

NATIONAL MEAT INDUSTRY TRAINING ADVISORY COUNCIL LIMITED



Happy Christmas from the MINTRAC staff



As 2016 draws to a close, and we all look forward to a short but welcome holiday period, it is time to step back and reflect briefly on the year that has been.

It has been a busy year for the MINTRAC team.

We have run thirty four network meetings, three conferences and over thirty professional development workshops and training programs. We have released training and assessment materials for the Training Package, updated all the kits, developed materials for skin-on goats, produced several short films and are currently updating the Core CDs.

We have continued collecting and uploading sheep health monitoring data, begun a project to develop a training plan for feedlots, and taken on the management of the Training Package with Skills Impact. New projects include electronic data collection, developing a new model for training meat inspectors, developing a model for recruiting migrants and refugees, and rolling out the ammonia refrigeration training.

A highlight of the year was seeing the first group of Graduate Certificate in Agribusiness graduates don their caps and gowns at the AMPC conference. Each person has a personal training and career story that is worth publishing. Congratulations to you all!

While we were sorry to lose Kate Christensen and Mark Beecham, we have welcomed Tania Minehan and our newly appointed Project Officers Rachel Murrell and Fiona Gojan. Clive Richardson and Irene Parker, the backbones of MINTRAC, continue to support us all!

To all our friends and associates throughout the industry, thank you for your attendance, support and unrestrained advice over the year. We wish you all a safe and Happy Christmas, and look forward to doing it all again in 2017.

Jenny Kroonstuiver

Chief Executive Officer

Please note that the MINTRAC office will be closed from Friday 23 December, and will reopen on Tuesday 3 January.

Advanced Diploma gets underway

The Advanced Diploma group attended their first workshop in October, a two-day Leadership workshop that was held at Kindilan Outdoor Education and Conference centre in Queensland and which was run By Response learning.

The workshop provided a mix of outdoor and classroom activities designed to help the group get to know each other and start working together as a team. Following on from this the group will start working through a series of workshops facilitated by a range of industry experts.

There are ten participants on the Advanced Diploma. They come from all over the country and have a variety of roles, from customer support manager to business analyst. The Advanced Diploma program is designed to help them develop skills to become skilled senior leaders who can identify opportunities and create solutions as well as contribute to addressing challenges in the meat processing industry such as workforce retention and demand-driven markets.

The program will run through until early October 2017, when the group will meet up at Kindilan again for the second Leadership workshop.



Congratulations to our first group of Advanced Certificate in Agribusiness graduates

On 29 November, at the AMPC conference the industry's first group of *Advanced Certificate in Agribusiness* graduates donned caps and gowns to be congratulated by their industry peers. The eight graduates had completed a two-year study program under a Leadership program funded by AMPC, and delivered by Response Learning.

Congratulations go to:

- Chris Adcock – Teys Australia
- Geoff Davis – Northern Cooperative Meat Company
- Pat Gleeson – Oakey Beef Exports
- Glenn Langley – Hawkesbury Valley Meat Processors
- Stacey McKenna – Skills Base Australia
- Sydney Muller – Hazeldene's Chicken Farms
- Brett Scoble – HW Greenham & Sons
- Greg Wareham – K&K O'Connor



The Graduate Certificate of Agribusiness is a post-graduate vocational qualification developed for senior managers of AgriFood industries. This means that it aims to create a similar depth and breadth of skills and knowledge as a Masters of Business Administration (MBA) but it is focused on the challenges specific to businesses in the AgriFood Industries. As a postgraduate qualification, the learning is research based, however as it is delivered as a vocational, rather than a tertiary qualification the research undertaken by each person was directly relevant to their business.

The qualification was developed by MINTRAC who undertook the development under an AMPC project from 2007-2010. Although it was accredited in 2011, it was not until 2014 that there were sufficient applicants to run a program.

Response Learning, led by Wendy Hall, delivered the program during 2015-16, and ensured that a challenging, high quality program, combined with strong support and encouragement, guided the students over the two-years.

Congratulations to all the graduates.

