



NATIONAL MEAT INDUSTRY TRAINING ADVISORY COUNCIL LIMITED

Meat inspection training for the future

A new AMPC funded project is helping expand the 'pool' of talent from which to attract future meat inspectors and QA personnel for the red meat industry. In conjunction with Charles Sturt University, MINTRAC is working with VERTO and Response RTOs to deliver the Certificate III and IV Meat Processing (Meat safety) to undergraduate and post graduate students at the Wagga Wagga campus.

This two year project will develop a model which will ensure quality training, high completion rates and competent graduates that will be available for employment as meat inspectors and quality assurance personnel in the red meat industry. For the students the course offers credits toward their degree and a recognized qualification which will enhance their employment prospects on graduation.

Sixty students attended an initial information day and fourteen of these have been selected to undertake the meat inspection course. The students are principally animal and agricultural science undergraduates in their second to fourth year.

A number of abattoirs (both domestic and export) have joined the project to provide work placements for the students to complete their 120 hours of practical experience. In addition to the RTO tutors, the participating abattoirs are providing workplace mentors to support the students throughout their work placements.

The students have completed the one week residential component of the course and will shortly commence the first of their work placements. The bulk of the theory component of the course will be undertaken by distance education supported by regular on campus tutorials.



But what are the students saying..

“This five day intensive course has proven to be a steep learning curve for me. I didn't realise how much I didn't know about the meat processing industry even after having completed 2.5 years in a university course in the agricultural sector. If there is one thing I will take away from this week its that the meat processing industry is and has been improving at a tremendous rate. I am excited to go out to facilities, apply the knowledge I am being taught and participate in this ever evolving industry as a meat safety inspector and maybe, once I graduate, as a veterinarian.”

Julien Grosmaire

Third Year Bachelor of Veterinary Biology/Bachelor of Veterinary Science (BVetBio/BVSc)

Student at Charles Sturt University (CSU)

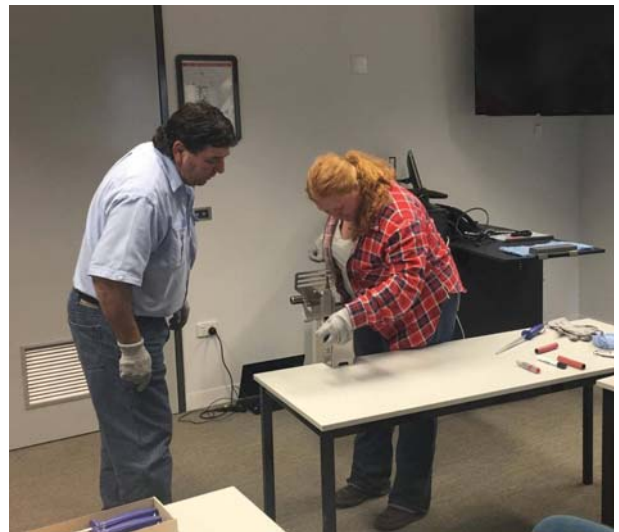
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And this -

“What can I say, the first week was a fantastic introduction to the Cert III and IV Meat Processing (Meat Safety) course. The material and resources that have been provided have been useful and fully utilized. The structure of the course was easily understood and help was readily available (even after hours). The mixture between theory and practical components was great, as it broke up the sessions and gave us a real insight as to what is required on the job. All the trainers from VERTO (Rod Maughan, Murray Izzard and Martin Izzard) were engaging, educational and highly valuable. The session coordinator Clive Richardson was a great help and created an environment that was comfortable to ask questions. Overall, it was an essential ice breaker into the Red Meat industry which provided a deeper understanding of the workforce and provides an opportunity for professional and personal development. I highly recommend this course for anyone seeking future studies and professional development in their future careers.”

Fiona Gojan,
MINTRAC.

Here we can see what the students are doing.



Eddie Andriessen Award – Call for nominations

The purpose of this award is to recognize a contribution to Meat Inspection and Quality Assurance (MI&QA) in Australia in areas such as R&D, training or professional development of Meat Safety/QA personnel in the Australian Meat Industry.

Eligibility/selection criteria

Nominees must work in the Australian meat industry and have made a significant contribution to the training or professional development of Meat Inspectors or QA officers.

Nomination process

Nominations can be made by a regulator, industry organization, processor or RTO.

The nominator is to write (Maximum 2 x A4 pages) a summary of services and contribution to the industry detailing:

- nominee name and current role
- overview of relevant history and experience
- description of services to MI&QA
- support for the nomination by at least two people
- signed by the nominee.

Nominations open on 1 July 2017.

