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Welcome to the 2011 Australian Meat Inspection and Quality Assurance Conference



Another year has passed since the last conference and significant changes have occurred in the regulatory and commercial environment in which meat inspection and QA practitioners operate.

The introduction of the Australian Export Meat Inspection System has created challenges and opportunities for regulators, processors and training organisations working on the implementation of the new inspection arrangements. As of the 1st of October 2011 company employed AQIS Authorised Officers will commence inspection duties at participating sites. The reform exercise has involved a significant training effort too with over 250 new inspectors having been trained around the country.

Both AMIC and AQIS speakers will be using this conference as an opportunity to update delegates on the reform's progress and the potential for future reform in meat inspection arrangements.

Animal welfare continues to have been an item of interest for the industry with plants preparing to meet the new EU training requirements. The industry's customers too are demonstrating increased interest in animal welfare across the whole of the supply chain. At this conference we are especially fortunate to have Terry Cassidy from the EU's Food and Veterinary Office to talk to us about animal welfare in Europe as well as a raft of Australian speakers to discuss developments here.

Food safety and in particular testing for a range of E.coli serotypes will represent a new challenge for the industry in the near future. Dr Sumner will be presenting on this development.

Technology too is changing rapidly and new equipment as well as automation will place new demands on those who manage the quality and food safety of the meat and meat products this industry produces. Again we are fortunate to have a number of well qualified and informed speakers to highlight developments in this area.

So welcome once again to this year's Meat Inspection and Quality Assurance Conference.

MTM11 Training and Assessment support materials

1 October 2011 is the official launch date for the revised CDs of Training and Assessment support materials for the MTM11 *Australian Meat Industry Training Package*. MINTRAC staff have been working on updating the materials since late last year and we are working hard to finish off in time to meet our self-imposed launch date.

General features

- The CDs will have a new electronic 'cover page' to enable easy access.
- Codes have been updated; formatting and layout refreshed; references to standards and codes updated.
- Materials for 96 units have undergone a technical review.
- Materials have been developed for most new units.

What products will be available?

- **Training and Assessment materials for Certificate II in Abattoirs:** will contain materials for all the Cert II in Meat Processing (Abattoirs) units.
- **Training and Assessment materials for Certificate III Abattoirs:** will contain materials for all the Certificate III qualifications in the abattoirs sector *except for Certificate III Meat Safety*.
- **Training and Assessment materials for all meat industry Certificate IV qualifications:** will contain materials for most of the units from Certificate IV qualifications *except for Certificate IV Meat Safety*.
- **Training and Assessment materials for the Smallgoods qualifications:** will contain materials for Certificates I, II and III in the Smallgoods sector.
- **Training and Assessment materials for the Meat Retailing qualifications:** will contain materials for Certificates I, II and III in the Meat Retailing sector.

Unit-by unit listing of available resources:

This will be available on the MINTRAC website (in the products section) and will include resources from sources such as MLA, AUS-MEAT, ISCs etc, in addition to the MINTRAC products.

Meat Safety Inspection Kit:

This kit will contain all of the materials for Certificates III and IV in Meat Safety, as well as the exam generator and additional support materials for delivering meat safety training.

National Meat Retail Trainers' Conference

TAFE SA Regency Campus
23—24 November 2011

Register now or call for
more information

1800 817 462



MINTRAC

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NEW Butchery Trainer's competition

This year, for the first time the conference will include a butchery competition for trainers.

Each state will enter a team of trainers to develop the best range of value added products.

The competition will allow trainers to trade recipes and techniques and also maintain currency of their trade skills.



AAO online induction training

MINTRAC, in conjunction with Neville Spencer from AQIS are developing an online induction program for AQIS Authorised Officers (AAOs) being employed by meat processing plants to undertake meat inspection services on behalf of AQIS.

With the AEMIS release date looming, Jodie, Clive and Neville are racing to complete the online modules, which consist of:

- an overview of the Export Meat Program
- an overview of AEMIS
- the application process to become an AAO
- an overview of the deed of obligation between AQIS and the AAO
- work instructions for AAO duties.