The meat industry can be rightfully proud of your achievements.

The way we offer the Diploma in Meat Processing is changing in 2017

With declining numbers and poor completion rates we have had to re-think how we offer the Diploma of Meat Processing. So from the beginning of 2017, we are going to revert to accepting candidates as groups working to a set program. This way we hope to be able to offer closer support and guidance to assist people to progress through the program and successfully complete their Diploma.

New entrants from 2017

Candidates who wish to commence the Diploma program in 2017 will have the option of choosing from two streams.

Stream 1 will have a Leadership focus, and will commence in February 2017 – candidates can expect to take about 18 months to complete the full qualification.

Stream 2 will have a technical focus and will commence in July 2017– candidates can expect to take about 18 months to complete the full qualification.

Fees for a full Diploma program will be \$12,000, payable in instalments. We hope to be able to offset these costs with scholarships, but this is still under negotiation.

What happens if I am part-way through a Diploma?

You will still be able to complete the Diploma by selecting Units from either stream and working at your own pace, as in the current program. The fees will be \$1,895 per unit, as in the current program. All current students will soon receive a letter explaining their options.

What if I want to do the workshop-only option, and not enter the full Diploma?

There will still be opportunity to undertake the workshop-only option for the current \$1,295 fee, if there is sufficient room in the program.

AMPC Red Meat Processing Upskilling Scholarship Programme - Closing date has been **EXTENDED**.

Applications are still open for the 2017 AMPC red Meat Processing Upskilling Scholarship Program.

This scholarship program enables existing red meat industry personnel to upgrade their current skills and qualifications at a Certificate IV level or higher by offering a \$5,000 scholarship and professional development support.

There are five scholarships on offer for 2017

Click [here](#) to view the eligibility and application forms.

For further information please contact Rachel Murrell at rmurrell@mintrac.com.au



Calling all Meat Processors – scholarship available for Australian Rural Leadership Program

Apply now for the scholarship based, Australian Rural Leadership Program - a life-changing opportunity for you to develop your leadership capabilities and learn from other diverse leaders from all over Australia.

The Australian Meat Processing Corporation (AMPC) is a sponsor of the program and we are seeking applications from meat processors across Australia for the scholarship.

The program takes place over 15 months and involves five sessions in locations across Australia including the remote Kimberley region in Western Australia. Participants will also travel overseas for one session to Indonesia.

The program gives you the time and space to think about your role as a leader. You will examine your personal effectiveness, build on your critical thinking, and be challenged through experiential learning and real-life situations.

Apply by filling in an [application form](#) sharing with us your perspective of opportunities and leadership challenges facing rural regional and remote Australia.

[www.http://applications.rural-leaders.com.au/application-forms/australian-rural-leadership-program-for-established-leaders/](http://applications.rural-leaders.com.au/application-forms/australian-rural-leadership-program-for-established-leaders/)

In 2017, we will celebrate our 25 years of developing courageous, influential and ethical leaders. Apply now and help us continue to work for the greater good of rural, regional and remote Australia.

The program will take place between July 2017 and October 2018.

Applications for the AMPC scholarship close **31 January 2017**.

MINTRAC training products – update

New products recently released

- **Disease and contamination Image library** – this was released as a downloadable web-based resource on June 1. It is currently accessible from the MINTRAC website and then later from the AMPC website when it is ready.
- **Meat Safety Training and Assessment materials** - this disk contains assessment materials to support all 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
- **Goats skin on** – brochure, film, flip charts and Meat & Livestock Australia training materials - MLA released these in June and they are accessible at <http://www.mla.com.au/research-and-development/search-rd-reports/final-report-details/Product-Integrity/Guidelines-for-visual-inspection-of-skin-on-goat/3259>
- **Grass seed scoring tool** – available from MINTRAC.
- **SME Snapshots and Booklets** – available from MINTRAC.

Product review and upgrade

MINTRAC has been gradually updating kits and CDs to meet the changes in the AMP *Australian Meat Industry Training Package*. Progress is noted below. In most cases only minor alterations have been made and it is suggested that you do not rush to purchase the updated kits unless they are being used for training and assessment purposes.

