



Details of the Working Safer regime need to be worked through

As noted in previous editions of the NARGON News, the National-led Government has introduced a wide ranging package of health and safety reforms under the Working Safer banner.

The Health and Safety Reform bill is being considered by the Transport and Industrial Relations select committee and public submissions have been extended to 8 May 2014

NARGON welcomes the policy intent to make risky industries safer while ensuring that moderate and low risk industries identify, minimise and eliminate risk without

incurring undue extra compliance and costs. While retail grocery is a comparatively safe industry (compared to forestry, farming and construction), stores and supermarkets need to be aware of and address the risks in their workplaces. There is absolutely no cause for complacency.

Business NZ, the country's largest employers group, has commissioned additional advice from law firm Chapman Tripp. NARGON is a member of the Business NZ Affiliated Industries Group (AIG) which means we had the opportunity to view Chapman Tripp's work. The lawyers argue that the particular areas of interest to business include:

1. the definition of "officer"
2. criminal sanctions for an officer's breach of duty
3. definition of "reasonably practicable" and how that definition works with the particular duties
4. definition of "notifiable event"
5. duty to consult with other duty-holders
6. extended limitation period.

In our view, 3 and 4 (the definitions of "reasonably practicable" and "notifiable event") are critical. If these are defined too tightly, stores will be burdened with compliance costs and paperwork. Defined too loosely and they will fail to have an impact on New Zealand's quite shameful industrial safety record.

NARGON hopes the Transport and Industrial Relations selection committee will listen carefully to employer groups such as Business NZ and make any amendments needed to ensure the final Working Safer package achieves its worthy purposes.



Food prices down for March but up for the year, card spending lifts

The latest figures from Statistics New Zealand show that food prices in March 2014 fell by 0.3 percent compared with February 2014.

The major downward contributor was grocery food prices which fell 1.6 percent. This included lower prices for snacks, milk, bread, biscuits and cheese. Conversely, food prices rose for all the other categories including fruit and vegetables (up 0.5 percent), meat, poultry, and fish (up 0.9 percent), non-alcoholic beverages (up 0.2 percent), and restaurant meals and ready-to-eat food (up 0.4 percent).

In the year to March 2014, the food price

index (FPI) increased 1.2 percent with higher prices recorded for all five subgroups. The restaurant meals and ready-to-eat food subgroup (up 1.9 percent) had the largest impact followed by non-alcoholic beverage prices (up 2.7 percent), meat, poultry, and fish (up 1.6 percent), fruit and vegetables (up 1.5 percent), and grocery food prices (up 0.2 percent).

Higher prices were recorded for lamb (up 15 percent) and chicken (up 3.5 percent), as well as tomatoes, oranges, mandarins, milk, cheese and eggs. Prices were down over the year for bread, cereals, nuts, soft drinks and packaged coffee.

The value of electronic card spending in the core retail industries rose just 0.1 percent in March 2014. Overall, three retail industries showed growth while three dropped back. One of the big movers in the right direction was the consumables sector – the subgroup which covers most supermarket and grocery sales – which was up 0.4 percent (\$6 million) on seasonally adjusted figures.

Trends for the value of electronic card transactions have all generally been positive since records began in October 2002. However, in each case the rate of increase has eased in recent months.

NARGON gets a fresh new look – check your details on the revamped website

We are delighted to advise members that NARGON has a fresh new look and branding. The most obvious example is our revamped website (www.nargon.co.nz) and we would encourage people to have a look and share the link.

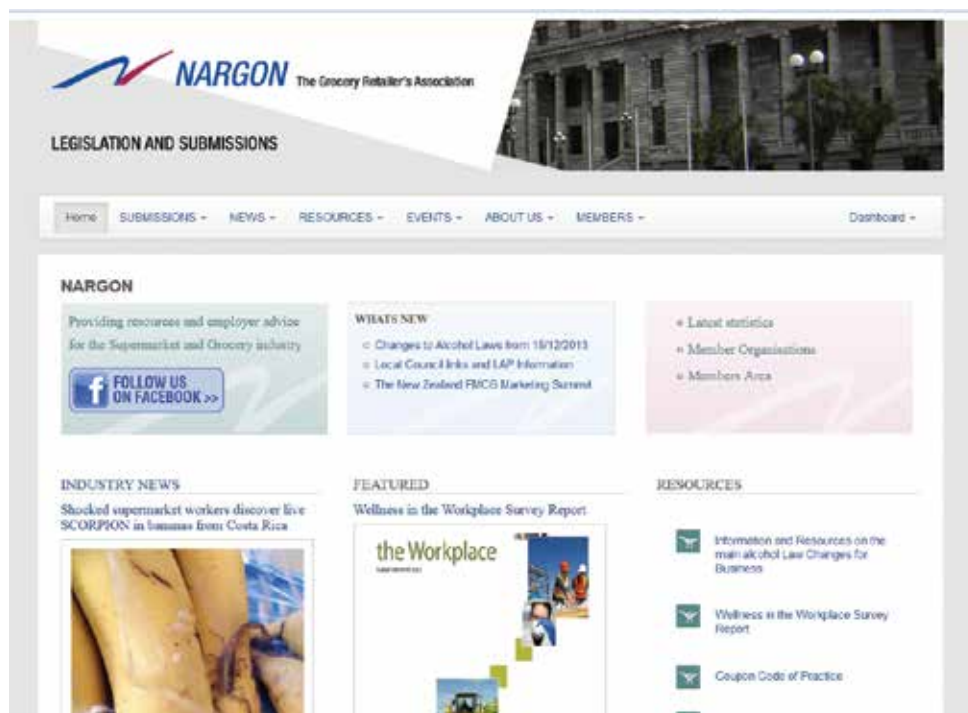
In addition to the new look, there are specialist resources, copies of previous newsletters and improved technology to let us look after our members all in one place.

