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Volume 9, Issue 6

March 2011 - Training Conference Edition

## Welcome to the 2011 MINTRAC Training Conference edition of the MINTRAC

In this issue we welcome delegates to the 2011 MINTRAC National Training Conference – '*training for sustainability*'. This year we gather in the beautiful city of Adelaide to discuss and debate a wide range of issues relating to the sustainability of the industry and its training system.

We extend a particularly warm welcome to our two keynote speakers Ian Young and Angus Hobson who will set the theme of sustainability and its relevance to the industry.

Over the next two days, delegates will meet and mix through eighteen different workshop sessions exploring various aspects of the conference theme. We have an exciting and diverse range of presenters from both within and external to the industry and hopefully these sessions will give rise to some lively discussions.

Once again, we welcome Greg D'Arville, who faces the challenging task of attending as many sessions as possible and then bringing the conference discussion and debates together in the Thursday panel session.

Plenary sessions include panel sessions on the *National Training Agenda*, the *MINTRAC Report* and the *Value of Supervisor Training* - all very topical and supported by an impressive group of speakers.

On Wednesday night we present the MINTRAC Training Awards at the conference dinner. All five award categories were hotly contested this year, and showcase some of the excellent work and training occurring within the industry. We hope all delegates will join us to congratulate the finalists and winners.

No conference is possible without its sponsors, and we thank MLA and AMPC for their continuing support as gold sponsors, as well as the exhibitors, dinner and awards sponsors.

As always, MINTRAC staff is on hand to assist you throughout the conference. We hope all delegates enjoy the next two days, are informed and challenged by the presentations, and enjoy the networking and entertainment on offer.



**NEW  
PRODUCT**

**MEAT  
PROCESSING  
STOCK  
HANDLING  
KIT**



The Stock Handling kit consists of a range of materials that can be used for training stock handlers and for the professional development of supervisors, QA managers and regulators.

It covers the handling process from live transportation through to restraining in preparation for stunning.

The kit covers a range of Units of competency at level II, as well as the Units of Competency comprising the Stock Handling Skill Set.

It includes a range of useful DVDs detailing handling requirements for sheep, cattle, calves and pigs.

Regular Price: \$220.00

Meat Processing Levy Payer/ MINTRAC Associate Price: \$110.00

**Meet the finalists of the 2011 MINTRAC Training Awards**

**Meat Industry Vocational student of the Year**

<p><b>Sheldon Brunt</b> The Midfield Group</p> 	<p><b>Shannon Edwards</b> Gawler River Cattle Co</p> 	<p><b>Stacey McKenna</b> The Midfield Group</p> 	<p><b>Shane Wittman</b> The Midfield Group</p> 
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**Meat Industry Training Initiative Award**

<p><b>T&amp;R Murray Bridge</b> Productions Operations Cadetships</p> 	<p><b>Southern Queensland Institute of TAFE</b> Kangaroo Harvester Refresher Training</p>  <p>Ideal Past it!</p>
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**Meat Industry Training provider of the Year Award**

<p><b>Independent Institute of Food Processing</b></p> 	<p><b>Hunter TAFE</b></p> 	<p><b>Response Learning</b></p> 
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## Meet the finalists of the 2011 MINTRAC Training Awards

### Meat Industry Employer of the Year Award

<p><b>Dardanup Butchering Company</b></p> 	<p><b>Baa Moo Oink</b></p> 	<p><b>Gawler River Cattle Co</b></p> 
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### Meat Industry Trainer of the Year Award

<p><b>Cees Wesseling Independent Institute of Food Processing</b></p> 	<p><b>Warren Nicholls Axial Training</b></p> 
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**Congratulations to all finalists**



## NEW PRODUCT

### HUMAN SLAUGHTERING IN THE MEAT PROCESSING INDUSTRY KIT



The Humane Slaughtering kit consists of a range of materials that can be used for training slaughterers and for the professional development of supervisors, QA managers and regulators.

It covers the handling and restraining of animals, knocking and stunning, sticking and bleeding and shackling.

The kit covers a range of Units of Competency at levels II and III, as well as the Units of Competency comprising the Humane Slaughtering Skill Set.