Product	Progress
Game harvesting kit Includes Kangaroo dressing procedure DVD	Completed
Meat processing stock handling kit	Completed
Beef and sheep offal recovery, processing and specifications	Completed
Essential skills for supervisors	Completed
Food Safety auditing kit	Completed
Handling young calves for slaughter	Completed
Humane slaughtering in the meat processing industry	Completed
Refrigeration Index Training Kit	Completed
Tripe processing kit	Completed

MINTRAC training products – update cont.

Upgrades made to Training and Assessment materials

Over the last few months users of the Training and Assessment materials have helpfully advised us where there are errors, or where alterations are required. Adjustments have now been made to the following materials, as shown.

If you have already purchased the disk with these materials, please contact Tania Minehan at MINTRAC for a free copy of the updated materials – tminehan@mintrac.com.au .

Unit	What has been changed?
AMPCOR204 Follow safe work policies and procedures	Knowledge test – alignment of answers to questions fixed
AMPCOR206 Overview the meat industry	Materials added to cover environment and animal welfare Elements; questions added to knowledge test.
AMPA3051 Bone large stock carcase - hindquarter	List of suggested primal cuts in Workplace Referees Report and On-the-job-Assessment corrected to hindquarter primals
Tripe processing kit	Some small changes made to the Student notes <i>Don't trash the tripe</i> , following Dept. Agriculture and Water Resources review.
Meat Retailing Companion Guide	Definitions of 'small' and 'large' stock added.

Meet our new Cadet Project Officer – Fiona Gojan

Fiona Gojan commenced as a Cadet Project Officer at the end of November. In this role she will learn about Project Management, the overall business of MINTRAC, and will shadow and support the other MINTRAC Project Officers for a period of one year.

Fiona commenced work at MINTRAC in 2015 as a part-time data administrator in the Sheep Health Monitoring Program, and many of you will have met her at our conferences. She is our Image Library expert and our go-to person for data and technical problems.

Fiona is currently studying at Macquarie University. She is in her final years completing a Bachelor of Business Administration and a Bachelor of Arts majoring in business information systems.

Fiona brings youth, enthusiasm and fresh ideas to the MINTRAC office and we wish her well in her new role.



Thanks to Eddie Andriessen

At the recent Annual Meat Inspection & Quality Assurance Conference Eddie Andriessen announced his retirement. Eddie with his work at AQIS and consultant has been a long term feature of the Australian Meat Industry. In addition to his work as a veterinary officer Eddie also authored "Meat safety Quality and Veterinary Public Health in Australia". This has been the textbook for Australian meat safety and QA students for nearly three decades. His constant updating of the text has allowed new editions to be regularly released which has meant the book has always been current and relevant to both students and practitioners.



On his retirement Eddie has gifted the textbook to the industry through MINTRAC.

This generous gift will enable the textbook to continue to be available to trainers and students as well as regularly updated.

On a personal note I am very grateful to Eddie for his support of MINTRAC over the last 20 years and his generous contributions to our work. Eddie is a keen paddler and he tells me he has a whole range of rivers he wants to paddle in his retirement. So happy paddling Eddie.

Clive Richardson



Congratulations to Chris Guest

To MINTRAC,

From all of us at the World Skills competition, a big thank you for the kind donation. A steel was made up with MINTRAC embedded into the handle and this was awarded to the student with the most positive attitude, a young man named Chris Guest.

Thank you again for your support

Tony Morgan | **Meat Retail Trainer**



Training, Labour Hire and Recruitment



2017 Meat Industry Training Awards

Open 16 January 2017

MINTRAC Meat Industry Training Awards will be open early in the new year. This will be the ninth year that the awards have been run with the finalists in each category invited to attend the awards dinner at the Paddock to Plate National Training Conference, where the winners will be announced.

