

Carter & Spencer Gain the Advantage in New Zealand

Carter & Spencer recently gained a huge advantage over its competitors with the registration of Carter & Spencer New Zealand with the Ministry of Agriculture and Forestry (MAF).



The MAF is responsible for biosecurity managing New Zealand's state forests, supporting rural communities, ensuring the humane and responsible use of animals, and helping win access to overseas markets for New Zealand products. It also works to promote sustainability in the New Zealand rural sector, and to manage land, water and irrigation in rural New Zealand.

The registration of Carter & Spencer New Zealand with the MAF gives us the advantage of being able to clear our own produce directly into the Foodstuffs Distribution Centre.



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C-lect Mandarins a Gold Winner at Beijing Olympics

Carter & Spencer's C-lect Honey Murcott mandarins were hand chosen to participate in Austrade's Business Club Australia Food and Beverage event held in Beijing on August 18.

Officially endorsed by the Australian Olympic Committee, Austrade's Business Club Australia (BCA) is the Australian Government's official international business program for the Beijing 2008 Olympic Games (8-24 August), offering Australian companies the opportunity to benefit from the excitement and world attention generated in the lead-up to and during the Beijing Olympic Games.

Business Club Australia facilitated international business connections through a range of business networking and Games events, offering the opportunity for Australian companies to improve their inter-

national business prospects, while delivering the sporting experience of a lifetime.

The event was organised by Austrade to promote Australian products to customers across the Food and Beverage industry.

The event was attended by key Food and Beverage distributors, wholesales and retailers based in China.

Carter & Spencer's Sales and Procurement Manager for

China, Jeremy Chen (*pictured above*) showcased some of our premium C-lect citrus at the Austrade event.

"Guests were impressed by the quality, freshness and sweet and juicy taste of our Honey Murcott mandarins which proved to be one of the most popular products showcased during the event" said Jeremy.



Quality & Food Safety

With the release of Version 6 of the Safe Quality Food SQF2000 code earlier this year, there are some minor changes to the way those sites with this certification operate.

A new requirement of the code is that all employees are made aware of their responsibility "to report food safety and quality problems to personnel with authority to initiate action".

Although employees have always been required to take responsibility for the quality and safety of the work that they do and are in control of, it was never formally stated that this information had to be openly communicated to all employees.

New employees will receive this information in their induction pack when they commence work with Carter & Spencer, and an awareness campaign will be conducted to raise the awareness level of existing employees.

Remember, every employee of Carter & Spencer is responsible for the quality and food safety of the fruit and vegetables we supply to our customers, and all issues that you can't address yourself, need to be raised with the supervisor in your workplace.



Carter & Spencer New Zealand

Success with Pears in New Zealand

The big success story for Carter & Spencer New Zealand, since the appointment of Tim Jacometti as Sales and Procurement Manager for New Zealand, has been the development of the imported Packham pear programme with Foodstuffs Fresh in Auckland.

The fruit is grown in Victoria and exported exclusively for Foodstuffs stores throughout New Zealand.

To date 12,000 cartons, have been shipped to New Zealand, and with two months of the programme still to run we envisage the total shipment by the end of the season to be around 18,000 cartons.

Tim is also working on a supply programme for Foodstuffs for the United

States pears season which will include red and green D'anjous and Bosc pears to run through until the new year.

Carter & Spencer New Zealand recently secured two promotions through Foodstuffs for Australian strawberries through September and October with good volumes forecasted for the season. Tim is also working on United States grapes and Australian watermelon for supply in December.

Small quantities of NZ blueberries have commenced which Carter & Spencer will supply into Foodstuffs along with a specialised supply of Oamaru Jersey Bennie potatoes for exclusive supply to Foodstuffs, commencing November.



Spencer Ranch

Managing Director of Carter & Spencer, Craig Spencer, pictured below, was at Spencer Ranch when the first carton for the season of tree ripened Washington navel oranges came off the packing line recently.



Spencer Ranch's C-lect branded citrus was on display recently through Armstrong Bros. wholesale market display at the Brisbane Markets, Rocklea pictured below.



On sale was C-lect branded Eureka lemons and tree ripened Washington navel oranges grown at Spencer Ranch.

Staff Development & Training



A Major Benefit for Carter & Spencer

Here at Carter & Spencer we're always keen for our staff to undertake training to further their skills.

Warehouse staff Craig Weir, Greg Williams, Malcolm Williams and David Taylor (Carter & Spencer Supplies), successfully completed a Certificate IV in Frontline Management, while Sarah Montgomery, (Carter & Spencer Supplies) and Christina Barbara (Carter & Spencer Pty Ltd) successfully completed a Certificate IV in Business.

Following the recent completion of a Rehabilitation Coordinator's Course, Nyssa Thomson (Carter & Spencer Supplies) is now the Carter & Spencer point of contact for all Workcover cases.

Several of our Administration staff are currently undertaking a Certificate IV in Business, while two other employees are undertaking training to up skill their current qualifications in order to fulfil the role of Safe Quality Food (SQF) Practitioner.

As part of Carter & Spencer's ongoing Health & Safety management, Anthony Jackson attended a Queensland Fire & Rescue Service Building Wardens

Course. This training enables Anthony to instruct Carter & Spencer staff in Emergency Response Procedures and requirements. To date Anthony has successfully trained five Carter & Spencer employees, with this training they have successfully carried out the legislative requirements for fire drills and safety standards

Carter & Spencer Group Service, in conjunction with Workstar, have developed an executive level development short course to be delivered in house. The program will focus on staff development, team work and morale building. Once the program is complete, the four units of competency attained will count towards the completion of a Diploma in Front Line Management for those participants.

