

**RESTAURANT
& CATERING**
SOUTH AUSTRALIA

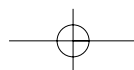
ESSENTIAL INGREDIENT

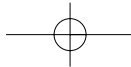
Cooking with Natural Gas

NEWSLETTER FOR RESTAURANT & CATERING SA • SEPTEMBER 2007

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- 2007 Award Winners
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- CPR Program





RESTAURANT & CATERING SA

10 Kingston Avenue
Richmond SA 5033
PO Box 3261 Rundle Mall
Adelaide SA 5000
Ph: (08) 8351 7837
Fax: (08) 8351 7839
Email: rca@restaurantcater.asn.au

PRESIDENT:

Frank Favaro - Mb 0413 110 010

CEO:

Sally Neville - Mb 0411 836 423

IMMEDIATE PAST PRESIDENT:

John Khouzam - Mb 0418 836 316

THANKS TO OUR INDUSTRY PARTNERS

DIAMOND

Envestra

PLATINUM

Foster's Australia

GOLD

Adelaide Produce Market
Advertiser Newspapers
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AMJ Produce
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Commonwealth Bank
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Meat & Livestock Australia
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Negociants/Samuel Smith & Son
Pernod Ricard Australia
Power Direct
PPCA
Skycity Adelaide
South Australian Tourism Commission
TAFE SA – Regency International Centre
Vittoria Coffee
webmenu.com.au
Westpac Banking Corp
William Angliss Institute of TAFE
Woodroffe Foodservice Equipment
Woodstock Wines

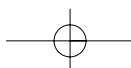
SILVER

Possum IT

BRONZE

Alsco Linen
Built Perspective
Caterfix SA
Fine Wine Partners
Foodservice News
James Richardson Furniture
Le Cordon Bleu
Menu Stylist
Squid Inc

This newsletter is intended to provide accurate and authoritative information in regard to the subject matter covered, and with the understanding that Restaurant & Catering SA does not pass legal opinion or interpretation or other professional advice. If you require a more detailed understanding of legislation referred to in this document, it is recommended that you seek legal advice.



2007 AWARDS

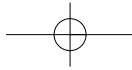
FOR EXCELLENCE WINNERS



NEW MEMBERS

- Clock Tower Restaurant & Café – Murray Bridge
- All Fresh – Corporate Partner
- Menu Stylist – Bronze Corporate Partner
- Thai in a Wok – Adelaide
- Farina Cucina e Bar – Adelaide
- The Caterers – Walkerville
- Commonwealth Bank – Gold Corporate Partner

CATEGORY	WINNER
Popular Choice Hall of Fame – Individual	T - Chow Roberto Cardone, Salvatore Pepe, Angelo Inglese & Claudio Ferraro from Cibo Ristorante and Cibo Espresso.
Hall of Fame – Chinese	House of Chow
Hall of Fame – Mediterranean	Zucca Greek Mezes
Hall of Fame – Pizza	Goodlife Organic Pizza – Adelaide
Hall of Fame – Seafood	The Blanc Seafood & Wine
Hall of Fame - Tourism	Windy Point Restaurant
Apprentice Chef	Christopher Brown – The Manse
Chef	Camillo Crugnale – Assaggio Ristorante
Employee	Sarah Meaney - Auge
Employer	Steve Blanco – Blanco Catering, The Italian Centre, Enoteca, Star Anise Catering
Maitre D'	George Kasimatis – George's on Waymouth
Media	SA Life
Product Supplier	Negociants Australia
Service Provider	Webmenu.com.au
Safety Award	Adelaide Entertainment Centre
Sommelier	Duncan Vent – Chianti Classico
Trainee	David Gareffa – Hilton Adelaide
Wine List	Apothecary 1878 Wine Bar & Restaurant
Asian	Mapo Korean Restaurant
Bistro	The Lion Hotel
Breakfast	Chianti Classico
Café	The Strand
Chinese	Ying Chow
Coffee Shop	The Coffee Club Harbourtown
Entertainment	Night Train Theatre Restaurant
European	Lenzerheide
Event Caterer	Blanco Catering
Family	Bocelli Cafe
Fine Dining	Magill Estate
Function Centre	National Wine Centre
Indian	Tandoori Oven
Informal	Brighton Jetty Cafe
Italian	Auge Ristorante
Modern Australian	Regatta's at the Adelaide Convention Centre
New	Kenji Modern Japanese
Pizza	Goodlife Organic Pizza - Glenelg
Regional	Piper's of Penola
Restaurant in a Hotel	Blake's Restaurant at the Hyatt Regency
Restaurant in a Winery	Penny's Hill Restaurant
Seafood	Blanc Bistro
Specialty	XO Supper Club
Steak	Cos Restaurant
Thai	Regent Thai
Themed	Zapata's Mexican Restaurant
Tourism	Faversham's at Edithburgh House
Venue Caterer	Epicure Catering at the State Library
Wedding Caterer	The Observatory Function Centre
Caterer of the Year	Epicure Catering at the State Library
Restaurant of the Year	Magill Estate Restaurant
Lifetime Achiever	Brain Lawes – Head of Cookery TAFE SA Regency International Centre



CPR PROGRAM WHY WOULDN'T YOU?