All modules are in their final stages of editing and will be accessible online via AQIS's learning management system by early October.

Congratulations to Kerry Johnson – AgriFood Ambassador

MINTRAC extends congratulations to Kerry Johnson, HR Manager at Cargill in Tamworth, who was recently named as one of eight AgriFood Skills Australia Ambassadors.

Kerry is an excellent communicator who shows enthusiasm for her career and her industry – an enthusiasm she demonstrated during an engaging presentation at the MINTRAC Training conference earlier this year. She has gained higher qualifications with a view to furthering her career in organisational development. She has a strong regional focus with an understanding of employer of choice issues.



Kerry speaking at the MINTRAC conference March 2010

As an Ambassador, she will undertake a twelve month program with AgriFood, and will be active in helping to promote a positive image of the professionalism of people in the agrifood industry, the diversity of career opportunities and pathways available, and highlight the contribution it makes to the Australian economy and culture.

For more information about the Ambassadors program, please contact Ansena Neilson, Manager for Industry Development and Engagement, via email at ansena.neilson@agrifoodskills.net.au or on 02 6163 7238.

Get ready to sign up for the first MINTRAC Workforce Development program

What is Workforce Development planning ... and why do meat industry companies need to know this?

It is becoming clear that organisations will be increasingly required to present or draw from an organisational workforce development plan in order to access funding for training. This was clearly stated in many of the programs announced in the May 2011 Federal Budget papers, and is also an underlying theme in the Skills Australia *Skills for Prosperity: a roadmap for vocational education and training* report which was released in May 2011.

The Skills Australia report defines workforce development as:

"those policies and practices which support people to participate effectively in the workforce and develop and apply skills in a workplace context, where learning translates into positive outcomes for enterprises, the wider community and individuals throughout their working lives."(p45).



Workforce development involves:

- understanding workforce skills and demographics
- attracting a wider pool of workers
- providing career pathways and succession plans
- reviewing work systems and job roles
- utilising more of workers' existing skills
- utilising workplace flexibility to enhance productivity and retention
- creating a culture of innovation and sustainability
- developing managers' leadership and communication skills.

What is MINTRAC planning?

Over the next few months, MINTRAC proposes to offer workforce development planning workshops through its Professional Development Program to assist companies to meet these requirements. The workshops will be advertised by direct mail and on the MINTRAC website.

It is intended that the first two-day workshop will be held in either Brisbane or Sydney, depending on the proximity of those interested.

To register your interest, or for more information contact Alison Kirwan on akirwan@mintrac.com.au



MINTRAC Training and Assessment materials undergo technical review

During August MINTRAC conducted a Technical Review Workshop of the MINTRAC Training and Assessment materials. We assembled a team of industry technical experts, including Adam Isbester (Fletchers), Alison Small (CSIRO), Neville Spencer and Darren Albert (AQIS), Ian Mills (Rivalea), Tom Collyer (TAFE SA/T&R) and Mark Rickard (TAFE Qld).

Over two days, this team reviewed and commented on 92 sets of training and assessment materials, which was an extraordinary effort. The combined scope of expertise in the room meant that doubts and queries could be addressed immediately, and there was some lively discussion and debate across the tables. MINTRAC wishes to express its sincere thanks to the group who volunteered their time, and for their constructive and valuable input.

Upcoming environment managers' network site visits

This year we have two site visits as part of our environment managers' network meetings. In Victoria on 9 November we will be travelling to CRF at Colac to talk about CO₂ refrigeration systems and recovering heat from waste water before it is discharged. As well the meeting will be dealing with the impact of the proposed carbon tax and its implications for meat processing.

In Wagga on 16 November 2011 we will be returning to Teys Australia (previously Cargills) to see their now completed waste water processing and methane capture facility. This multi-million dollar development project features the latest in pond design, methane capture and utilisation. This is a must for those wanting to know about the state of the art in waste water processing in the meat processing industry.