Regular Price: \$220.00

Meat Processing Levy Payer/ MINTRAC Associate Price: \$110.00

## MINTRAC product Update

### New products available:

- Humane Slaughtering kit
- Stock Handling kit
- WELL resources for the level II core units
- Delivering apprenticeship training and assessment in Certificate III in Meat Processing (Meat Retailing/ Retail Butcher)
- Induction CDs:
  - ◊ Visitors
  - ◊ Contractors
  - ◊ New employees
- Game Harvesting training and assessment materials

### Products currently under review/development:

Product	Review/development action
Training and Assessment support materials	Currently being updated to reflect changes in MTM11 due for release by July 2011
Meat Hygiene Assessment Kit	planned for review 2010-2011 awaiting funding approval
Making the most of the Diploma of Meat processing – guide	will be updated to reflect changes in MTM11 due for release by July 2011
Manage Own Work Performance training kit	review has commenced comments from users welcomed
Knife maintenance, safety and hygiene DVD	review deferred to 2011-2012
Career Development Handbook	upgrade has commenced will be available free in PDF format due for re-release end May 2011
Certificate IV in Meat Processing (Quality Assurance) – RPL Kit	currently under trial due for public release May 2011.
Guidelines for delivering Meat Inspection training [working title]	development has commenced. no release date set yet.
<i>The Chopping Board</i> - WELL materials for meat retailing	will support, but not fully cover: MTMMP5C; FDFCORBM2A; MTMR107B; MTMR106BI; MTMR203B; MTMR210A; MTMR211A; MTMR212A; MTMR304B; MTMR314B due for completion July 2011 no release date set yet.

MINTRAC now has three electronic induction programs. These can be used either on a CD or on a special MINTRAC website.

The induction programs are written for specific target groups:

- visitors
- contractors
- new employees.

There are 3 packages available:

- The Bare Bones package
- The Branded package
- Premium package - tell us what you want

Interested?

Contact Jodie Hummerston on 02 9819 6699 for more information.

## **MINTRAC Postgraduate scholarships come to an end**

Ten years since the beginning of the MINTRAC Scholarship program, our last Postgraduate scholarship student has completed.

Jessica McLeod has completed her honours project on "The effect of feeding nitrate on enteric methane production and growth performance in lambs."

The potential to reduce methane emissions from the agricultural sector, in particular the meat and livestock industry, is of significant global importance. This study examined the potential for replacing urea (a common supplementary source of dietary nitrogen) with nitrate to reduce methane emissions. The impact of dietary nitrate on growth performance characteristics of finisher lambs was also investigated. The study undertook measurements for methane emissions using state-of-the-art equipment at the University of New England, as well as measurements for growth rate, feed conversion ratio, nitrogen partitioning in the animal, microbial protein production and nitrite toxicity.

The results of this study indicate that 3% inclusion of calcium nitrate in lamb finisher pellets is an effective and safe source of dietary nitrogen to significantly reduce methane production by up to 38% compared to current feed formulations supplemented with urea. Growth performance characteristics of growing lambs are not affected by supplementing with nitrate, nor is animal health compromised- 3% calcium nitrate resulted in only 1% methaemoglobin in the blood, presenting no risk of toxicity to the animal.

It has been an extremely successful ten years. Twenty-three postgraduate students have completed their research with the assistance of a MINTRAC scholarship. Research has ranged from disability prevention in the meat industry, through to comparing protein rich (red meat) diets versus higher carbohydrate (white meat) diets to high frequency ultrasound in meat quality analysis. For more information on any of the previous research, please contact Kate Christensen at [kchristensen@mintrac.com.au](mailto:kchristensen@mintrac.com.au).

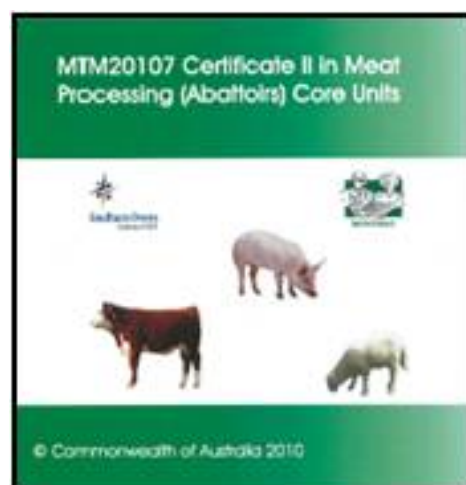
Future Industry post-graduate scholarships will be managed by MLA.

For more information, please contact MLA.

### **Meat Processing WELL Resource**

**Get your FREE copy of the WELL core unit workbooks on CD at the MINTRAC stand at the national conference.**

**If you aren't at the conference, order online, and pay postage and handling.**



## Animal Welfare Capability Project

The Animal Welfare Officer Skills Set was developed and incorporated into the Australian Meat Industry Training Package in 2008. Since that time, over 300 industry personnel have gained the qualification.

However, there have been some changes in the international scene for animal welfare training requirements which have necessitated a review of the Skills Set. These changes include:

- the introduction of a new EU regulation (See "New animal welfare regulations for the EU" in this copy of MINTRACker)
- additional requirements imposed by overseas customers and the need for industry to document equivalence to overseas programs.

