings are held every second month and are generally of 2 hours duration.

If you or one of your staff members has particular expertise or interest in one of these areas, please contact Sarah Hills (Employee Relations and WHS) or Mark Gishen (Environment) on 8222 9277 or admin@winesa.asn.au.

INDUSTRY & GOVERNMENT

Selling wine to customers in Northern Territory? Liquor licensing changes affect you



The Northern Territory Government implemented a minimum floor price for any alcohol sold by retail to customers in the Northern Territory effective 1 October 2018. It is illegal to sell alcohol for a sale price below the minimum floor price.

A detailed Notice to Members setting out details of the new requirements and their impact on South Australian wineries is available from the Noticeboard of the Liquor Licensing page of SAWIA's [website](#). SAWIA members can also contact Henrik Wallgren on 8222 9270 or henrik@winesa.asn.au.

New Container Deposit Scheme: Do you need to register?



If your wine, liquor or other beverage products are available for sale in Queensland then you may need to register for the new Container Deposit Scheme that commenced on 1 November 2018.

A detailed Notice to Members, setting out details of the new requirements and their impact on South Australian wineries, is available from the Noticeboard of the Liquor Licensing page of SAWIA's [website](#).

SAWIA members can also contact Henrik Wallgren on 8222 9270 or henrik@winesa.asn.au.

Building Better Regions funding

The Australian Government's Building Better Regions Fund Round 3 is now open for submissions.

The Fund supports the Australian Government's commitment to create jobs, drive economic growth and build stronger regional communities into the future. Of \$200 million available, up to \$45 million is earmarked to support tourism related infrastructure projects that provide economic and social benefits to regional and remote areas.

The Infrastructure Projects Stream provides organisations with grants of between \$20,000 to \$10 million to support projects which involve the construction of new infrastructure, or the upgrade or extension of existing infrastructure.

The Community Investments Stream funds community activities such as new or expanded local events, strategic regional plans, or leadership and capability strengthening activities.

For more information, click [here](#).

Independent review of GM food crops moratorium



SAWIA recently made a submission on behalf of members regarding the government's review of the current South Australian genetically modified food crop moratorium.

The government's review aims to better understand different perspectives and the moratorium's current and future economic impact. The review includes assessing the available evidence on the market benefits of South Australia's moratorium and the awareness of South Australia's moratorium by key trading partners and food production businesses operating in South Australia and other Australian states.

Overall, while members expressed a diversity of views, there is support for maintaining the moratorium to September 2025.

To view SAWIA's submission, click [here](#). For more information, SAWIA members are welcome to contact Brian Smedley on 8222 9274 or brian@winesa.asn.au.

EMPLOYEE RELATIONS / WORK HEALTH & SAFETY

New Chain of Responsibility laws now operational



Photo courtesy of Riverland Wine. Photo taken by Italo Vardaro 2017.

1 October 2018 saw the introduction of the new chain of responsibility obligations via amendments to the national heavy vehicle laws. These changes apply to all parties in the supply chain, meaning that everyone has a responsibility to keep truck drivers safe while on the road.

For the wine industry, it is about grape growers, harvesters and wineries taking proactive measures to mitigate the critical risks that exist in the freight and logistics industry that they have control over.

Some of the risk factors to consider for the upcoming vintage are:

- Speed and road worthiness
- Fatigue and work-rest regimes
- Mass dimensions and load restraint
- Operator licensing.

SAWIA members are encouraged to source and use reliable transporter(s) with good safety systems for dealing with those critical risk areas.

For more information on meeting your chain of responsibility obligations and designing good safety systems, SAWIA members can contact Zvonko Levak on 8222 9273 or zvonko@winesa.asn.au.

Payroll Tax Changes – From 1 January 2019

From 1 January 2019, businesses with annual taxable wages of up to \$1.5 million will not be liable for payroll tax and those with taxable wages between \$1.5 million and \$1.7 million will benefit from a reduced payroll tax rate. These changes were legislated in the *Payroll Tax (Exemption for Small Business) Act 2018*, assented to on 25 October 2018.

As these changes come into effect mid-financial year, the 2018-19 financial year will be split into two half-year return periods.

From 1 July 2019, you will no longer be required to pay payroll tax in South Australia if your Australia wide wages, or group wages, continue to remain below \$1.5 million.