We urge you to start thinking about candidates for each category which is briefly described below, the full details of each award category can be found on the MINTRAC website www.mintrac.net.au

Meat Industry Training Initiative Award

The **Meat Industry Training Initiative Award** will recognise a leading edge program or product developed and implemented for the purpose of providing high quality education and training in the meat industry. The principal nominee will be one organisation (or part thereof) which initiated or implemented the development of the program or product.

Meat Industry Employer of the Year Training Award

The **Meat Industry Employer of the Year Training Award** will be presented to a meat industry enterprise with 20 or more employees that demonstrates outstanding commitment and excellence in the provision of training to its employees.

Organisations which are RTOs providing services to the meat industry are **not eligible** for this category. Enterprise RTOs **may** nominate under this category.

Meat Industry Training Provider of the Year

To be eligible for this award, an organisation must:

- be a Registered Training Organisation (RTO) with one or more qualifications from the AMP *Australian Meat Industry Training Package* on its scope of registration
- have as its core business the delivery of vocational education and training
- have provided training and assessment services to a meat processing company within the last twelve months.

Meat Industry Trainer of the Year Award

The **Meat Industry Trainer of the Year Award** recognises innovation and excellence demonstrated by individuals providing vocational education and training to meat industry students.

Meat Industry Vocational Student of the Year

This award is for a person who has undertaken an accredited vocational education and training qualification, relevant to the meat industry, within the last twelve months.

2017 Meat Industry Cert II/III Vocational Student

This award is for a person who has completed an accredited Certificate II or III level vocational education and training qualification relevant to the meat industry, in the last twelve months.

Meat Inspection & Quality Assurance Conference wrap up

Each year MINTRAC facilitates the Australian Meat Inspection and Quality Assurance Conference. It is a two-day conference rotated across three states. The conference aims to highlight existing and over the horizon issues that the industry needs to address.

This year's MI and QA conference was held in Queensland on 19 and 20 October 2016. This conference featured a range of local and overseas speakers and topics including:

- a review of third party and company inspectors in the export sector
- a microbiological predictive tool for shelf life
- utilising animal health data to improve feed lot performance
- update on advances in electrical stunning
- meat messaging and paperless export documentation
- beyond HACCP to VACCP and TACCP
- Ovis and hydatids and why they will continue to be a problem into the future
- grass seed contamination and the supply chain.

There were 142 delegates at this year's conference and feedback on the conference was as usual very positive.

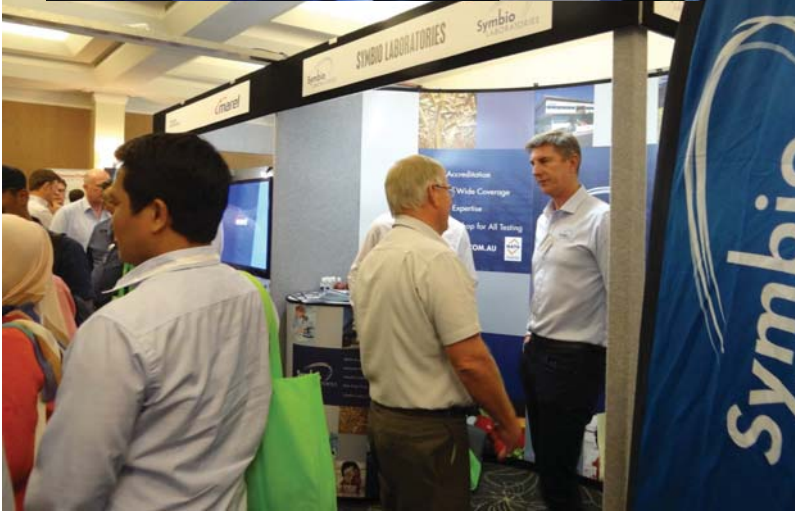
The conference would not be possible if it were not for the support of our Sponsors and Exhibitors and MINTRAC is grateful for their on-going participation.