Well-done Restaurant & Catering Australia! Your new Certified Professional Restaurateur program provides all members with the ability to prove to our diners that we are not only passionate about what we do but also professional.

My wife and I, as owners of The Lord Lyndoch, decided to participate in the CPR accreditation program. The concept was to identify our strengths and weaknesses and have policies, practices and procedures assessed by a professional organisation. We can all do what we do each day, but have we overlooked something? Can we do the job a little better? Do we advertise staff positions correctly? As you are well aware the list goes on. We found this program both interesting and enlightening.

If you are running your business correctly, you already have everything you need for assessment. It will be simply a matter of compiling your evidence and forwarding. We found that it took, as stated, about 20 hours to compile. I was amazed that we



were the second restaurant in South Australia and the first in the Barossa Valley to gain this accreditation.

I know each and every one of you deserve this accreditation and you are certainly worthy of it. So don't delay, be involved in a program designed for you. Our CPR accreditation & Restaurant Accreditation are highly visible to our customers. The feedback so far has been excellent and we know already that it was 20 very easy hours well spent. I encourage all

members to participate in this very achievable program. Let's prove to our diners that we are professional. Sell your professionalism not your soul.

Leanne Rose-Clark. CPR
Jeff Clark. CPR
The Lord Lyndoch.

For more than 25 years, **CHESSER CHEMICALS** has provided quality cleaning and sanitation solutions to a diverse cross section of business sectors including:

Health and hospitality
Food and meat export
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CHESSER CHEMICALS strong customer focus and commitment to excellence has sets new standards in addressing specific client requirements.

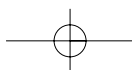
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CHESSER CHEMICALS
Excellence through innovation

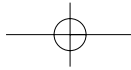


CONGRATULATIONS

Congratulations to **Melanie Gowers** from the Adelaide Convention Centre who has been recognised and the **Young Chef of the Year** at the National Lexus Awards held in Sydney recently.

Jai Leighton, from the Grange Restaurant and the Hilton Adelaide, was also awarded the 2007 **Young Waiter of the Year**. We wish them our hearty best wishes.





HILTON ADELAIDE....WELCOMES THE NEXT GINA LIEW GOURMET GENERATION IN THE GRANGE

"There's something like a line of gold thread running through a man's words when he talks to his daughter, and gradually over the years it gets to be long enough for you pick up in your hands and weave into a cloth that feels like love itself..." John Gregory Brown (20th century), U.S. novelist.

Hilton Adelaide is delighted to announce the appointment of Gina Liew, Chef Cheong Liew's daughter, as restaurant manager of the Grange Restaurant.

Inheriting an intrigue for food, wine and the limitless boundaries of both, Gina brings a wealth of passion and a fresh approach to service in the Grange. Leading a truly passionate team, including 2007 Lexus Young Waiter National Winner, Jai Leighton, Gina is looking forward to continuing the tradition of the Grange, and at only 24 years of age, giving the style of service her own unique twist!

Visit the Grange to see it's fresh new look... Ruby red feature wall, and sheer draping to offer added exclusivity to Grange diners from the hotel lobby.

With seasonal menu changes and Cheong's weekly creations starting on the Saturday evening degustation menu, there is always a new experience to be had at the Grange Restaurant.

The Grange is open for dinner Wednesday to Saturday evenings.

For information visit www.thegrangerestaurant.com.au and for bookings call 8217 2000.



COMING UP...

7-15 September
Royal Adelaide Show

17th September
Members Lunch at Kenji Modern Japanese

24th September
Better Business - How to Attract and Keep Good Staff

5-14 October
Australasian Masters Games

16th October
R&CSA Industry Day in association with Tasting Australia

13-20 October
Tasting Australia

29th October
R&CA National Restaurant Awards Adelaide Convention Centre

12th November
Better Business - Understand your People; Managing Performance and Resolving Conflict

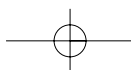
ENVIRONMENTAL HEALTH AUDITS

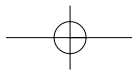
The Adelaide City Council has written to the Association to follow up on discussions about the recent series of articles in the Advertiser about the state of food safety in the City of Adelaide. A copy of the letter is enclosed. We will continue to promote the fact that Adelaide (and in fact South Australian) restaurants provide food and service of a very high standard.