Click [here](#) to register for a series of RevenueSA webinars being held in November 2019 that will cover these changes. For more information, contact RevenueSA on 8204 9880 or payrolltax@sa.gov.au.

Vintage Preparation - Tips for keeping up your standards

Having policies and processes in place creates set standards and values for your business, which can also improve the way your customers and staff deal with you. As part of this:

- Identify key processes and tasks in your business, and develop Standard Operating Procedures (SOPs) for each
- Allow your staff to contribute to the SOPs and regularly review your processes
- Ensure your policies are documented and accessible, and key procedures such as first-aid and emergency exits are clearly visible
- Communicate your policies (and procedures that are specific to a certain role) and help staff understand why they are important.

For assistance or guidance on getting these tasks done before vintage, attend the **Getting Ready for Vintage** sessions coming to a region near you from 14 November, or contact Henrik Walgren on 8222 9270 or henrik@winesa.asn.au

New Visa Program for unskilled and semi-skilled work in rural and regional areas



Are you struggling to find employees for unskilled and semi-skilled work in the wine industry on a non-seasonal basis?

If so, you may be eligible to sponsor a worker from Kiribati, Nauru, Samoa, Solomon Islands, Tuvalu or Vanuatu for a minimum of 12 months and up to 3 years using a 403 (International Relations) visa under the new Pacific Labour Mobility Scheme. The program is administered by the Department of Foreign Affairs and Trade.

Employers must satisfy a series of checks ensuring a business is reputable, financially sound and able to fulfil the requirements of the Scheme, including applying for 'Temporary Activities Sponsorship' with the Department of Home Affairs.

For more information, please visit the Pacific Labour Scheme [website](#) or contact Henrik Wallgren on 8222 9270 or henrik@winesa.asn.au.

Changes to ReturntoWorkSA premium process

ReturntoWorkSA is seeking feedback on proposed changes that are intended to simplify and reduce the time required as part of the premium process. Proposed changes for 2019/20 premiums include:

- Rather than providing estimated remuneration for your business for the upcoming year, actual remuneration for the previous year will be used to calculate the premium for the upcoming year
- An extended timeframe to provide remuneration information

- No end of year adjustments to the premium paid (unless exceptional circumstances apply)
- Choice of one annual payment or pay by instalments
- Passwords will no longer be reset each year or posted out.

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

Sarah Hills will be attending an information session, and SAWIA members can obtain more information or provide feedback on 8222 9212 or sarah@winesa.asn.au.

SALES MARKETING & PROMOTION

Cellar Door direct wine sale opportunities – Survey results now available



Opportunities to increase direct-to-consumer sales (DTC) through paid tastings, food and wine pairings and enhanced wine tourism experiences are among the key findings of Wine Australia's first cellar door and direct-to-consumer survey.

The survey of 180 wine companies showed that cellar doors are the driving force behind direct-to-consumer sales in Australia, accounting for 44% of DTC revenue, ahead of wine clubs and mail orders.

Wineries that produce less than 1000 cases relied on direct avenues for 68% of sales and wineries, compared to 40% in the 1000–5000 case bracket and only 4% for wine brands with production above 50,000 cases.

Although 86% of respondents offered food, such as a restaurant or platters, only 28% of cellar doors offered matched food and wine tasting experiences. Other findings include:

- 29% of respondents charged for wine tastings, with larger wineries less likely to charge a tasting fee
- 60% of respondents operated a wine club and/or loyalty club, with average growth in wine club memberships of 14% in 2017–18
- Less than 20% of respondents are using a best-practice industry-specific Customer Relationship Management system.

The full Cellar Door and Direct-to-Consumer Survey 2018 Report can be found [here](#).

Export report shows ongoing strong growth



Australian wine exports increased 11% in value to \$2.71 billion and 5% in volume to 842 million litres for the year ended 30 September 2018 according to *Wine Australia's Export Report*.

Shipments of bottled wine increased 8% per cent in value to \$2.16 billion, and 2% in volume to 366 million litres. Shipments of unpackaged wine also grew strongly, with a 23% increase in value and a 9% increase in volume.

There were also increases in the average value of wine exported, with a 7% increase for bottled wine to \$5.90 per litre and a 13% increase of unpackaged wine to \$1.12 per litre.

Exports grew to all but one of the major destination regions. Standout growth of 24% in Northeast Asia led the way, while a decline in exports to the USA is an area needing improvement.