Nominations close 31 August 2017

Selection process

The winner will be chosen by a Committee made up of one representative each from AMIC, AMPC and MINTRAC.

The winner will be notified prior to the MI&QA conference (18 & 19 October)and invited to attend the conference as a guest.

AMPC education program

The program provides educational resources to primary and high school students in urban, regional and rural schools.

The interactive resources are designed to cater for Year 5 to Year 10 students and feature podcasts, videos and written content.

The initiative was funded by AMPC with matching funds provided by the Australian Government. The resources are available to download on the [AMPC website](#) or from MINTRAC



Meat retail conference 2017 –

online conference and call for presentations and sponsors.

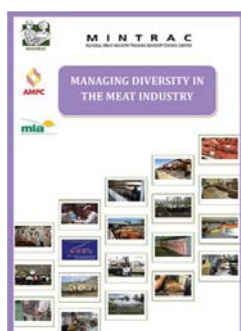
This year MINTRAC are taking the Meat Retail Conference online! We are excited to announce that this year's conference will be a virtual one, taking place entirely online over one full day. We realise how time-poor VET and industry professionals are and how travel and accommodation costs can add up, so we are hoping to capitalise on the benefits an online conference offers. You will be able to attend this year's conference from the comfort of your office, home or wherever you choose to join us.

The conference will be held on Friday 24th November. The key topics will include a professional development session on trade measurement compliance, and presentations and case studies about social media in the retail sector. We would also like to invite meat retail organisations and individuals to submit ideas for presentation topics that they would be interested in presenting or would like to see covered at the conference.

There will be a number of exciting opportunities for sponsorship too, so if you are interested in being a sponsor please get in touch.

The conference will be hosted on a user-friendly platform, with dedicated support and troubleshooting available at all times – so attendees won't need to be technological experts and it won't matter if you have never attended a webinar or online conference before. All attendees will receive a conference gift bag sent to them prior to the event.

Anyone interested in more information, submitting presentation topics, or being a sponsor should contact Sharon Fitzgerald, sfitzgerald@mintrac.com.au or Fiona Gojan, fgojan@mintrac.com.au for more information.



Featured product of the month

Managing Diversity in the Meat Industry Kit

Diversity is a large topic with many facets. This kit aims to inform on just one of the facets – Cultural Diversity. The *Managing Diversity in the Meat Industry Kit* has been designed to assist HR Managers and Training Managers in their role within the meat industry. It has been specifically designed for HR Managers who are often accountable for the recruitment and orientation of employees into new roles for whom English is a second language; and Training Managers and Trainers who work on a daily basis with persons from other cultures and in incredibly diverse workplaces.

This comprehensive kit contains a wealth of materials for processing plants. It covers areas such as an overview of cultural diversity, relevant legislation, barriers to acceptance, and a specific chapter on diversity issues in the meat industry. There is a whole section on strategies to manage diversity, as well as models and Case Studies.

Of particular importance are the cultural fact sheets which provide an overview of the country and customs of many of the migrants working in or processing plants, including China, Brazil, South Korea, Philippines, Vietnam, Sudan, India, Malaysia, South Africa, Afghanistan, Syria and Burma.

Regular Price : \$220.00 - Meat processing levy payer Price : \$110.00 - MINTRAC Associate Price : \$110.00

IRC Skills Forecast and Proposed Schedule of Work 2017-2020

The Australian Industry and Skills Committee (AISC) National Schedule details all training package review and development work currently underway. The Schedule captures the training package review and development work commissioned by the AISC following advice from its network of Industry Reference Committees (IRCs).

The Schedule is regularly updated as work progresses. In addition, there is an annual update following the receipt of 'IRC Skills Forecast and Proposed Schedule of Work'. These are due in April each year, and the Schedule will be updated again, following a comprehensive review of the Proposed Schedules of Work. In developing these Schedules of Work, IRCs consult broadly to ensure a whole-of-industry view about the opportunities and challenges for the workforce and the Training Package review work necessary to meet industry needs.

Australian Meat Processing Industry Sector

The report submitted in April 2017 by the Meat Processing industry Reference Committee provides an overview of workforce development and skills needs for the Australian meat processing industry sector. The report is structured in four main sections: sector overview, employment, skills outlook, and training product review plan.

Key priority skills for the sector workforce for 2017 included:

- specialised skills in the handling and treating of hides and skins
- skills to undertake Threat and Vulnerability Assessments (TACCP and VACCP) – a requirement for customer audits
- cross-trade engineering maintenance skills
- pest control monitoring
- warehousing and logistics skills.