Encouraging and supporting our staff in undertaking this type of training not only enables our employees to better understand the fundamental processes behind their role but, in addition, can often bring a new set of skills for the employee to their role. In turn this serves to benefit Carter & Spencer in the long term with better qualified employees.



Career Opportunities at Carter & Spencer

Order Pickers

Brisbane & Townsville

If you enjoy keeping busy and working in a fast paced environment, have 2-3 years picking experience working within large distribution centres, then we'd like to hear from you. Positions are available for immediate start at both our Brisbane and Townsville Distribution Centres.

Warehouse Coordinator Townsville

In this role is responsible for the Management of Warehouse Operations for our Townsville Distribution Centre. If you have 2yrs or more experience in Warehouse Management roles then this position may be for you.

General Maintenance Townsville

A part-time position has become available at our Townsville Distribution Centre for a General Maintenance Person. This role is integral part of our business in maintaining our machinery.

Click on the link below and you'll be directed to www.seek.com.au then search for Carter & Spencer Group.



Carter & Spencer

New Staff Join our Dynamic Team

James Christodoulou joined Carter &



Spencer in July this year as an Assistant Business Manager and will be working predominantly on our Vegetable lines. James joins our

Trading team with over 20 years experience in imports and commercial operations. James's experience includes:

- Retail Sales Management / Operations "Engaging the Consumer";
- Imports;
- Warehouse Assembling;
- Distribution & Wholesale Sales;
- Production Management; and
- Sales & Territory Management.

Ironically, James began his working career in fresh produce, spending weekends packing potatoes with Andrew Christodoulou and their working relationship is once again re-established twenty five years later as he joins Andrew's team.

Having owned and operated a successful commercial business James has both practical and industrial experience in many areas of business operations and will, no doubt, prove to be an asset to the Carter & Spencer Group.

Also joining the Carter & Spencer team recently was:

- Raechel Peacock- Austin, Senior Administration
- Christine Haggart, Administration
- Alison Williams, Administration
- Te auta Temaatarā Temahemi, Quality Control

Raechel Peacock-Austin joins our Brisbane based Administration team and bring to the role a wealth of knowledge in Sales Administration, in both the domestic and export area, along with experience in customer service.

Christine Haggart started with the Group as a Temp. working in the Group's Carter & Spencer Supplies division. Christine accepted a position in the Administration department of our Carter & Spencer Pty Ltd division and will be based at our Curzon Street Trading hub.

Alison Williams commenced employment with the Group as the Administrator based at Bowen. Alison brings a variety of previous administration knowledge to the role.

Te auta Temaatarā Temahemi (Tara) recently joined our Bundaberg operations as part of the Quality team in. Tara brings with her extensive knowledge and experience in Quality Control and will no doubt prove to be of immense assistance to the team in Bundaberg.



Health & Safety

At Carter & Spencer we take our Workplace Health & Safety responsibilities very seriously and as a Group we strive to ensure all employees have the very best health, safety and welfare practices in place. Our dedicated Workplace Health & Safety Officers strive to ensure our workplace meets all requirements for employees to work without incidents. We also encourage employees to report incidents as they happen enabling our Health & Safety team to help rectify and improve practices in order to meet these requirements.

To assist in achieving this goal Carter & Spencer recently appointed two additional Workplace Health & Safety Officers. Nyssa Thomson and Anthony Jackson join our growing team of Workplace Health & Safety Officers.

Grape Vine Issue 15

Carter & Spencer Staff Trivia Night

In July, around 60 of our Brisbane based Carter & Spencer employees attended the first ever Carter & Spencer Staff Trivia Night.

The usually dreary lunch room was transformed into a spectacular function room, with the help of some very creative and artistic staff.

Teams participated in a trivia quiz competition and competed against other teams in a round of games.

Excelling in hand-eye coordination and with their exceptional team work skills, Team 2 took out the Games portion of the Trivia Night.



Team 2 - Games Winners

L-R: Anica Tietz, Rose Frances, Sharlene Topou, Stella Turner, Anthony Dobson, Sharon Cook and Mike Somerville

With an outstanding knowledge across all Trivia topics and genre was Team 1 blitzing the competition to be our overall Trivia Night Winners.



Team 1 - Trivia Night Winners

*Back L-R: James Chambers, Peter Pok, Perry Bengé & Jerome Devasagayam
Front L-R: Tammy Blackhall, Leonie Weston and Michelle Montgomery*

Congratulations to Team 1 who won a Corporate Box to the Qld Bulls Twenty20 cricket match (including a \$300 food & beverage package) kindly donated by Queensland Cricket.

Other supporters of the night providing prizes and give-aways were: Castlemaine Perkins, Nestle, Radio B105, Radio 4BC, Weet-Bix, Bremer TAFE, Colorado, Subway Rocklea, Big Dad's Pies Rocklea, and McDonalds Salisbury & Rocklea.

A big thank you too must go to our organisers; Josy Eekhoff, Stacey MacKinnon, Russell King, Stacey Bailey, Danni Smith, Nyssa Thomson and Hugh O'Doherty for all their hard work in coordinating the night. A big thank you must also go to Peter Quetcher who performed Quiz Master duties for the event.



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Following the success of the Staff Trivia Night and other recent staff events, an official Carter & Spencer Social Club will be formed.

We're currently calling for staff to join the Social Club to be able to take advantage of other great events. We're also calling for nominations for the Social Club Committee. If you'd like to join either the Social Club or the Social Club Committee please contact Nyssa Thomson.

It's planned for the first Carter & Spencer Social Club event to be held this December.