The introduction of the EU requirement is scheduled for January 2013 and DAFF is currently preparing a response. This response will require Australia to demonstrate equivalence between the training delivery in Australian and Europe. Although the Animal Welfare Officer Skills Set is quite new, there may be a need to make modifications to address any identified issues.

This project will review the animal welfare training currently being delivered in the Australian meat industry to ensure that the training programs can:

- meet market access requirements
- demonstrate comparability with the EU regulation
- be delivered with the level of rigour and independence required by customers and importing countries
- be mapped against market and customer requirements.

Where and if necessary this project will identify and implement a gap training strategy to overcome any issues detected by the review so that existing Certificate holders continue to meet customer and / or market access requirements. Additionally Units of competency or Skills Sets structures will be modified where these need to be adjusted to meet the industry's ongoing market requirements.

Project Officer: Clive Richardson  
crichardson@mintrac.com.au

## Conditions and fees for MINTRAC Associates

*From January 2011, the following conditions apply*

### Fees

- Organisations with greater than 20 employees: \$2,000 per annum plus GST
- Organisations with fewer than 20 employees: \$500 per annum plus GST

### Benefits

MINTRAC Associate Members have access to the following products and services:

- the right to purchase MINTRAC products at reduced prices
- up to two places at each MINTRAC Professional Development workshop at reduced prices (unused places may not be accumulated)
- registration for MINTRAC conferences at reduced prices

- up to 20 hours free consultancy advice per annum from MINTRAC staff
- free listing on the MINTRAC website as an Associate member

MINTRAC Associates are automatically registered to receive MINTRAC newsletters and notifications of meetings and professional development opportunities.

### Transition arrangements

The new fee arrangements came into effect from 1 January 2011.

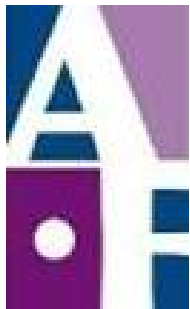
Any organisation with fewer than 20 employees which is currently a member have had their membership extended for the period covered by the fee they have already paid.

### *How to apply to be a MINTRAC Associate*

Application forms are available on the MINTRAC website:

[www.mintrac.com.au](http://www.mintrac.com.au)

## Ambassadors program



Do you want to help promote a positive image of the AgriFood industry?

Are you an industry leader?

Then you could have what it takes to be an industry Ambassador!

AgriFood Skills Australia is currently inviting expressions of interest for its Ambassadors Program, an opportunity for dynamic leaders in the AgriFood industry to actively promote innovation and professionalism in the industry, the benefits of education and skill development, as well as attractive career pathways and opportunities.

The Program will provide Ambassadors with an opportunity to broaden and enhance their industry profile, confidence and influence at a national level through

access to AgriFoods diverse industry stakeholders. Ambassadors will undertake specialised training, including media and public speaking, to enhance their personal and professional effectiveness.

Interested applicants will provide a curriculum vitae, including nominated referees, and a supporting statement (no longer than one page) detailing how their industry and leadership experience would be used to help promote the AgriFood industry.

For more information and to view the flyer, visit <http://www.agrifoodskills.net.au/current-projects/ambassadors/>.

For more information, please contact:

**Ansena Neilson**

Manager Industry Development & Engagement  
AgriFood Skills Australia

## New MINTRAC *Kickstart* Scholarship Opportunity

Zenchiku (Australia) Pty Limited has joined with MINTRAC to offer a scholarship opportunity to people working in all sectors of the meat industry to *Kickstart* their career progression.

### What is the purpose of this scholarship?

MINTRAC is offering one scholarship for meat industry personnel from meat processing levy companies to upgrade their qualifications by undertaking full or part-time studies to gain a qualification at Certificate IV level or higher. The type of qualification undertaken must be relevant to the meat industry.

### Who is eligible for a scholarship?

In order to be eligible for this scholarship, applicants must:

- be employed full-time in the meat industry for a minimum of 2 years
- have the support of his/her employer in the industry

- be enrolling in a qualification in a tertiary establishment at Certificate IV level or higher which is not eligible for Government funding through traineeships
- be enrolling in a qualification relevant to their career development plan.

### What financial support is available through the scholarship?

The scholarship provides a one-off grant of \$2,500 to contribute towards the costs for a student to gain a qualification at a tertiary institution.

### Closing date

Applications are now open and must be received at MINTRAC by 5.00pm on Friday 29 April 2011.