Full details are available to levy-payers in the full *Export Report*, available [here](#).

\$500,000 boost for Wine Export Grants

More wine businesses visiting China and the USA to build their exports will benefit following a \$500,000 increase in funding for the Wine Export Grants program.

Wine Export Grants of up to \$25,000 are available for small and medium wine producers to reimburse 50 per cent of specific export promotion expenses. The grants are a key component of the Australian Government's \$50 million Export and Regional Wine Support Package, which aims to drive demand for wine exports and showcase the nation's wine tourism.

Administered by Wine Australia, the program invites eligible wine producers in Australia to apply for reimbursement grants of up to \$25,000 for 50 per cent of specific export promotion expenses.

Application details and guidelines for the Wine Export Grants are available [here](#).

Domestic tourism hits new levels



The latest National Visitor Survey shows domestic expenditure in South Australia has reached a record \$5.6 billion, up 8% for the year ending June 2018.

South Australia attracted a record high 6.5 million domestic overnight trips (up 5%) and there was a record high 23.9 million domestic nights spent in South Australia (up 11%).

For more information, click [here](#).

SA cruise industry continues to boom



A new cruise season has set sail, with 84 visits scheduled for the current season. This is an increase of 19 ships from last year's record breaking \$118 million season.

With the addition of Wallaroo as a new cruise destination, it is expected that the wider Yorke Peninsula region will benefit, extending as far as Clare Valley and the Mid-North.

Other events and opportunities (click on images)

<p>NEW EVENT!</p> <p>Our Wine Industry - How Important It Is!</p>	

SUSTAINABILITY

Webinar – Get rewarded this summer with Demand Response



Last summer, many of South Australia's wineries were financially rewarded for how they used power that season. These wineries had signed onto demand response programs through Flow Power (SAWIA's Wine Industry Partner), which allowed them to make the most of the energy market's low-cost troughs and avoid any peaks.

Put simply, demand response is reducing the power that you use at certain times, such as when demand for power is greater than supply. Businesses registered in the program receive notifications asking them to voluntarily reduce power for a certain period of time. For seasonal businesses like wine growers that need power to irrigate and keep fruit cool, it's the perfect fit.

Join the webinar on 13 Nov at 12.30pm (South Australian time) to hear Flow Power's experts discuss an example from last summer, the value for your business and what it's like to participate.

Community consultation opens across the Murray–Darling Basin

A blue rectangular graphic with white text that reads "Efficiency measures consultation process".

Efficiency measures
consultation process

Murray–Darling Basin governments are seeking feedback about the best ways to increase on-farm water efficiency and return saved water to the environment while having a neutral or beneficial impact on industries and communities. The guidance obtained will help governments consider additional assessment criteria for on-farm projects funded by the Murray–Darling Basin Water Infrastructure Program.

Basin governments are seeking the views of communities through regional meetings happening across the Basin and an online survey, with detailed information and links available [here](#).

OTHER

Wine Industry Supplier Awards



We were pleased to attend the recent Wine Industry Suppliers Awards, where two of SAWIA's Wine Industry Partners sponsored awards recognising the important and innovative contributions of suppliers to our industry.

WineWorks Australia received the *Distribution and Logistics Award* presented by Phil Keenihan of MGA Insurance Brokers (*left photo*) in recognition of major investments in infrastructure and services to create best fit transport, warehousing, reworking and export solutions for clients along the complete supply chain.

TracMap was presented with the *Grape Growing Award* by Tim Siebert of Bentleys (*right photo*) for supplying growers and contractors with sophisticated GPS guidance systems and cloud-based applications for precision management of vineyards.

Other winners included IMCD Group (Winemaking), Amorim Australasia (Packaging) Best Bottlers (Engineering), BrandPrint (Marketing and Communication), Studio S2 Architects (Tourism) and Rapid Phenotyping (Start-up).

WET: Back to Basics

Ticketing is now open for the *WET: Back to Basics* seminars. Upcoming sessions include Barossa (8 Nov), Riverland (15 Nov), Coonawarra (26 Nov) and McLaren Vale (29 Nov).

For more information on regions, dates, venues and registrations, please click [here](#).

These seminars will provide a refresher of the Wine Equalisation Tax (WET) system for winemaking businesses, and wine-associated businesses, that are eligible to claim the WET Rebate. The session offers a technical overview of the WET system as it stands to date, with dedicated time for one-on-one Q&A's for all participants with the ATO representatives.