It is important that all member information is up-to-date and accurate. If it has not been done already, NARGON would appreciate it if members logged into the upgraded members portal and checked and/or updated their details. Members would have been sent a link in an email to create a login. If you no longer have this or did not receive it, email director@nargon.co.nz to obtain a login to the site.

Once you have your login, NARGON

members will gain access to employment contracts and HR information. Those resources are under the “Members” section

on the website and are only available to members.



Minimum Wage and Starting-Out Wage increases

On April 1 2014, the adult Minimum Wage rose to \$14.25 an hour from the previous rate of \$13.75 an hour. On the same day, the Starting-Out and Training Minimum Wages will increased to \$11.40 an hour from the previous \$11 an hour.

The Minimum Wage has gone up every year for an extended period and the latest increase will keep it at around 50 per cent of the average hourly rate, one of the highest rates amongst developed economies.

UK: Supermarkets embrace innovative recycling programmes

British supermarket chain Sainsbury's has launched its first ever Easter recycling scheme, allowing customers to recycle their Easter egg packaging in its stores. All elements of Easter egg packaging – including plastic, film, card, foil and ribbon – can be recycled. It is understood to be the first such scheme and is part of Sainsbury's environmental commitment to sending zero operational waste to landfill.

The Easter recycling scheme follows on from the (modest) success of Sainsbury's Christmas card recycling scheme, which raised more than £9,000 (NZ\$17,600) for the Forest Stewardship Council. Over two million Christmas cards were recycled through store collection, home pickup by online delivery vans, and collection points in government

departments.

Rival supermarket giant Tesco has announced trials of innovative new plastic egg packaging made from recycled plastic drinks bottles. The plastic packs are environmentally friendly and reduce food waste. In pulp or cardboard cartons, any eggs that break in transit can seep through the boxes, potentially damaging the products underneath. The new recycled plastic packaging means any spills can be contained in one pack. If the packaging is rolled out for all their free range eggs, Tesco estimates it will save more than a million eggs from going to waste each year. They are hopeful of fully implementing the new packaging by the end of the year.

UK: Sainsbury's gives away free fish to promote sustainable fishing

For the third year in a row, Sainsbury's stores gave away seven tonnes of lesser known but more sustainable fish to their customers on "Switch the Fish Day" (14 March). The idea was whenever customers asked for one of the 'big five' fish species (many of which are over-fished) at in-store fish counters, they were offered a free portion of a lesser-known alternative (lemon sole, mussels, sea

bass, coley fillets and rainbow trout) to try at home.

Sainsbury's said the campaign, which includes a 20% discount on the lesser known fish varieties for a full three weeks, is part of their commitment to sustainable fishing. That includes helping to educate consumers on making sustainable choices and looking to change the nation's fish eating habits.

UK: Supermarket and star encouraging kids to "Grow and Sell"

Supermarket giant Waitrose has announced that it will be running its 'Grow and Sell' scheme for a second year. It is aimed at helping 7-11 year olds grown their own produce and sell it, teaching them about food production and developing entrepreneurial skills.

The plan is for Waitrose to distribute 3,500 'Grow and Sell' kits to schools, containing vegetable seeds, equipment, instructions and badges. A 'Grow and Sell' educational app will also be available, allowing children, parents and teachers to access

information on food production, seasonality and the environment.

The scheme is supported by celebrity gardener and television presenter Alan Titchmarsh. He said the expanded scheme meant "more children can benefit from learning about the food they eat, and they might just learn to love eating fresh produce because they've grown it themselves."

75% of shoppers buy the same brands as their mum

A recent survey by the independent shopping app, Shopitize, reports that 75% of British consumers said they bought at least some of the same brands as their mother. Their research found that shoppers were most likely to buy the same brand of butter as their mum, with almost a quarter

(23%) saying they stuck to the same spread. Nearly one in five (17%) picked the same washing powder while 15% bought the same brand of tea bags.

When quizzed why, 37% of the respondents said they chose the same brands as their mother because they knew that they liked

the product. 30% said it was because they trusted their mother's judgment and advice. It would be interesting to see if New Zealand consumers had the same attitudes given Kiwis love of iconic local brands but also their growing support for own-brand products and/or boutique providers.



Great Deals in the USA

From 10 really stupid grocery store signs at www.carveonline.com

On a lighter note – Overheard in Waitrose

These comments were apparently overheard at slightly posh Waitrose supermarkets around the United Kingdom - at least according to the Overheard in Waitrose Facebook Page (www.facebook.com/overheardinwaitrose) which recently went viral on the Internet:

“Daddy, does Lego have a silent ‘T’, like merlot?”

“Quentin, find a cake I can pass off as homemade for the village fair.”

“Orlando, that’s enough blueberries. I only need them to go on top of the venison.”

“Of course I would buy the smoked salmon but it makes the Maserati smell like a fishmongers.”

3 Q

All NARGON members should know the answer to these three questions:

1. What is the new Minimum Wage from 1 April 2014?
2. What is being used to make the innovative egg packaging currently being trialled by Tesco in the UK?
3. What is the address of NARGON’s revamped website?

3 Q Answers:

1. \$14.25 an hour.
2. Recycled plastic drink bottles.
3. www.nargon.co.nz.

Reminder about written employment agreements

NARGON reminds all members that full written employment agreements are required for every single employee. This is a strict legal requirement. The member’s section of the upgraded NARGON website contains draft agreements and advice on employment agreements – www.nargon.co.nz.



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