For more information and an application form please go to the MINTRAC website [www.mintrac.com.au](http://www.mintrac.com.au) or contact Kate Christensen at [kchristensen@mintrac.com.au](mailto:kchristensen@mintrac.com.au)

## Upcoming MINTRAC

### Network meetings

We have had a very successful and busy start to the year with a number of state network meetings greatly exceeding the average attendance of previous years.

Here are the dates for the upcoming network meetings:

### Training Network

- SA, Adelaide, 5 May 2011
- NSW, Tamworth, 12 May 2011

### MI & QA Managers Network

- SA, Adelaide, 6 May 2011
- NSW, Tamworth, 13 May 2011
- NSW Domestic meeting, 31 May 2011

### Environment Managers

- Vic, TBA
- NSW, TBA

Draft agendas and registration forms will be sent out closer to the event. You can also RSVP on line at any time by going to the MINTRAC Website.

For any further information please feel free to contact Kate Christensen at [kchristensen@mintrac.com.au](mailto:kchristensen@mintrac.com.au)

## New funding opportunities

### Federal

#### Critical Skills investment Fund

The Critical Skills Investment Fund (the Fund) provides \$200 million Australian Government co-funding for industry partnerships to undertake projects that provide training and employment opportunities in critical industry sectors.

The goal of the Fund is to help increase the supply of skilled labour for enterprises in these sectors. To achieve this, the Fund will support projects that train and place job seekers into available positions, or that up-skill existing workers to meet new demands.

For more information, go to: <http://www.deewr.gov.au/Skills/Programs/SkillTraining/CSIFund/Pages/Home.aspx>

#### Workplace English Language and Literacy (WELL)

DEEWR is now calling for applications to develop WELL Resource and Strategic Projects. 2011 applications close at 5pm AEDT, Friday 1 April.

For more information, go to: [http://www.deewr.gov.au/Skills/Programs/LitandNum/WorkplaceEnglishLanguageandLiteracy/StratProjects/Pages/well\\_application\\_forms.aspx](http://www.deewr.gov.au/Skills/Programs/LitandNum/WorkplaceEnglishLanguageandLiteracy/StratProjects/Pages/well_application_forms.aspx)

### New South Wales

#### Strategic Skills Program - Release of 2011 Funding

Funding for the Strategic Skills Program (SSP), for both full and part qualifications has been released to State Training Services Regional Centres (STSRC) to enable purchasing under the SSP to commence for 2011.

Funded training that will be purchased by STSRC is targeted towards existing priorities and/or emerging skill needs. The purchasing priorities for each region are guided by the regional skills priorities.

For more information, go to: [www.training.nsw.gov.au](http://www.training.nsw.gov.au)

### Tasmania

#### Productivity Places Program

The next round of Existing Worker places will be released on Saturday, 19 March 2011. The release will offer around 800 places across Certificate III to Advanced Diploma level qualifications. Employers, Industry Associations and registered training organisations (RTOs) may once again apply for places with a sliding scale of contributions applied based on employer size.

For more information, go to: [www.skills.tas.gov.au/productivity/tenders](http://www.skills.tas.gov.au/productivity/tenders)

### Northern Territory

#### Indigenous Responsive Program

Indigenous Responsive Funding specifically targets Indigenous people, for delivery of accredited and non-accredited training that links to work ready or employment on site in Indigenous communities. Indigenous communities can access funding at any time throughout the year.

For more information, go to: <http://www.det.nt.gov.au/grants/funding/vet/irp>

### Queensland

#### 2011 Queensland Natural Disasters Jobs and Skills Package

Skills Queensland, in partnership with the Queensland Departments of Employment, Economic Development and Innovation (DEEDI) and Education and Training (DET) and the Australian Government Department of Education, Employment and Workplace Relations (DEEWR), has developed the \$83 million 2011 Queensland Natural Disasters Jobs and Skills Package to support Queensland industry, businesses and communities to recover from the recent flood and cyclone crises.

The package is an investment in skills and employment initiatives aiming to:

- mitigate skills and job losses
- support the retention of skilled workers in local communities
- address emergent skills shortages.

For more information, go to: <http://www.skills.qld.gov.au/disaster-package.aspx>

## Advertise your RTO on the MINTRAC website

We are currently re-constructing our website to include an RTO Services page where RTOs can advertise their company and the services they provide. Currently, external providers can advertise meat industry courses on our website. However, through the new link, RTOs will have an entire page dedicated to their organisation.

Requirements to advertise are:

- advertisement saved as an image - jpg, gif or png
- no larger than 800 x 1600 pixels and 3.8K in size
- or
- short paragraph with information about the courses available (maximum 500 words)
- company logo in jpg, gif or png no larger than 800 x 300 pixels and 3.8K in size.

Your advertisement will then include a link to your own website.