We support the Council's attitude to food safety, to ensure that ALL FOOD BUSINESSES (as opposed to only high profile restaurants) are regularly audited, ensuring high standards of hygiene for consumers. Negative

publicity about food safety in restaurants impacts on our entire industry and creates enquiries from the public about which restaurants are safe. This media scare campaign seems to rear it's ugly head each and every year. We will continue to reinforce the message that dining in SA is safe

*Everybody has
their price.
Mine is \$3.95.*





DOCUMENTING MEAL BREAKS

One question frequently asked is how should meal breaks be documented in time records?

Although there is no provision in either the Federal Workplace Relations Act 1996 ("the Federal Act") or the state Fair Work Act 1994 ("the State Act") to document breaks in time records, it is good business practice to do so.

Employers need to be able to prove, in underpayment of wage claims, workplace inspections, workers compensation claims, and occupational health and safety cases, that workers have had meal breaks. If an employer cannot prove that workers have had meal breaks, they may be deemed to be underpaying staff, breaching a term of the applicable industrial instrument (award, agreement or contract of employment) or the duty of care to employees.

The Cafes and Restaurants (SA) Award requires that an employee not work for more than 5 hours continuously without an unpaid interval for a meal break. If the break is not allowed, all time after that break falls due must be paid at double time. Under the State Award or the Federal NAPSA (Notional Award Preserving Sate Award), an employee could make an underpayment claim if their time sheet did not reflect that they had a meal break, even if the employer had provided the break. Therefore it is vital that employers understand that meal breaks must be documented, even if it is considered to be an administrative burden on individual employees and that employers and managers need to enforce this in practice.

Underpayment Claims

A recent complaint to SafeWork SA has resulted in a fine of \$7,000 to a motel owner for an underpayment of wages of two employees. The South Australian Industrial Relations Commission convicted the motel on twelve counts for failing to comply with the relevant award, the Motels (SA) Award. The breaches were:

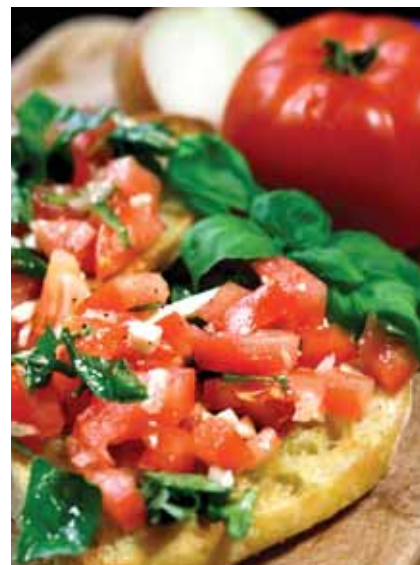
- underpayment of wages for two employees since 2004;
- not offering meal breaks after five hours of work or a payment in lieu; and
- requiring the employees to start work fifteen minutes before their rostered shift for no additional pay.

The Industrial Magistrate said that "paying the correct minimum rates of pay is the very foundation of an award system...". It was noted that the motel did not have any system to keep their award up-to-date.

While this in itself is not a breach of any legislation, it does not provide any defense against consequent breaches of the award provisions.

SafeWork SA is a business unit within the Department of Premier and Cabinet that enforces the Premier's initiatives in a range of areas such as industrial relations in the State jurisdiction and occupational health and safety. If an employee believes they have not been paid correctly, or not received any of their employee entitlements, they can request that SafeWork SA investigate the matter.

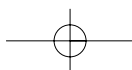
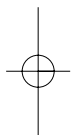
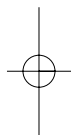
After a request is made, SafeWork SA will recommend that employers and employees resolve any issues within 21 days. If an agreement cannot be

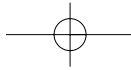


reached, an investigator will investigate the claim. After the investigator has completed the investigation, the employer and employee will be notified of the outcome. If the inspector finds that the employee has a valid claim, the total amount owed will be established and the employer asked to pay that amount. If a breach of industrial relations legislation is detected. Legal action may be initiated.

Failing to pay workers correctly can result in substantial claims, as both the State Fair Work Act 1994 and the Federal Workplace Relations Act 1996 provide up to six years to make an underpayment claim. This means that, as well as any fine that may be imposed, an organisation may have to pay up to six years of underpayments to employees at one time.

Businesses need to be aware of their obligations in regard to employee's wages and conditions (including variations to wage rates and other matters), as they are binding upon them and lack of knowledge is not a viable defense against underpayments or breaches of applicable legislation.





WAGE INCREASE

ANNOUNCED FOR CONSTITUTIONAL CORPORATIONS – TAKES EFFECT 1 OCTOBER 2007

On the 5th July, 2007 the Australian Fair Pay Commission announced an increase in the standard Federal Minimum Wage and in all pay scales.

