

# South Australian Chapter *FBA NEWS*

July/August 2009

## DIARY DATES

**August 6**  
Next Generation  
Focus Group  
SOLD OUT

**August 13-15**  
FBA National  
Conference—Darwin

**September 15**  
Ownership Workshop  
(details soon—please  
note date change)

Family Business  
Forums—  
phone Heather on  
8376 5598 or email  
fbasa@fambiz.org.au  
for details

## NEW CHAIRMAN FOR SA CHAPTER

After three years at the helm during an exceptionally busy period, **Phil Sims** has passed the baton to **Kent Aughey** to Chair the South Australian Chapter of FBA. *"I have greatly enjoyed my time as Chairman, and I feel that this is a good time for someone else to take over because the Chapter is in good shape, with everything running smoothly and going from strength to strength"*, Phil said.

Kent will officially take over as Chairman from 1 August.

After many years working for his father in various businesses covering property, hospitality, agribusiness, financial markets and retail, Kent has a hands-on insight to the challenges and opportunities facing family business entrepreneurs in South Australia.

Kent is the founder and Managing Director of Ashington Investment Management, a Family Office providing financial, investment and wealth management services to his family group.

He also manages the family's 60 hectare grazing property in the Barossa.

Kent has been a passionate member of FBA for many years and is looking forward to leading the SA Chapter through its next phase, following sustained growth and development over the past two years.

We would like to thank Phil for his great contribution to the Chapter during his time as Chair. He worked extensively with DTED and others during Dr Dennis Jaffe's residency and through the rollout of his report and will remain on the Executive Committee to support future initiatives.



Kent Aughey

## WELCOME TO OUR NEW MEMBERS

A very warm welcome to **Carol Mattiske**, Gawler Caravan Centre, **Gary Monteleone**, IJF Australia, **Phil Jaquillard**, Jaquillard Minns, **Jeff Knispel**, Nippy's and **Robert Hodge**, Robert Hodge Advisory.

*Welcome aboard .*

## NEXT GEN EXCHANGE PROGRAM

The SA Chapter of FBA is working on a pilot program for Next Gen members to gain valuable work experience with other Family Businesses as part of their development. We are currently seeking expressions of interest from Next Gen members who would like to gain experience within another Family Business—and from businesses willing to make places available for Next Gen members within their business. Please contact Heather if you would like to participate in this program.



## SA OFFICE CLOSURE

The South Australian Chapter Office will be **closed from Wednesday 12 August—re-opening on Monday 7 September** due to the National Conference and annual leave.

**For urgent matters**, Heather can be contacted on 0425 817 259 from 12-15 August—and she will be back 'on deck' to assist you with all email and phone enquiries as soon as she returns from leave.

Family Business Australia | PO Box 398 GLENELG SA 5045 T: 8376 5598 | F: 8376 0646  
E: fbasa@fambiz.org.au | W: www.fambiz.org.au



# Fast track your way through airport queues

*If you travel to the APEC region for business three or more times a year, you may be interested in learning how to obtain the APEC Business Travel Card and fast track through long international airport queues.*

## About the APEC Business Travel Card scheme

The Department of Immigration and Citizenship (DIAC) developed the APEC Business Travel Card (ABTC) in response to the need for business people to gain streamlined entry to the economies of the Asia Pacific Region.

The ABTC cuts through the red tape of business travel, allowing approved business people to obtain multiple short-term business visitor entry to participating countries. There are currently 18 countries participating in the ABTC scheme.

## Eligibility

You must, among other criteria:

- hold a valid Australian Passport
- travel to the APEC region at least three times a year for trade and investment related business activities such as: exploring business opportunities and attending meetings
- provide evidence about your business and reasons for travel to the APEC region.

Among other conditions, the ABTC is for short stay business visits and is not appropriate for people travelling to engage in paid employment.

## Why we call the ABTC the 'M1' of international business travel

- there is no need to individually apply for visas or entry permits each time you travel to the participating APEC countries, as the ABTC is your visa
- depending on the pre-clearance granted by the individual country, cardholders may stay up to two or three months on each visit
- the ABTC allows fast track entry and exit via designated and signposted APEC lanes (entry to the USA is via air crew lanes) at major international airports for express immigration processing
- the ABTC is the size of a credit card
- the ABTC is valid for three years.

If you would like further information about applying for an ABTC, for yourself and/or your colleagues, or any other migration query, please contact:

**Laurie Madigan**  
Partner  
8236 3347  
[lmadigan@kpmg.com.au](mailto:lmadigan@kpmg.com.au)



## LAST CALLS FOR NATIONAL CONFERENCE

Family Business Education... Cameraderie... Fun... and WARM WEATHER

are all on offer in Darwin from 13-15 August

REGISTRATIONS CLOSE ON 3 AUGUST

## MEMBER OFFER OF THE MONTH



The JULY/AUGUST MEMBER OFFER comes from **Wallis Cinemas** who have provided

**20 DOUBLE PASSES**

to see *'The Young Victoria'* at Chelsea Cinema on Monday 24 August at 6.30pm

WHAT A GREAT OPPORTUNITY—**FIRST IN, BEST DRESSED**

Email [fbasa@fambiz.org.au](mailto:fbasa@fambiz.org.au) for your chance to win a double pass to this great new release film.