Advertising will be for a 12 month period and during that time you can change your advertisement once; further changes will incur additional costs. The cost for the 12 month advertisement is \$110 for (includes GST) for meat processing levy payers and \$220.00 (includes GST) for non meat processing levy payers. MINTRAC Associate members receive this service for free.

For more information please contact Rebekka Hawkins on 02 9819 6699 or email [rhawkins@mintrac.com.au](mailto:rhawkins@mintrac.com.au) Alternatively, visit the MINTRAC website.

## The Chopping Board makes the cut!

The customer service section of the Chopping Board, the retail WELL resources MINTRAC is currently developing, were trialled at Hunter Institute of TAFE on Monday 7<sup>th</sup> March. The trial was with six teenagers undertaking a pre-apprenticeship course in retail butchery. Wayne McGee and all his meat retail trainers were present at the trial along with two of Hunter TAFE's literacy and numeracy trainers. The trial was a huge success. The learners and trainers had fun with the activities, learnt a number of new skills and also highlighted issues within the program that caused confusion.

The Chopping Board is an electronic resource that simulates real tasks in a butcher shop. Instead of writing countless sums that a learner needs to do to become proficient in maths, they use an animated cash register to count change back to the customer, or put meat onto a set of scales, then remove some until they reach the amount the customer requested.

Rather than only ever experiencing tasks like taking phone orders in the store, where they cannot make mistakes, on the

Chopping Board, apprentices can listen to a customer and butcher conversing, fill in an order form by hand and check it against a computer generated form for accuracy. At the same time, the program models appropriate language and phone manner. The final resource will also cover recipe skills and stocktake skills.

Grazia Pagano, the project's QA consultant, also attended the trial and came away with a very good impression of the resource thus far. The LLN teachers in the trial asked to get copies of the final product to use in their general literacy courses. The trial gave the developers a new energy, knowing that the activities are fun, useful and engaging, whilst also encouraging learning.

MINTRAC would like to thank Hunter TAFE staff and students for their time and feedback. We look forward to trialling the program further over the next month.

Project Officer: Jodie Hummerston  
[jhummerston@mintrac.com.au](mailto:jhummerston@mintrac.com.au)

## Found a problem or concern with the Training Package?

You can lodge a comment, issue or concern by:

Telephoning MINTRAC on:

1800 817 462

Emailing MINTRAC at:

[mintrac@mintrac.com.au](mailto:mintrac@mintrac.com.au)

Filling in the AgriFood Continuous Improvement register at:

[www.agrifoodskills.net.au](http://www.agrifoodskills.net.au)

## Fast Track Butchery program data collection

The second round of data  
collection will commence  
in April 2011.

Meat Retailing RTOs will  
be asked to complete a  
questionnaire to be  
returned to MINTRAC

This will be the final  
activity of the Fast Track  
Butchery program

## Plant a seed, and watch it grow

This has definitely been the case on the North West coast of Tasmania inside one of the strongest growing businesses within the region.

From humble beginnings and very few workers, this business has grown to become a diversified business that caters for all retail sectors including gourmet lines, smallgoods and a full range of fine poultry products, supplemented by a growing wholesale trade.

SHARMANS Butchery is located at Wivenhoe, Burnie, and is underpinned by locals and team members that have grown with the business that now employs fourteen personnel.

Current joint business directors, Clint Sharman and Brock White live and breathe competency-based training and fast-tracking of their apprentices and food service staff, and this is clearly evident once within the business.

Walking through the door I quickly realised that I was surrounded by not only extremely competent staff, but it looks like a butcher shop crèche as I take in the enthusiasm evident on the young faces on the staff within the store.

SHARMANS have an excellent relationship with their chosen training organisation, in this case the Skills Institute, and Clint and Brock have made a business decision to support their apprentices with a combined mixed model of both on-job and off-job training.

Brock suggests that *"The block release that the boys attend off-job training during their second and third years provides a fantastic opportunity for them to gain technical aspects of certain units of competency. We find that traditionally they may not obtain as good an understanding within the workplace at workplace speed of production. We find that the reduced learning pace that the butchery school provides is completely different to our normal workplace here at Sharmans. Not only does it provide a break from their normal environment, we also see a vast improvement in knife skills upon their return along with fresh ideas and a network of other apprentices from across our state"*.

Both Clint and Brock feel it is essential to let the boys have some control of their training, and if they do the work and hone their skills then the duration of the training contract can be reduced as appropriate.

Brock continued *"From business perspective early completions do mean increased wages sooner, along with the opportunity for that newly completed tradesman to seek other employment. But we find that it provides a platform and incentive for our apprentices to knuckle down and if they are genuinely keen and interested they can complete earlier"*.