Members who are trading as companies (Constitutional Corporations) will be affected by this increase as at 1 October 2007.

- An increase of **\$10.25 per week (27c per hour)** applies to all minimum pay rates **up to \$700** per week
- An increase of **\$5.30 per week (14c per hour)** applies to all minimum pay rates **over \$700** per week.

Rate sheets should be received with this newsletter for those businesses who we know to be trading under a company structure.

As always, if you have questions relating to pay scales, please call the office on 08 8351 7837.

If you have employees covered by a **Pre-reform Australian Workplace Agreement** made prior to 27 March 2006, these increases **do not apply** to their workplace agreement.



If you have employees covered by a **Post-reform (Workchoices) Agreement** made after 27 March 2006, these wage rate increased **do apply** to their workplace agreement. You must ensure that your employees are being paid a rate that is at least equal to the minimum basic periodic rate of pay.

Rates for juniors, trainees and apprentices will also be adjusted, as usual, on a proportionate basis.

Workplace Relations Fact Sheet – A new requirement for Employers under the Federal Jurisdiction.

The Workplace Relations Fact sheet is an information sheet for Australian employees mandated by the Workplace Relations Amendment (A Stronger Safety Net) Act 2007. It provides important information for employees so they know where they stand in Workplace relations matters.

The fact sheet explains

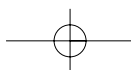
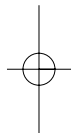
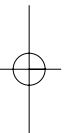
- The Australian Fair Pay and Conditions Standard – the key entitlements and conditions for all employees in the Federal system
- The Workplace Ombudsman has the legal power to ensure employers meet all their obligations under the Workplace Relations Act
- Details about the Fairness Test – what it is and who it applies to
- Employees rights when negotiating a workplace agreement
- Where to get more information – The Workplace Info line 1300 363 264.

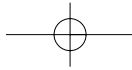
Employers have until 20 October to provide a copy of the Fact sheet (enclosed) to every employee, and must give a copy to every new employee within 7 days of their start date. This applies from 20 July 2007.

Service Provider of the Year 2007

webmenu
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**No trials.
No booking fees.
100% free.**





MUSHROOM INDUSTRY

ACKNOWLEDGES OUTSTANDING EFFORTS

Mushroom Mania 2007 National Menu Competition was this month capped off with 5 state awards presentations held across the country.

The South Australian awards took place at Regatta's Bistro and were attended by more than 100 guests of the food and media industries

South Australian winners were chosen from finalists in 3 categories: Best Restaurant, Best Cafe / Bistro and Best Pub / Club. The Best Pub or Club menu was awarded to Adelaide's

Chifley on South Terrace. Best Restaurant - Phore Seasons at Semaphore. Best Café/ Bistro - Caffe Buongiorno O'Halloran Hill.

Australian Mushroom Growers' General Manager, Greg Seymour said that Mushroom Mania is an important part of Australian Mushroom Growers' foodservice program, which supports chefs in training and throughout the industry

Mr Seymour said the intention of the awards were to encourage chefs to

showcase an extensive range of mushrooms and to challenge their creativity to present them in new and delicious ways to diners. This year's entrants dazzled judges with their passion and originality.

"Chefs across the country have offered diners exceptionally mouth-watering ideas on how to serve mushrooms in tantalising ways."

Mushroom Mania website
www.mushroomania.com.au.



Caffe Buongiorno – O'Halloran Hill were also the winners of the Messenger Newspapers Southern Local Business Awards for 2007 and the winners of the Gold Award for Excellence for the Most Outstanding Business in the southern area.

TRIAL PERIODS

FOR EXISTING EMPLOYEES

R&CSA receives some calls from employers enquiring about placing their existing employees on a secondary probation period due to an internal promotion or transfer. This "secondary probation" is, actually a "trial period", as the existing employee has already successfully completed their probation period.

A "trial period", in the context of an internal promotion or transfer, does not immediately place the employee's ongoing employment under scrutiny (excluding circumstances of gross or willful misconduct). The employee's

suitability for employment with the company has already been established by the successful completion of the probationary period. The purpose of the trial period is to advance or move an employee to another position within the company, with pre-negotiated terms acceptable to both parties available if the transition has not met the expectations of either party. For example, this may be reinstatement of the employee's former position, as opposed to termination.

It is at the employer's discretion to offer an employee a trial period in

these circumstances; however the employer is encouraged to provide adequate training and support to the employee. As normal, any poor performance would need to be addressed through an appropriate performance improvement plan with the aim of the employee working to their full potential.

It is important for employers to recognise the distinction between a probationary period and a trial period, as the outcomes can be quite different