For further information please contact Clive Richardson on 0409438390.



E – Did you know?

E Assessment

The Australian Flexible Learning Framework have launched their E-assessment guidelines this week with a national series of workshops on the guidelines.

According to their research, 46% of RTOs are currently using e-assessment. But don't panic if you think you aren't, as their definition of e-assessment includes emailed assignments and online retrieval systems for statements and certificates. It is extremely broad, so chances are you might be using e-assessment without knowing it.

The workshops introduced a number of case studies of different types of e-assessment, including video RPL, assessor observations recorded on mobile phones and submitted to an LMS via internet and virtual classrooms (Wimba, Elluminate etc).

What came out of all of the case studies was that the assessors started with a problem and came up with an e-assessment solution. None of them started with the technology and found a way to use it. This is an extremely important differentiation. When your organisation invests in e-solutions, resist the push to use them for the sake of using them. Adapting your training and assessment strategies to meet the needs of the technology is often a backward, and also time-consuming step. Always put the learner's needs first, not the technology's.

You need to consider many things before you commit to e-assessment, including:

- learners' IT skills – can they actually use the solution you have put in place?
- trainer/assessors' IT skills - can they use the system, and can they educate the learners in using the system?
- time – do the trainers/assessors have the time to manage the system, trouble shoot any problems and monitor the effectiveness of the system?
- cost – can you produce a system that is cost effective; you may require additional staff to manage the program; the initial outlay for the program may be expensive; do you need to pay for maintenance and updating; do learners already own the technology they need to make it work (e.g. camera phones, computers, internet connection etc) or are you going to need to supply it?

There is no doubt that e-assessment is becoming more mainstream and is a good solution to a number of problems, such as distance between learners and trainers and assessors, so don't be afraid to dabble. The e-assessment guidelines may provide some useful tips and solutions for you, as will the case studies.

The e-assessment guidelines are available on the Flexible Learning Framework website: <http://www.flexiblelearning.net.au/content/research>. The case studies are also available at this link.

Welcome to our newest MINTRAC family member



How very exciting!

Our best wishes go out to Kate and husband Ernie and 2 year old daughter Alice on the birth of their new baby Charles "Charlie" Anthony Christensen; born at 10.20am on Friday 23 September 2011. Charlie weighs in at 4.27kgs and 56cms that's 9.4lbs and 22 inches in the old money.

Congratulations and well done Kate, enjoy your beautiful boy!

LLN workshops for meat industry trainers

MINTRAC has received WELL funding from DEEWR to deliver six two-day workshops to trainers around Australia on working with learners with language, literacy and numeracy difficulties.

According to the ISC's report *No more excuses, an industry response to the language, literacy and numeracy challenge*, "literally millions of Australian have insufficient LLN skills to benefit fully from training or to participate effectively at work." The following statements were also made "More than 7 million Australian adults are likely to experience difficulty with reading skills. Nearly 8 million Australian adults are likely to experience difficulty with numeracy skills. About 2 million adult Australians are in the lowest literacy category." These are pretty significant figures and should not be acceptable to any Australian. As trainers, we are in a position to help improve this situation, if only we know how to address the issue.

MINTRAC LLN workshops will help you to:

- identify students with LLN difficulties
- assist these students by adapting learning and assessment strategies and resources
- use existing meat industry resources for learners with LLN difficulties (including the meat retail electronic resources and the core unit training resources developed by Goulburn Ovens TAFE)
- build learners' LLN abilities as part of training.

In addition, the workshops will provide you with an understanding of how to access WELL funding for training support and how to access and utilise literacy support teachers for your trainees.

Dates for workshops will be released soon. There will be a very small contribution to attend the workshops.

For more information, contact Jodie Hummerston on 02 9819 6699 or email

jhummerston@mintrac.com.au.