The full report can be viewed at: http://www.skillsimpact.com.au/skillimpactmedia/uploads/2017/05/ISF.AMP_IRC-Schedule-of-Work.201704.pdf

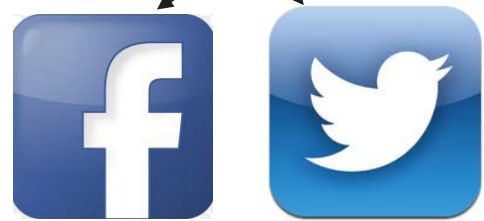
Out and about - QCMPA - Cairns and Mission Beach





Don't forget MINTRAC is on Facebook and Twitter.

Follow and like us to keep up with what is going on.



Scholarship provides opportunities

AMPC Upskilling Scholarship 2015 recipient Andrew Christou recently completed a Certificate IV in Instrumentation and is grateful for the opportunity the scholarship provided him.

Andrew says the scholarship greatly assisted him in completing his Certificate IV in Instrumentation.

“The financial support I received allowed me to have more time to focus on my studies as I did not need to work as much overtime to pay for my school fees.

“The support network, guided by the AMPC Scholarship Network, was very welcoming and supportive. It was nice to be connected to other people who were also working full time and studying to expand their knowledge in the meat industry.”

While studying Andrew has developed his organisational and time management skills as well as his instrumentation skills.

“I have learnt how to effectively prioritise my time between working full time, whilst still ensuring that I completed and submitted all my assignments by the due date. Additionally, I have expanded my knowledge on instrumentation which has provided me with a sense of self-accomplishment.”

Andrew says the qualification has also benefited JBS Australia, the company he works for.

“I now have the skills required to investigate certain equipment and make them function correctly. This has helped my company function more efficiently as we have saved time by not having to wait on contractors from outside the company to fix certain equipment.”

Andrew would like to continue to expand his knowledge on instrumentation in the future.

“I enjoyed learning about Instrumentation and plan on furthering my knowledge in the field when the opportunity arises.

“I am very grateful to the AMPC Upskilling Scholarship Program for providing me with this opportunity, as the support I received enabled me to successfully complete a Certificate IV in Instrumentation at RMIT University. I had a great experience and cannot think of any improvements that can be made.”

More information about AMPC Upskilling Scholarships is available on the [MINTRAC website](#).

Stuck for ideas????

We're adding lots of new items to the Unit-by-Unit listing of resources

The updated version of the Unit-by-Unit listing of resources will be loaded onto the MINTRAC website by 1 July 2017. This is one of the most comprehensive upgrades ever undertaken to this list, and we have added heaps of videos, films, Fact Sheets, webinars, R&D reports etc.

What is the Unit-by-Unit listing of resources?

This is a list of every Unit in the AMP *Australian Meat Industry Training Package*, where we have listed all the known resources which can be used by trainers to assist in their training delivery. We have sourced material from AMPC, MLA, AUS-MEAT, APL, Skills Service Organisations, U-Tube, other RTOs and many more. Links are provided so that you can access the websites where the resources can be located.

Every six months we add newly released resources, check all the links and remove out-of-date material.

Where can I find this list?

On the MINTRAC website <http://www.mintrac.net.au> click onto the Training Package drop down list and it is the last item – 'Unit-by-Unit listing'



Sharon Fitzgerald, Project Officer

MINTRAC welcomes Sharon back to the fold and brings with her the following experience

- 5 years' experience working in a meat processing facility as a labourer and slicer
- 12 years' experience in the VET sector in advisory, RTO management and VET practitioner capacities
- 2 years' experience managing an enterprise RTO - operating in NSW and ACT
- 6 years' experience working in a small regional RTO - managing individualised training and assessment projects, funded training, traineeships, training and assessment, assessment validation, networking, continuous improvement, ASQA re-registration audit
- 2 years' experience managing meat industry projects at MINTRAC including supervisions in the meat industry, recruitment and induction, and offal processing training materials.

[B.Commerce (Employment Relations), Grad Dip TAE, Cert IV TAE40110, Dip Management, Cert III Community Services, Dip Early Education and Care, Dip TAA]

Utilities and Environment Workshop for Managers

There are limited vacancies in the **August** workshop for the *Diploma of Meat Processing* program for people who wish to attend the workshop only, and not undertake the assessment components.

The three-day workshop will be held in Brisbane on the 2,3 & 4 August 2017.

This workshop is being offered by TAFE Queensland South West. RTO 0526

About the workshop

This workshop will cover the skills and knowledge required to assess the potential impacts of enterprise operations on the environment and implement cost effective strategies. It also covers the skills and knowledge skills and knowledge required to identify enterprise utilities and energy requirements, manage their use and control waste and costs.