2016 MI&QA Conference in pictures



2016 MI&QA Conference in more pictures



2016 MI&QA Conference in more pictures



2016 MI&QA Conference in more pictures



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 :

Re-do of the stormed out MI&QA Network Meeting in Adelaide

Training package workshop in Tamworth

MI&QA meeting in Tamworth and Domestic MI & QA in Newington NSW

Training Network Meeting in Tamworth

Environment Network Meeting in Tamworth

QCMPSA meeting in Darling Downs

Environment Network filming in Murray Bridge SA

Attending a joint Christmas party with AMPC and AMIC

AMPC PAC Meeting in Brisbane QLD

Participate in the Migrants and Refugees project meeting

Attending the AMPC Conference which included the Advanced Certificate in Agribusiness graduates graduation

And most importantly decorating the office for Christmas

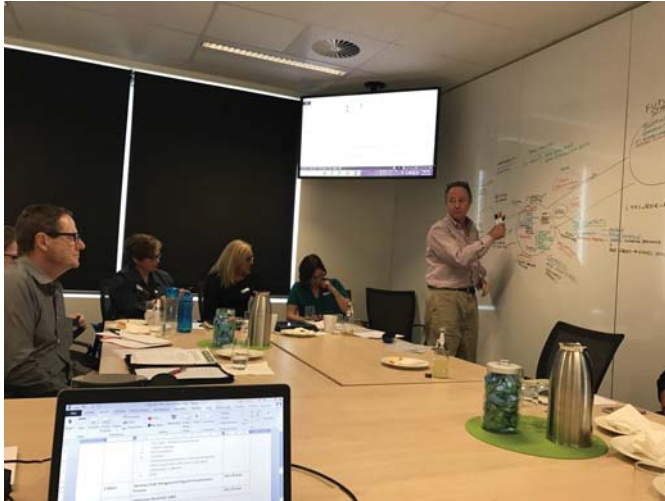


QCMPSA members inspecting facilities at a feedlot in Kogan in Queensland



More out and about with MINTRAC

Migrants and Refugee project meeting in Murray Bridge SA



AMPC PAC Meeting in Brisbane QLD



Environment filming in Murray Bridge SA



At the AMPC conference to see the first batch of graduates



Still out and about with MINTRAC



Network meetings in Tamworth



Decorating the Christmas tree



Christmas party with AMPC and AMIC





- DIARY NOTE -

2017 Paddock to Plate National Training Conference

29-30 March 2017 at the Mantra Hotel, Gold Coast

Planning has begun for the 2017 *Paddock to Plate National Training Conference*. This two-day conference is primarily for HR Managers, Training Managers, RTOs, trainers and other educators. The scope of the conference covers production, transport, saleyards, processing and retail. Some of the planned presentations include:

- Recruitment and HR: succession planning in the agribusiness sector
 - What happens in a feedlot?
 - Skills requirements of the modern QA Manager
 - Saleyards of the future
 - Employing migrants and refugees
 - Job roles... A Day in the Life of....
 - Planning a new boning room – what do you need to consider?
 - Delivering training in animal traceability
 - The future of Training Packages
 - Developing a whole-of-chain training program in a vertically integrated company
- ... and many more!



Key dates for your diary!

January to June 2017 Network meetings

AMPC MI and QA Managers' network meetings:		
Location	Date	Cost
Melbourne VIC	23/02/2017	Free
Brisbane, QLD	2/03/2017	Free
Perth, WA	9/03/2017	Free
Wagga Wagga, NSW	6/04/2017	Free
Tamworth, NSW	11/05/2017	Free
Sydney, NSW (Domestic)	18/05/2017	Free
AMPC Meat Industry Training Network meetings:		
Location	Date	Cost
Melbourne VIC	22/02/2017	Free
Brisbane, QLD	1/03/2017	Free
Perth, WA	8/03/2017	Free
Wagga Wagga, NSW	5/04/2017	Free
Adelaide, SA	3/05/2017	Free
Tamworth, NSW	10/05/2017	Free
AMPC Meat Processing Engineering Network Meetings:		
Location	Date	Cost
Brisbane, QLD	23/03/2017	Free

Clive out and about on the Yukon River Northern Canada.