Brock said *"Our business has developed to the stage that we continually employ apprentices. We generally have two apprentices on our books at any one time, but due to the fact we just had a couple of completions, we are looking to hire again. I think we have trained five apprentices through to full qualification within the past three and a half years. We train all our guys to a high standard, and the expectation from Clint and myself may at times (to our staff at least) seem a bit extreme, but we are continually raising the bar to service both existing and new clientele. When our apprentices have completed and become qualified tradespersons Clint and my business expectations are continued on through each and every one of them. We train for the future, and will often continue to employ after the apprenticeship has completed; but in the unusual situation when we do have a team member leave, we know that whichever business picks up one of our butchers, they are very competent."*

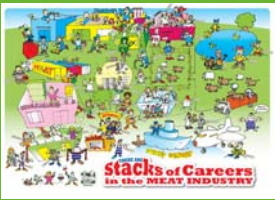
*"We have, and will continue to hire and employ apprentices as we can train them to suit our business, fit the mould that is not just what we want, but what our customers demand and as well we seem to achieve a better strike rate with tradesmen"*.

*"Fast tracking and early completions are critical for staff morale, and if they do strive to achieve, and they are performing as a tradesperson why shouldn't they be rewarded"?*

A successful business built around a very sound training platform, and a refreshing overview of competency based and fast tracking of apprentices!

Darren Scott

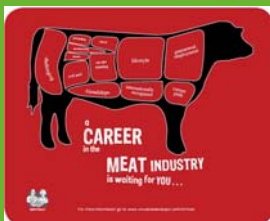
## Free Careers Products available from MINTRAC



There are stacks of Careers in the Meat Industry poster



Careers in the Australian Meat Industry Careers Information brochure



A career in the Meat Industry is waiting for you mousepad



Are you cut out to be a butcher? postcard

## Vocational Graduate Certificate

MINTRAC has been working with industry for three years to develop two new qualifications for the training package – the Vocational Graduate Certificate and Vocational Graduate Diploma of Agribusiness. By July this year, the two qualifications will be available in the MTM11 Australian Meat Industry Training Package, meaning the courses can finally be delivered to industry.

In anticipation of the release of the new training package MINTRAC has contracted Response Learning to develop an implementation strategy, delivery plan and training and assessment materials for the Certificate course. The course will be offered to senior meat industry personnel as well as senior personnel from all other Agri-food industries.

### Commencement of training

At this stage, we anticipate that the Vocational Graduate Certificate of Agribusiness training will commence in early 2012. Once a program has been established and materials for the first two Units of Competency developed, training dates will be decided and the course will be advertised. If there are sufficient numbers to run the program it will go ahead.

### Eligibility

The eligibility criteria for entry into the program was determined by industry members and is part of the training package. The qualification table states:

*"Candidates may enter the qualification through a number of entry points which demonstrate their potential to undertake study at graduate level, including:*

- *an Advanced Diploma or Diploma qualification relevant to an agrifood industry*
- *relevant extensive vocational experience in middle management in an agrifood industry at a skill level commensurate with the AQF level VI attributes and criteria*
- *higher education qualification (e.g. Bachelor Degree), with relevant vocational experience in an agrifood industry."*

### Cost

Course fees are set by the RTO delivering the training. Currently there is no funding available through MINTRAC or the state/federal governments for this course. Should the MINTRAC scholarship program recommence, meat industry personnel may be able to apply for scholarship funds.

For more information on the Vocational Graduate Certificate of Agribusiness, contact Jodie Hummerston on 02 9819 6699

## SAVE THE DATE!

The 2012 MINTRAC National Training Conference will be held in Melbourne on 28-29<sup>th</sup> March 2012.

The theme will be

*"Diversifying the workforce".*

Do you subscribe to  
Meat Update?

CSIRO Food &  
Nutritional Services has  
over thirty years of  
technical information  
prepared for the  
Australian Meat Industry  
available in electronic  
format.

For more information,  
got to:

[www.meatupdate.csiro.au](http://www.meatupdate.csiro.au)

## New Animal Welfare Regulations for the EU

As of the 1 January 2013 meat processing companies will have to comply with a new set of regulations covering "the protection of animals at the time of killing". The regulations cover handling prior to slaughter, restraining, stunning, bleeding, shackling and the monitoring of insensibility as well as the QA systems supporting these arrangements. While most of the provisions have been in place in Australia for some time the training requirements are interesting.