*Thanks Michelle and the team at Wallis Cinemas.*

**ANYONE ELSE GOT A GREAT DEAL FOR OUR MEMBERS?**

# MEMBERS IN THE NEWS

## ***FBA-SA members have been in the news again:***

- FBA-SA members are a rich resource for the *Indulge* liftout, with Andre from *Masterchef Australia* making a guest appearance at **Bird in Hand** on Saturday 8 August from 2pm, **Michael Angelakis** dishing out seafood cooking tips at the inaugural Eyre Peninsula Expo, **The Lane's** pinot gris featuring at Hotel Richmond's series of long table dinners and **Stephen Henschke** conducting a single vineyard masterclass during Hyatt Regency's Wine Week.
- Then the dining feature in *Boomer* magazine featured no less than FIVE members—**Yalumba**, **Bremerton**, **Primo Estate**, **Oliver's Taranga** and **The Lane**.
- **Anthony Toop** of **Toop & Toop** and **Kevin Magee** of **Raine & Horne** both provided useful insights into the current real estate market in South Australia.
- **Paul Crawford** of **CMV Group** was pictured at a fundraiser for the Multiple Sclerosis Society, where **Primo Estate** wines were matched to the menu.
- **Phil Hoffmann Travel** won two awards at the National Travel Industry Awards. Phil said he was honoured to take out the Best Travel Agency Retail (Multi Location) and Best Innovation in Marketing (Retail Agency) awards.
- **Finlaysons** have recently strengthened their team with a number of promotions and new appointments.
- Oz Mini Bins, owned by **Jan Smeaton** and her family, is one of the first waste removal companies in Australia to be awarded 100% carbon neutral accreditation—what a great achievement.
- **Yalumba** Managing Director, **Robert Hill Smith** has been recognised with the 2009 Rabobank Leadership Award for his achievement and contribution to the Australian and New Zealand food, beverage and agribusiness industries.
- **Toop & Toop** have won the Innovation and Website Award four times in a row and both the Large Agency and Large Property Management categories for three consecutive years in the Advertiser Bendigo Bank Awards for Excellence.
- The staff of **Fuller** joined in the 'Walk a Mile' campaign march in support of Adelaide's homeless community and the Hutt Street Centre.
- **Spring Gully Foods** will produce a range of jams for Foodland supermarkets, trying to use as much SA fruit as possible.
- A couple of interesting articles by **Craig Stubing** and **Kathryn Conder** in the May issue of *in-business* magazine might prove valuable to your business.
- Samuel Smith & Son Pty Ltd (**Yalumba**) was listed in the Top 50 Employers by *in-business* magazine.

*Well done everyone*

## **Join the *hive of industry* and access a wide range of value add services...**

Membership with Business SA gives you access to these services and more to support your business:

### **Networking**

Meet and mingle with other local businesses. Business SA provides you with the opportunity to build your contacts through networking events throughout the year as well as access to the online members' directory.

### **Business Advisory Centre - a free and unlimited service**

A unique Member Only phone service dedicated to helping your business with workplace issues and Award servicing. The Business Advisory Centre is staffed by a team of experienced advisers who provide professional advice on questions about occupational health and safety, injury management, workplace relations, human resources and environment and sustainability.

### **Legislation Service**

Business SA keeps members up-to-date with information on the latest changes in legislation that affect your business through our online legislative service.

### **Products and Services - save up to 30%**

We offer a range of scheduled training courses and access to a team of business specialists, as well as a wide selection of practical business publications to assist you in running a business - *Members save up to 30%*.

### **Australian Apprenticeships Centre**

Business SA is an Australian Apprenticeships Centre offering an apprenticeships and traineeships service giving you access to key government incentives.

**FBA-SA has negotiated a special offer of 50% discount on Business SA membership\*** (based on 75% of FBA-SA's members holding joint membership with Business SA).  
**To take advantage of this SPECIAL OFFER, email [fbasa@fambiz.org.au](mailto:fbasa@fambiz.org.au) by 10 August 2009 giving Heather permission to provide your details to Business SA.**

\* Membership rates are based on full time equivalent staff for your individual organisation. The discount offer will also apply to existing Business SA members provided we reach the 75% joint membership criteria.



**BUSINESS SA**

# WORKPLACE CHANGES IN SOUTH AUSTRALIA

## Out with *Choices*—in with *Fairness*

The South Australian Government has agreed to refer power over industrial relations to the Commonwealth Government. This means that as of 1 January 2010 all private sector employees will be subject to the National Employment Standards and modern awards.

This change will commence in the middle of the current financial year. Employers therefore need to be alert to their obligations in order to budget for the potential changes and avoid the significant consequences of failing to comply with the new laws. Employers should be aware of the following provisions:

### Flexible Working Arrangements

Both modern awards and the National Employment Standards encourage flexible working arrangements for employees with young or disabled children. Under the new framework employees are entitled to request changed hours, part-time work, job share or work from home arrangements, as well as an extension of 12 months unpaid parental leave. These requests may only be refused by an employer on reasonable business grounds, the meaning of which is yet to be defined by Fair Work Australia.