Management of environmental impact is a priority across all sectors of the industry, which has invested considerably in developing best practice systems for the management and minimisation of environmental impact. Utilities and energy are a significant cost component in the production of meat and meat products. Their efficient use affects the quality of the product, costs and profits.

The scope of the workshop includes water quality, usage and waste, air quality, emissions, noise, odour, and the minimisation and disposal of solid wastes. The utilities and energy component covers monitoring energy use, reviewing performance and assessing alternatives.

This unit is applicable to managers with responsibility for environmental matters and to plant engineers, production managers, chiller managers and quality managers working in a meat industry context.

About the facilitator

The workshop will be delivered by A/Prof Bernadette McCabe from the University of Southern Queensland.

Workshop fees

- \$1295

Please note that there are additional fees for those who wish to continue on and complete the assessments – please see the MINTRAC website for additional information, or telephone MINTRAC.

Out and about - checking out the barramundi pond



2017-2018 Professional Development Program

The Professional Development Program is moving to a commercial fee-for-service basis so you will notice some changes to the PD programs offered from July 2017, including an increase in fees for the courses, in line with similar courses available on the market.

What won't change is that the workshops will continue to be based on priority areas identified through consultation with industry via your responses to surveys and feedback from network meetings. Workshops will be tailored to the meat industry, and delivered in the areas of most interest and need.

We are currently putting together a schedule of programs for July to September 2017, including:

- Meat micro – two-day workshop, possible location Victoria
- TACCP and VACCP - one day workshop, possible location New South Wales
- Webinars on various topics.

Please keep an eye on the MINTRAC website www.mintrac.com.au for course schedules, registration instructions and cost information.

MINTRAC is seeking expressions of interest for the *Certificate IV in Industrial Automation and Control*, which we are proposing to organise in three locations; Brisbane, Sydney, and Melbourne. This course would be delivered by TAFE Queensland SkillsTech, and is designed for electricians, instrument fitters, and electronics and communication tradespeople who want to develop the skills and knowledge to diagnose and perform repairs on major electrical and mechanical components of an automated manufacturing plant. Given the many developments and planned growth of automation in the Australian meat industry we anticipate this will be a popular qualification. There is an entry requirement for participants to hold a trade certificate in the following areas:

- Electrical
- Instrument Fitter
- Electronics and Communications
- Mechanical Fitter

Anyone interested in any professional development programs should contact Sharon Fitzgerald, sfitzgerald@mintrac.com.au, 0408 612 883. Feedback is very welcome – if you are interested in a topic not listed here please contact Sharon to register your interest.

Out and about - Enjoying the fire



Out and about with MINTRAC

QCMMPA -

Cairns and Mission Beach



WorkCover Queensland premium savings for employers hiring apprentices

WorkCover Queensland are supporting the Queensland Government’s plan to encourage businesses to hire more apprentices, by offering employers a discount on their premium if they employ apprentices.

From 1 July 2017 we are implementing an ‘apprentice discount’ which will offer savings to employers who employ apprentices by removing apprentice wages from their premium calculation. Wages are a major factor in an employer’s premium calculation, so removing wages via the apprentice discount will result in a cheaper premium.

If an employer is not yet hiring apprentices but considering doing so in the near future, this discount will mean the employer’s premium will not increase as a result of hiring an apprentice.

While employers can benefit from these savings, it’s important to note the level of cover offered to apprentices is not changing. All workers—including apprentices—will continue to receive the same level of cover if they sustain an injury in the course of their employment.

For further information, please go to www.worksafe.qld.gov.au or call WorkCover on 1300 362 128.

still out and about with MINTRAC

Emergency Disease workshops around Australia



2017 MINTRAC Meat Inspection and Quality Assurance Conference

18 and 19 October 2017, Surfers Paradise QLD

Registrations are now open



The Australian meat industry's Meat Inspection and Quality Assurance (MI&QA) conference is now in its eighteenth year. The conference is an event built around the interests of plant managers, QA and Meat Inspection personnel as well as regulators in the meat processing industry.

The conference targets meat industry personnel who need to understand the quality and food safety environment in which the Australian meat processors operate. The conference aims to highlight existing and over the horizon issues that the industry needs to address such as labelling laws, microbiological testing, inspection regimes and animal welfare standards.

For many managers working within 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 and gain greater awareness of the current issues affecting the meat industry. The conference offers delegates a chance to network with other industry associates within and outside the sector.

The MI&QA Conference is an industry event relevant to anyone who has responsibility for ensuring the quality and food safety of meat products.

Delegate information packs can be found [here](#)

Registration forms are [here](#) or register online [here](#).