Australian Women in Wine Symposium & Awards



The *Australian Women in Wine Symposium & Awards Day* is being held on 16 November in Sydney.

Good luck to the award finalists, which includes SAWIA members Kate Goodman (Penley Estate), Emma Wood (Treasury Wine Estates), Brooke Howell (Yalumba Family Vineyards), Nicole Pitman (Kingston Estate Vineyards), Kirsty Balnaves (Balnaves of Coonawarra), Sarah Marquis (Mollydooker Wines), Darryn Hakov (Pernod Ricard Winemakers), the team at Zonte's Footstep, Michelle Stehbens (Katnook Coonawarra) and Shirley Fraser (Byrne Vineyards).

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

Scholarships now available – Women in farming and agriculture



Women & Leadership Australia is administering a national initiative providing women with grants of between \$3,000 and \$7,000 to enable participation in a range of leadership development programs. The scholarship funding is provided with the specific intent of providing powerful and effective development opportunities for women in the industry.

For more information or to submit your expression of interest, click [here](#).

Food & Beverage Development Fund – Applications open



Beverage Development Fund provides financial support of up to \$10,000 per successful applicant to further skills and knowledge through training and education within South Australia's critically important food and beverage (including wine) industries. To date, the fund has assisted 203 people who are now a step closer to realising their aspirations and achieving their full potential.

Applications will be accepted until 19 November. To apply or obtain more information, click [here](#) or contact Carol Graham on 8362 9066.

Wine Law Conference – Preferred pricing for SAWIA members

The **6th Annual Wine Law Conference** takes place on 20 November 2018 at the Stamford Plaza Adelaide. The program features a range of presentations including:

- Wine Industry Regulatory Landscape (Will Taylor, Finlaysons)
- Labelling Regulations: Organic and Biodynamic Certification
- Competition Law Update
- Selling in the Current Market: Legal Issues in Export
- By Road, Train or Ship: Legal Issues Relating to the Transport of Wine
- Protecting Your Wine Brand in China
- IP issues when exporting wine to China.

SAWIA members are entitled to the early bird rate of \$760 for the full day and \$395 for the half day until the date of the conference. For details on how to take up this offer, SAWIA members can contact Rehu Page of SAWIA on 8222 9277 or rehnu@winesa.asn.au.

Dates for your diary

2018

- 7 Nov, **SAWIA's Work Health & Safety Seminar**, McLaren Vale
- 3-9 Nov, **Great Wine Capitals Annual General Meeting**, Adelaide
- 8 Nov, **WET Back to Basics**, Barossa
- 13-15 Nov, **ProWine China**, Shanghai
- 14 Nov, **Getting Ready for Vintage 2019**, Adelaide Hills
- 14-15 Nov, **SA Waste Resource Recovery Conference**, Adelaide
- 15 Nov, **WET Back to Basics**, Riverland
- 16-18 Nov, **Shanghai International Wine & Spirits Exhibition**, China
- 20 Nov, **6th Annual Wine Law Conference**, Adelaide
- 21 Nov, **SAWIA's Work Health & Safety Seminar**, Barossa
- 24 Nov, **Agriculture and Wine Investment Forum**, Adelaide
- 26 Nov, **WET Back to Basics**, Coonawarra
- 28 Nov, **Getting Ready for Vintage 2019**, Riverland
- 29 Nov, **WET Back to Basics**, McLaren Vale
- 5 Dec, **Getting Ready for Vintage 2019**, Barossa
- 5 Dec, **Casual Employment in the Wine Industry**, Barossa
- 6 Dec, **Casual Employment in the Wine Industry**, McLaren Vale
- 6 Dec, **Getting Ready for Vintage 2019**, McLaren Vale
- 10 Dec, **Getting Ready for Vintage 2019**, Langhorne Creek
- 12 Dec, **Getting Ready for Vintage 2019**, Coonawarra
- 13 Dec, **Getting Ready for Vintage 2019**, Clare

2019

- 11-13 Feb 2019, **Wine Paris**, France
- 19-20 Feb 2019, **Evoke AG. Food Farm Future**, Melbourne
- 21-24 July, **Australian Wine Industry Technical Conference & Trade Exhibition**, Adelaide

INDUSTRY PARTNERS



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www.winesa.asn.au

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