MINTRAC product update



New products available:

- Certificate IV in Meat Processing (Quality Assurance) RPL Kit
- Career Development Handbook (second edition)
- Developing an enterprise training system in the Australian meat industry (second edition)
- Meat Hygiene Assessment Kit (third edition)

Products currently under review/development:

Product	Review/development action
Training and Assessment support materials for MTM11	Currently being updated Due to be released October 2011
Guidelines for delivering Meat Safety Inspection training [working title]	Development has commenced. Due to be released October 2011
Traineeship Induction Kit	Currently being updated to reflect changed Federal and State policies Due for release November 2011
Manage Own Work Performance training kit	Review has commenced comments from users welcomed no release date set yet
The Chopping Board - WELL materials for meat retailing	Will support, but not fully cover: MTMMP5C; FDFCORBM2A; MTMR107B; MTMR106BI MTMR203B; MTMR210A; MTMR211A; MTMR212A; MTMR304B; MTMR314B Due for completion August 2011 No release date set yet.
Game Harvesting Kit	Currently under development No release date set yet.
Animal Welfare Officer Skill Set	Version 3 currently under development Will include e-learning component No release date set yet
RPL Kit for meat retailing qualifications	Development of second edition has commenced Will be updated to MTM11 Suggestions for improvements from users welcomed No release date set yet
Knife maintenance, safety and hygiene DVD	Sponsors for development currently being sought
Delivering training in a meat processing plant Delivering training in a meat retailing enterprise Delivering training in a smallgoods enterprise	All being updated to reflect MTM11 Comments and recommendations for improvements from users welcome No release date set yet

New initiatives in Animal Handling

MINTRAC has long provided animal welfare and animal handling training courses. In turn RTOs have delivered good training to stock handlers in abattoirs around the country. However one area where we now find a demand emerging is that of ensuring that the approaches taken to livestock handling is consistent across the supply chain. In particular the industry's customers are keen to see that stock handlers employ 'low stress' handling techniques. These techniques have been advocated in the MINTRAC materials from the start but we are now keen to see basic livestock handling competencies specifically introduced into meat processing qualifications for lairage workers.

In conjunction with NSW DPI which has long delivered 'low stress' handling training, MINTRAC will be developing and piloting training for each sector of the supply chain which will reflect consistent approaches to basic livestock handling and animal welfare outcomes. In turn MINTRAC will be offering RTO and processing staff professional development opportunities to become acquainted with the Units of Competency and the supporting training and assessment tools as well as practical exercises of how to deliver 'low stress' stockmanship courses at plants and other steps in the supply chain, such as feedlots.

Further details on the timing of these RTO staff professional development opportunities will be released soon. However if you have a plant or a client who may be interested in piloting these courses please contact Clive Richardson on 0409438390



To order our training resources visit our website www.mintrac.com.au or telephone 1800 817 462



MINTRAC staff member awarded 2011 AgriFood International Fellowship

Jodie Hummerston has been awarded a \$10,000 grant to travel to the UK and Germany to look at issues, trends and training models in their meat retail industries. The research will provide an international perspective to a current MINTRAC-AgriFood Skills Australia research project to review the meat retail qualifications in the MTM11 Australian Meat Industry Training Package.

AgriFood Skills Australia and the International Specialised Skills Institute (ISS) offered three fellowships for persons working in the AgriFood industry, encompassing agriculture, horticulture, conservation and land management, animal care and management, food processing, meat, seafood and racing. The application process consisted of a written application detailing the aims of the proposed research and the need for such a trip with three letters of support from industry organisations, followed by a formal interview to discuss the purpose of the proposed trip.

The overseas component of the fellowship will be two to three weeks in duration. Following the overseas trip, Jodie will be required to complete a research report which will be available on the web for public view. She will also be required to present her findings at a number of conferences.

Jodie was awarded the fellowship at the AgriFood Skills Australia conference dinner on 21 September 2011.

Jodie would like to thank AgriFood Skills Australia and ISS for the fellowship. She would also like to acknowledge MLA, AMIC and TAFE NSW for support for the application.

