



MINTRAC

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NEWSLETTER



NATIONAL MEAT INDUSTRY TRAINING ADVISORY COUNCIL LIMITED

AUSTRALIAN MEAT PROCESSOR CORPORATION

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Disease and Contamination Image Library is up and running

After nearly two years of development, the Disease and Contamination Image Library is ready for use.

This AMPC project has involved the cataloguing of several thousand images into a framework which can easily be expanded upon in future years.

The meat industry now has a modern, easily accessible resource that contains a large number of examples of diseases and contamination photos. This resource will be used to enhance training and assessment materials within the *Australian Meat Processing Training Package* and to increase the competency of new and existing industry personnel in the areas of:

- disease recognition at ante-mortem
- disease recognition at post-mortem
- recognition of contamination when MHA monitoring and trimming.

Through the image library, the meat industry has the ability to use a wide range of photos to assess competency in disease and contamination recognition which increases the validity of the assessment and ensures that students are truly tested. This can be by Registered Training Organisations using the images within their training and assessment processes or through the revision tool built into the image library. This revision tool can be used by new students or as a currency assessment tool for meat inspectors returning after a period away from the job.

The benefits for the meat industry will be ongoing. The image library will continue to develop and expand as industry personnel commence using it. Not only is there capability to continually upload new images, new categories can also be included to support other area of the meat industry.

To access the library go to the [Image Library login page](#) on the Mintrac website. You will need to sign up in order to see the library. AMPC members will also be able to access the image library on the AMPC website from the 1st of August.

The image library will also be demonstrated at the next round of AMPC Network meetings.

MINTRAC would like to thank AMPC, Management for Technology, ASURE NZ and the many contributors and reviewers who have been part of this project. In particular we would like to acknowledge the excellent work of Kate Christensen in bringing the project to a successful conclusion.

AMP Australian Meat Industry Training package—update

AMP Version 1

The first version of the Training Package was approved by the Australian Industry Skills Committee (AISC) on 12 October 2015. This included the meat retailing, Certificate IV, Diploma, Advanced Diploma and Graduate qualifications. We continue the process of advising industry of the changes and supporting RTOs to change their scope of registration. The support material for these qualifications were released at the end of January.

It appears that most RTOs already have the new qualifications on their scope of registration, although there are a few anomalies we have followed up.

AMP Version 2

Stage 2, which includes all the remaining qualifications, was completed in August 2015, and was submitted to the AISC in November 2015.

However, there have been ongoing delays to the approval of Version 2 of the Package, because we had to use 'conditional pre-requisites', i.e. we had made the *Sharpen Knives* a pre-requisite only where a knife was being used for specific tasks, and not if the process was completed using machinery. Evidently there was no precedent for such an approach and so a very cautious attitude was adopted by both the AISC and the Department.

We have been advised that this option has now been rejected and the *Sharpen Knives* has returned to being a mandated pre-requisite for those units. We understand that the Training Package was considered again by AISC on May 16 and was approved, and is currently being loaded into training.gov.au.

The Training and Assessment material for all qualifications covered by Version 2 are already available from MINTRAC.

Extension of transition period for training products endorsed between September 2015 to March 2016 (ASQA advice, April 2016)

As a result of the transition to the Standards for Training Packages there is a temporary surge in the number of revised training products endorsed by the Australian Industry Skills Committee (AISC). The peak of activity for release of revised training packages is within the period September 2015 to March 2016.

To assist RTOs to prepare for and implement revised training packages, the Australian Government Minister for Vocational Education and Skills and state and territory Skills Ministers, have agreed to temporarily increase the period allowed to transition students to the updated training package qualification under Standard 1.26(a) of the Standards for RTOs 2015.

For more information please go to <http://www.education.gov.au/regulation-vet>

The Meat Safety Training and Assessment materials are ready

We have finally finished developing the Meat Safety Training and Assessment materials for the new qualifications and they are now ready to purchase.

Materials are presented as Word documents for easy customisation. Each set of materials contains the following sections:

- Using these materials
- Australian Core Skills Framework information
- Training support materials
- Additional resources and bibliography
- General information about assessment
- Evidence Guide
- Sample assessment tools
- Record of completed assessment

On the Meat Safety disk you will receive Training and Assessment materials to support most of the Units of Competency contained within Certificates III-IV in Meat Processing qualifications in Meat Safety.