Article 7 of the regulations covers the training and assessment of operators and requires that

*"Business operators shall ensure that the following slaughter operations are only carried out by persons holding a certificate of competence for such operations....*

- (a) the handling and care of animals before they are restrained;*
- (b) the restraint of animals for the purpose of stunning or killing;*
- (c) the stunning of animals;*
- (d) the assessment of effective stunning;*
- (e) the shackling or hoisting of live animals;*
- (f) the bleeding of live animals;*
- (g) the slaughtering in accordance with Article 4(4) ".*

Article 17 covers the appointing of an animal welfare officer at each slaughtering establishment whose duties are to assist the business operators *"in ensuring compliance with the rules laid down in this Regulation"*.

Also in paragraph 4 of the Article it goes on to require that *"The animal welfare officer shall hold a certificate of competence as referred to in Article 21, issued for all the operations taking place in the slaughterhouses for which he or she is responsible"*.

This Article 21 mentioned above sets out the requirements for the issuing of a certificates of competency, the organisation of training programs and the need to pass *"final examinations"* set by a body or entity which *"is independent and free from any conflict of interest as regards the final examination and the issuance of the certificates of competence"*.

How this will apply to countries exporting to the EU we understand is yet to be decided. However Article 12 of the Regulation indicates that it will apply to *"imports from third countries"* and equivalence will have to be attested to on the accompanying health certificate. For those interested the regulation was published in full on 18 November 2009 and is available on line in the Official Journal of the European Union and the link is detailed below.

(<http://eur-lex.europa.eu/JOHtml.do?uri=OJ:L:2009:303:SOM:EN:HTML>)

The new regulation is indicative of a growing willingness on the part of governments world-wide to tighten animal welfare requirements for slaughtering establishments.

### MTM11 Australian Meat Industry Training Package - Update

The Training Package is currently with the State Training Authorities for comment – comments close on 31 March 2011.

Progress of the new Training Package can be monitored by going to the AgriFood Skills Australia website:

<http://www.agrifoodskills.net.au/training-packages/MTM/>

## Industry - Innovation Awards 2011

Innovation Award applications will be open shortly for the Technology and Environment Conference (June) and the AMIC Conference (August).

AMPC will be encouraging processors to consider their projects and R&D initiatives over previous and current year to nominate for these awards.

The aim is to showcase the innovative developments of members and share these learning's with industry.

For more information visit [www.ampc.com.au](http://www.ampc.com.au) or contact Irene Parker at [irene@ampc.com.au](mailto:irene@ampc.com.au).

## Wild Game Harvesting Training Materials

Following the development of the Units of competency for the wild game harvesting industry MINTRAC has been contracted to develop training materials for the wild game harvesters.

MINTRAC was greatly assisted in the development of these materials by the TAFE Colleges currently delivering training to wild game harvesters

- OTEN in NSW
- SQIT in Queensland
- Skills Tasmania
- TAFE South Australia.

Now thanks to their cooperation MINTRAC will soon be publishing a wild game harvesters training kit.

The kit will contain:

- printed training and assessment materials for the Units

- MTMG306A Use firearms to humanely harvest wild game
- MTMG302A Eviscerate, inspect and tag wild game carcase in the field
- MTMG301A Operate a game harvesting vehicle.
- an interactive CD covering the Units
- MTMG302A Eviscerate, inspect and tag wild game carcase in the field
- MTMG301A Operate a game harvesting vehicle.
- an industry assessment tool for assessing the competency of field harvesters (harvest, evisceration and transport).

The kit will be of assistance to both industry and RTOs in training workers at all the various stages in the game meat supply chain in how to maintain a professional approach to food safety and product hygiene.

## Industry events/conferences

### Young Guns professional development workshop

Dates: 13- 14 May 2011,  
Venue: Warwick

### Industry Technology and Environment Conference

Dates: 9-10 June 2011  
Venue: Melbourne

### Food Pro 2011

Dates: 10-13 July 2011  
Venue: Sydney  
Register at: [www.foodproexh.com](http://www.foodproexh.com)

### AMIC Conference

Dates: 24-26 August 2011-02-07  
Venue: Gold Coast

### MINTRAC MI&QA Conference

Dates: 28-29 September 2011  
Venue: Sydney

### MINTRAC Retail Conference

Dates: 23-24 November 2011  
Venue: TBA

### MINTRAC Training Conference "Diversify the Workforce"

Dates: 28-29 March 2012  
Venue: Melbourne

## Are your MINTRAC emails going to SPAM?

Recently the MINTRAC server was hacked and unfortunately used to generate SPAM emails.

The problem has now been fixed.

However, some recipients may need to re-set their SPAM filters.

We sincerely apologise for this issue, and any inconvenience it may have caused.

## E-did you know?

Being a conference edition of MINTRACker, I thought it fitting to pass on some handy hints I learnt in a workshop on delivering effective webinars.