Professional Development

MINTRAC would like to remind you of the value of professional development programs to you and your staff. Not only does it increase the skills capacity of your team, it also assists your company to meet customer and regulatory requirements.

The following workshops have already been scheduled for the coming months.

Workshop	Location	Date
How to conduct on the floor training	Bunbury, WA	22-23 November 2011 TBC
NSW Work, Health & Safety Regulations (Free)	Parramatta	14 November 2011
	Kogarah	15 November 2011
	Hornsby	16 November 2011
	Penrith	17 November 2011
	Wagga Wagga	28 November 2011
	Newcastle	30 November 2011
	Lismore	2 December 2011
	Tamworth	7 December 2011
	Dubbo	9 December 2011
Goulburn	12 December 2011	
Ovine Johne's Disease	Cressy, TAS	15-16 November 2011
Animal Welfare Officer Skills Set	Wingham, NSW	22-23 November 2011
QA for Supervisors	Wingham, NSW	24-25 November 2011

Workshop outlines, cost and registration forms are available on the MINTRAC website www.mintrac.com.au

The website is updated regularly so keep an eye out for any new workshops that become available. As well as these courses, MINTRAC can arrange plant specific training in areas you require.

For example:

- Bobby calf handling
- Supervisor training
- Meat Hygiene Assessment
- Working at heights
- HACCP.

An extensive list of courses available on request is located on our website.

For more information please contact Alison Kirwan at akirwan@mintrac.com.au



Coming soon – Meat Safety training kit

MINTRAC staff have been working on developing a comprehensive meat safety training resource for RTOs. The development commenced with the EBPPP Meat Safety training program, and has continued to incorporate the changes to the training under the Australian Export Meat Inspection System (AEMIS) and changes to the structure of the qualifications in the MTM11 *Australian Meat Industry Training Package*.

The new kit is due for release in October and will contain:

- all of the materials for Certificates III and IV in Meat Safety
- the Albert and Eddie versions of the exam generator
- comprehensive lists of additional resources
- a guide for trainers and assessors
- additional support materials for delivering meat safety training.

Would you like to sponsor a MINTRAC training award?

MINTRAC is looking for industry sponsors who might like to contribute either goods or cash towards the prizes for the MINTRAC Training Awards.

Each year MINTRAC runs five hotly contested training awards to recognise and reward training excellence throughout the meat industry. The five awards fall into the following categories:

- Meat Industry Training Initiative Award
- Meat Industry Employer of the Year Training Award
- Meat Industry Training Provider of the Year
- Meat Industry Trainer of the Year
- Meat Industry Vocational Student of the Year

Depending on the level of support offered, we are prepared to negotiate sponsorship recognition such as naming rights, use of logos, right to present awards etc.

Organisations interested in sponsoring an award should contact

Jenny Kroonstuiver on 02 9819 6699 or jkroonstuiver@mintrac.com.au

MINTRAC Kickstart Scholarship

Proudly sponsored by Zenchiku (Australia) Pty Limited

MINTRAC is offering one scholarship for meat processing personnel from meat processing levy paying 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 must be relevant to the meat industry.

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

- be employed full-time in the meat industry for a minimum of two 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
- be an Australian citizen or permanent Australian resident.

The scholarship provides a one-off grant of \$3,000 to contribute towards the costs for a student to gain a qualification at a tertiary institution. This will be paid in two instalments of 50% on commencement and 50% on successful completion.

Download the application form from the MINTRAC website www.mintrac.com.au.

NB. The closing date for applications has been extended to 28 October 2011.

Scholarship applications will be reviewed by the MINTRAC Project Officer. Applicants will be allowed two weeks to provide further information if required. The applications will then be evaluated by a selection committee. Scholarships will be awarded based on:

- the ability to meet the eligibility criteria of the scholarship
- the relevance of the studies to the student's career plan
- the relevance of the studies to the industry
- the quality of the application.

The successful student will be notified of their scholarship in writing.





Meat Inspection & Quality Assurance Conference

Sydney, 28-29 September 2011

Kindly Sponsored by



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partners in people



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