In addition the disk includes:

- Skills checks for meat processing
- Sector companion guide

Regular price: \$1100.00 (includes GST)

Meat processing levy payer price: \$550.00 (includes GST)

MINTRAC Associate price: \$550.00 (includes GST)

Skin-on goat project update

Mintrac along with the assistance of the goat industry prepared an overview of the following:

- the nature of the processing
- the technology employed
- the difficulties associated with the processing
- the QA procedures that address the difficulties
- the features of the finished product.



MINTRAC then finished developing flip charts for MHA carcase monitors and trimmers as well as training materials for inspectors and government officials. The final step for the project was the production of a five minute DVD that introduces viewers to the processing of rangeland goats which is now complete.

This project was funded by the goat industry, MLA and AMPC.

Meat Industry Profile—Brett Scoble

Brett Scoble is the Plant Manager at HW Greenham & Sons Pty Ltd in Tongala, Victoria. Below he tells us about his career in the meat industry.

Tell us about your journey to managing one of the biggest meat export companies in Victoria.

I started in the boning room as an 18 year old with no knife skills what so ever. After learning all of the positions within the room I was fortunate enough to obtain a position as a leading hand and then became boning room supervisor.

At this point I was offered the opportunity to begin a formal training journey, first at a diploma level, the teachings and

learnings of which I was able to apply to my area and my team. The results that followed, I believe, highlighted my skills and assisted me in taking the next step to shift manager and then to my current position as plant manager.

I have been fortunate to have an employer that not only believed in my abilities but could also see the benefits to the business and the industry as a whole by supporting the training that I was undertaking.

What are some of your major achievements in your career?

After completing basic industry training at plant level I have gone on to complete a Diploma and Advanced Diploma of Meat Processing and I am currently completing a Graduate Certificate in Agribusiness, none of which would have been possible without the assistance of MINTRAC and my employer, H.W Greenham & Sons. And I truly believe this training has been one of the biggest influences in my progression through the business.

The exposure to so many like-minded people from the meat industry has allowed me to build an extensive network of connections and establish friendships and I believe this has been one of the greatest benefits of the training.

Did you always want a career in the meat industry?

At school I wanted to be a butcher until the local butcher in town talked me out of it!

When I left school I worked on a local dairy farm for around 12 months and then took the opportunity to take a position at Greenhams. I was planning to make some decent money then see what else was around—22 years later I'm still here!

What career opportunities are available in the meat industry?

When people think of the meat industry most people think of a butcher. What people don't know is the Australian meat industry employs around 73,000 people from abattoirs, wholesalers and retail butchers.



Some of the jobs include quality assurance management, environmental management, livestock officer, traditional trade roles, engineering, maintenance, meat inspectors and meat scientists.

I am a perfect example of how career pathways can lead all the way to the top. Some of our best managers have started as labourers.

What were some of the major challenges in your career journey?

Time management has been a bit of a challenge, juggling work and study but nothing that can't be managed.

What are your future career ambitions?

I am very happy with where my career has taken me at present and look forward to repaying the faith that Greenhams have placed in me by ensuring the Tongala plant continues to be successful.

Being a product of the training system I may eventually look to combine my experiences from both a work and training perspective and look to assist in developing future young meat industry people.

Outside of work, what is a life dream you would like to achieve?

Apart from owning a really, really good racehorse, I would eventually like to travel and see a bit more of Australia and the world.

What advice do you have for young kids trying to work out what they want to do with their careers?

First and foremost find something that you love to do. Don't look at it as just a job, look at it as a career and grab every opportunity you can to develop yourself, whether it be through formal training or just taking the time to talk with someone about why and how something works.

If you're interested in completing a Diploma of Meat Processing through Mintrac go to our [website](#) for more information. Upcoming workshops include:

- **Food Safety for Managers — 14, 15 and 16 July in Adelaide**
- **Leadership for Managers – 17, 18 and 19 August in Melbourne**
- **WHS for Managers—13, 14 and 15 September in Toowoomba**

MINTRAC Meat Retail Trainers' Conference—an exciting Gold Coast event

MINTRAC is running its annual Meat Retail Trainers' Conference on the 8th and 9th September 2016. It is being held to coincide with the World Butchers Challenge on the Gold Coast. The venue for the conference will be announced soon.