### Community Service Leave

All employees will be entitled to paid leave (including reasonable travel and recovery time) if they are required to serve on a jury or unpaid leave to participate in an emergency activity such as CFS or SES work.

### Increase in Casual Loading

Many modern awards will increase casual loading from 20% to 25%. This could amount to a significant cost increase for family businesses employing a large number of casuals.

### Unfair Dismissal

Under the new system, the scope for an employee to initiate an unfair dismissal claim against their employer has been significantly increased. The government has estimated that an additional 3 million employees will be covered by the new laws. The procedure for dealing with claims has also been changed. Fair Work Australia will now convene a private conference and has the power to make binding decisions. This can be a daunting prospect for employers who do not have an automatic right to legal representation.

### How to Prepare

To ensure a smooth transition to the new system, employers should take the following steps:

- Determine which modern award will apply to you. This award will play a vital role in formulating budgets, managing staff and dealing with issues of redundancy.
- Understand your obligations under the National Employment Standards and consider the impact of flexible working arrangements.
- Consider developing an enterprise agreement if the applicable modern award is not suitable for regulating your workplace.
- Review your dismissal and termination procedures to ensure they are not harsh, unjust or unreasonable, and they comply with the *Small Business Code Of Conduct*.

*This article was prepared by Grant Archer,  
Partner in charge of Finlaysons' Workplace practice*

FINLAYSONS

## Monthly Economic Outlook

National FBA Sponsor, St George provided a Monthly Economic Outlook for members, which you will find (amongst other interesting things) at [www.fambiz.org.au](http://www.fambiz.org.au) in the RESOURCE CENTRE (under the SERVICES button)

## PERSONAL DEVELOPMENT OPPORTUNITY

Accredited Family Business Adviser, Valerie Redman is offering a public short course  
“**People, Relationships, Life – The TA 101**” on 21 and 22 August .

This is a practical people skills course which is particularly useful for Family Business members and staff, as it provides tools and skills to work and relate effectively with clients, staff, family members and others, providing simple yet powerful ways to:

- |   |   |
|---|---|
| Increase understanding in communication with others | Deal with stress and change healthily   |
| Handle and resolve conflict                         | Understand human behaviour              |
| Gain autonomy and build self esteem                 | Increase personal positivity and energy |

For further details, please contact Serrelle or Valerie on 8294 6559 or email [enquiries@valerieredman.com](mailto:enquiries@valerieredman.com)

# Family Business Hall of Fame Dinner

Congratulations to **Detmold Group**, **Kennett Builders** and **Nippy's** who were inducted into the Family Business Hall of Fame at the 8th Annual Hall of Fame Dinner held at the Sebel Playford Hotel on Wednesday 22 July.

Our three very deserving inductees were warmly welcomed and applauded by the huge crowd and everyone was more than impressed by their amazing histories and success as Hall of Fame Convenor, **Rod Martin**, read their official citations during the induction ceremony (visit [www.fbsa-hall-of-fame.com.au](http://www.fbsa-hall-of-fame.com.au) for details). Thank you Rod for all your great work.

**Brian Cunningham**, CEO of DTED provided an update on Government initiatives to support business in SA and our guest speaker, **Dr Chris West**, CEO of Zoos South Australia, brought the house down with his hilarious comparisons between some well known family business behaviours and traits found in the wild kingdom.

Amidst the laughter, there was quite a bit of eye contact, murmuring and nodding going on between family members, especially when he got to the bits about "old buck/young buck" behaviours and stronger female hyena siblings killing weaker ones (not that he was suggesting we adopt that practice). Happily, these traits were balanced against the very positive teamwork and nurturing behaviours adopted by Meerkats, which are also strong features of successful family businesses. Females came up trumps across several species, especially amongst the big cats, so 'girl power' is alive and well in the wild.

Sincere thanks to our wonderful **Hall of Fame Major Sponsor**, **KPMG** for their generous support again this year. Thanks also to **Bremerton Vintners**, **Charlesworth Nuts**, **Bowden Printing** and **Foster Hill PR & Marketing** for their generous support for the event. We urge you to support these great firms who so generously support us all at FBA.



L-R: Sascha Detmold Cox and Zoe Detmold, Detmold Group, Phil Sims, Chairman FBA-SA, James, Scott and John Kennett, Kennett Builders, Tina Knispel, Nippy's, Laurie Madigan, KPMG and Jeff Knispel, Nippy's



Richard & Margaret Blake, Hamilton Laboratories

Liz Davies, Storpac

Lisa Botten, Corporate Heart; Gizelle Forgie, Taylor & Forgie Funeral Directors and Melissa Kulenicz, KPMG



Jessica, Anne-Maree & Tegan Webb, Spring Gully Foods

Chis and Judy Johnston, Kerewong Pty Ltd

Wendy & Roger Drake, Drake Foodmarkets