### What is a webinar?

Webinars are conferences, lectures or seminars delivered over the internet. The facilitator could be anywhere in the world sitting at their computer and the students anywhere else sitting at their computers.

Webinars may, or may not include video streaming of the presenter or the audience. But this shouldn't worry you.

There are two keys to a good, faceless webinar.

- the first is your powerpoint
- the second is your voice.

These two things are also important in delivering a presentation at a conference – so consider that some of these ideas can be useful in normal presentations also.

### Make your powerpoint good enough that you don't need to stand beside it.

In a conference room, the audience is distracted by: other audience members, the lollies on the table, what the waiters are bringing out for lunch etc. This is small fry, especially as there is always an element of guilt about offending the speaker standing in front of you.

In a webinar, audience members may be distracted by:

- emails
- work on their computer
- Jennifer Anniston's sex video
- the newspaper
- colleagues
- the phone ringing...

But there is no speaker in front knowing what the audience are doing.

So the powerpoint needs to be enough to hold attention.

### How?

Create enough slides that there is a new one every twenty seconds. The rapid changing of slides keeps the audience focused and not drifting away.

Make the slides visually appealing.

Don't fill the slides with text so the audience spends all the time reading them. This draws their attention away from what the speaker is saying.

Make sure what the slide is saying is what the speaker is saying. The brain can't read one message and listen to another. Information will get lost.

Keep them relevant and make sure you know when to change the slides.

Don't jump back and forth in a presentation. Only go forward. If you want to repeat a slide, do so by copying it into the right place.

### And the voice?

Keep your voice warm and engaging. If you sound bored, you can bet your audience is.

Do not speak in a monotone, this only encourages distraction by sending the unseen audience off to find a piece of rope.

Control your speed. Too fast – you will fail to get your message across. Too slow and you will put people to sleep.

So these are two of the most important aspects of good webinars. But they are also very useful for good conference presentations and designing e-learning resources. This year's conference is the first time I've had an opportunity to put what I've learnt into place. Perhaps next edition I will confirm with you whether the advice here is good advice.

Jodie Hummerston

## Knife Sharpening Testing and Training options

MINTRAC owns a Anago KST200e Sharpness Analyzer which can be hired out to RTOs or organizations to conduct a testing or training program.

These programs include:

- One-day on plant testing program
- Two-day on plant testing and training program
- Three-day on plant testing and training program.

MINTRAC can organise the training program for you including the qualified trainer experienced in using the analyzer.

For more information and costs, please visit the MINTRAC website or see Kate Christensen during the conference.



## Professional Development for 2011

The following Professional Development workshops have been scheduled between March – July 2011.

Workshop	Location	Date
New supervisor induction program	Melbourne, VIC	28 April
New supervisor induction program	Wagga, NSW	2 – 3 May
JSA and hazard analysis	Bunbury, WA	4 May
Meat Industry Microbiological Testing Skills Set	Brisbane, QLD	Block 1 commences 9 May
Internal Auditor	Dubbo, NSW	9 – 10 May
QA for Supervisors	Newcastle, NSW	9 – 10 May
How to conduct on the floor training	Wagga, NSW	17 – 18 May
Animal welfare officer skills set	Dubbo, NSW	18 – 19 May 2011
Meat Microbiology	Dubbo, NSW	6 – 7 June
Meat Hygiene Assessment	Wagga, NSW	20 – 21 June

A number of these workshops have been highly subsidized and we would encourage you to take advantage of the great prices while they are available. All the workshop outlines and registration forms are available on the MINTRAC website.

There are also a number of workshops that are currently being arranged, including:

Workshop	Location
Confined spaces training	Gundagai, NSW
Meat Microbiology	Melbourne, VIC
Animal welfare officer skills set	Melbourne, VIC
QA for Supervisors	Bunbury, WA
New supervisor induction program	Bunbury, WA
Animal welfare officer skills set	Bunbury, WA
Introduction to HACCP	Brisbane, QLD
Stock Handling	Qld
Working at heights	Brisbane, QLD
Legislation and OHS requirements	Brisbane, QLD
Meat Industry Microbiological Testing Skills Set	Melbourne, VIC
Confined Spaces training	Dubbo or Inverell, NSW
Working at Heights	Dubbo or Inverell, NSW
Training for Cleaners – water and chemical usage	Inverell, NSW
Myrtle Rust recognition and reporting	NSW South Coast – Southern Queensland

MINTRAC can arrange site specific training and will make every possible attempt to setup training programs to meet your needs.

For more information please contact Kate Christensen at [kchristensen@mintrac.com.au](mailto:kchristensen@mintrac.com.au)



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