The annual conference is an important professional development and networking event in the meat retailing calendar. For many RTOs it is the only time in the year they have the opportunity to meet with other trainers in their field.

This year's conference will cover a wide range of topics including:

- Meat Science for retail butchers and retailers
- Converting muscle into meat—the science behind meat quality
- The new Apprentice Butchers Club
- 'Chefing' up your shop
- Presentations from the National Apprentice Champions from 2015 and MINTRAC Training Award winners
- Successful marketing of a meat retail business
- Preview of World Butchers Challenge and retail butchering in the UK and France
- Training Package updates
- A special practical session (to be announced soon)
- Plus lots more

More information will be available soon.



2015 Meat Retail Conference

2016 Meat Inspection and Quality Assurance Conference

This year's Meat Inspection and Quality Assurance (MI&QA) conference will be held at the Mercure Gold Coast Resort, Queensland on 19 and 20 October 2016. This conference will again feature a range of local and overseas speakers and topics including:

- a new look at HACCP, TACCP and VACCP
- emergency animal diseases and your EAP plan
- utilising animal health data to improve yields and profit
- OVIS and hydatids—why are they still an issue?
- Exdoc into the 21st century with paperless documentation
- Panel review of meat inspection



The MI&QA conference is now in its seventeenth year. The conference is an event built around the interests of plant managers, QA and meat inspection personnel and regulators in the meat industry.

The conference targets meat industry employees who have a requirement to understand the quality and food safety environment in which Australian Meat processors operate. The conference aims to highlight existing and over the horizon issues the industry needs to address such as labelling laws, microbiological testing, inspection regimes, supply chain assurance schemes and animal welfare standards.

Industry support for the conference in recent years has been overwhelming, with registration of delegates and trade exhibitors still high despite industry downturn. For many managers working in this field the MI&QA Conference is viewed as a 'must-attend' event for the calendar year.

The MI&QA conference provides an important forum to exchange views, keep updated on domestic and international developments, gain greater awareness of the current issues affecting the meat industry, and network with other industry associates within and outside the sector.

This past year has seen the conclusion of some interesting funded research and development projects and this conference will give the industry an opportunity to hear directly from the researchers the outcomes of their projects. In addition, overseas speakers will provide insight into trends and developments occurring internationally.

The MI&QA Conference is an event relevant to anyone responsible for ensuring the quality and food safety of meat product.



2015 MI&QA Conference

Out and about with MINTRAC

The MINTRAC team have been hitting the road again, travelling all over the country to attend various meetings and training events including:

- Training Network meetings in Adelaide, Wagga Wagga and Brisbane
- MI&QA Network meetings in Adelaide, Wagga Wagga and Brisbane
- Engineering workshops in Cootamundra, Brisbane and Melbourne
- Ammonia Refrigeration Plant Operators' workshops in Wodonga
- Visit to Thomas Foods in Tamworth
- High tea with the QCMPA in the Barossa Valley



MI&QA Network meeting Brisbane



MI&QA Network meeting Wagga Wagga



Engineering Network meeting Cootamundra



Out and about with MINTRAC cont



Ammonia Refrigeration Plant Operators course—Wodonga



Visit to Thomas Foods



QCMPS high tea

Clive takes a well-earned break

After 20 years we have finally convinced Clive to take some long service leave.

Clive will be away until the end of September. In the meantime, the rest of the MINTRAC staff would be happy to answer your queries.



MINTRAC says farewell to Kate Christensen

It is with sadness that we say farewell to Kate Christensen, who leaves us to take up a training manager role with Marine Rescue.

Kate joined MINTRAC on October 2007 and in her nine years with us as a Project Officer she has been a very valuable employee. She has been our NLIS expert, has run the Professional Development program, the Leadership Program, the Scholarships programs and the Environment Network. She has produced the Waste Water Manual, the Disease and Contamination Image Library, the WHS website for supervisors, materials for SMEs, Environmental Officer Kit, and the Zero Tolerance Flipcharts. She has helped rewrite the Training Package and the Training and Assessment Materials twice.

Above all we are going to miss her friendly personality and 'can do' attitude. Best of luck in your new job Kate and come back to the meat industry sometime!



Goodbye,
Best Wishes
& Thank You!