

The Case for Change to remove complexity and add value to material handling through traceability of products

Administrative information

Name of IRC: Meat Industry Reference Committee

Name of SSO: Skills Impact

Training Package: AMP Australian Meat Processing

How the case for change was developed

This Case for Change provides evidence of industry support for the identification and/or development of three new units of competency and two skill sets to address bulk meat storage and handling requirements.

The case for change

Drivers for change and the evidence on which the IRC recommendation for change is based

The Australian meat export industry is worth over \$15b annually, and the capability of Australian meat processors to address customer requirements is paramount. Chilled and frozen meat storage is a critical aspect of the supply chain which is not currently adequately covered in the *AMP Australian Meat Industry Training Package*. While many operators in meat cold stores may undertake warehousing qualifications, the specific requirements for handling meat according to export requirements, as well as management of food spoilage and contamination risks, is often poorly addressed.

In addition, the introduction of electronic labelling and traceability systems requires skills not covered in existing units. Accurate packing and labelling of product are critical for export product, as shown in the recent three-month suspension of six Australian processing plants by China, which resulted in millions of dollars of losses.

There are specific and unique requirements associated with handling frozen meat products and overseas markets have very detailed and demanding requirements for traceability of products, including segregation of product in warehouses, specific labelling and storage. These requirements are even more onerous when reprocessing broken or damaged cartons. Repacking procedures require precision, accuracy and a detailed knowledge of importing country requirements. Deviations from these requirements, in even one carton, can cause the rejection of entire shipping load.

Changes recommended and how these alleviate the problem or capitalise on the opportunity

It is proposed that one new unit of competency is developed to address the skills and knowledge required to handle meat products in cold stores. Because most operators in cold stores complete the Certificate II and/III in Warehousing, this unit will also be recommended to the relevant SSO, as a suitable elective in those qualifications.

It is proposed that a second new unit of competency is developed to address the skills and responsibilities related to electronic labelling and traceability systems.

The proposed third new unit of competency will address the hygiene, sanitation and quality assurance requirements associated with the handling a meat product while in cold storage.

One proposed new skill set will be specifically for operators and will draw on a mix of existing warehousing and meat processing units (as well as the new units). This skill set would include units of competency covering workplace health and safety, product identification and storage, receipt and despatch, and machinery operation.

The second proposed skill set will be for supervisors and will draw on a mix of existing warehousing and meat processing units. This skill set would include units of competency covering document control, regulatory and customer requirements, quality assurance requirements, product specifications, organisation of despatch and receipt operations, team organisation and management, and stock control.

The Meat IRC acknowledges the possible links of this project with the Supply Chain Management and/or Automation Cross-Sector projects, and the findings and Cases for Change prepared during these projects will be examined and considered during this project.

Please refer to Appendix A for a list of new or changed components.

Industry support for change

Method and scale of stakeholder consultation undertaken in building the Case for Change

Areas of skills required have been discussed at one full round of MINTRAC industry network meetings (involving over 200 industry participants) during 2017. Please refer to Appendix B for details of stakeholder consultation.

Overview of the issues identified by stakeholders and how they will be addressed

Issue	Proposed solution
1. Need to provide meat handling skills and knowledge to operators who will only by undertaking the Warehousing qualifications.	Develop a unit which can be imported into these qualifications.
2. Address skills required to operate electronic labelling and traceability systems.	Develop a new unit to address identified requirements.
3. Address the specific hygiene, sanitation and quality assurance requirements associated with the handling a meat product while in cold storage.	Develop a new unit to address identified meat industry requirements.
4. Ensure training requirements of both operators and supervisors are addressed.	Develop a Skills Set for each group.

No issues remain outstanding.

Dissenting views from stakeholders on the recommended approach

There were no dissenting views, although the scope of possible identified units varied widely. Identified units were grouped into highest, medium and low priorities.

Impact of change

Impacts of recommended changes on stakeholders

Consultations with stakeholders indicate the following benefits resulting from the proposed changes:

- better understanding and control of product traceability
- increased compliance with the requirements of international trade partners
- competent use of current technologies
- pathways into the warehousing qualifications and greater uptake of relevant accredited training.

Potential impacts on training providers include:

- the need for RTOs to up-skill trainers in these areas. Opportunity for this is usually offered by the industry as the units are implemented
- training providers may incur extra costs to add new units of competency to their delivery programs.

Risks of not implementing the changes

The risks of not implementing the changes include:

- errors being made during loadout and storage processes
- loss of control of system traceability
- loss of international markets
- adverse audit findings at some processing plants or cold stores
- decreased productivity and profitability through having to correct errors.

No risks in proceeding with the project have been identified.

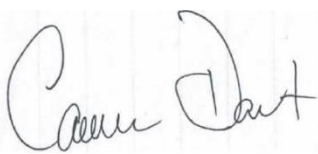
Timeframes to implement the proposed changes to training package

It is estimated that this development will take three months to complete.

How the recommended work will implement the reforms for Training Packages agreed by COAG Industry and Skills Council (CISC) in November 2015. ¹

Reform	Response
Remove obsolete qualifications from the system	Not applicable. No obsolete qualifications were identified
Provide more information about industry's expectations of training delivery	The industry will expect this training to be delivered on the job using standard, customised industry resources. Three specified forms of assessment will be required. Unduly short training is not an issue in this industry.
Better support individuals to move more easily between related occupations	There will be synergies between the abattoirs and warehousing qualifications, enable cold store operators working in the meat industry to move into similar occupations in other industries.
Create more units that can be owned and used by multiple industry sectors	Most of the units to be created are specifically about handling meat. However, one of these units will be recommended for inclusion in the Warehousing qualifications as an elective.
Foster greater recognition of skill sets	Two Skill Sets will be created.

This Case for Change was agreed to by the Meat IRC

Name of Chair	Cameron Dart
Signature of Chair	
Date	20 February 2018

¹ More information about the CISC reforms is available at [Outcomes of the review of training packages and accredited courses](#). Reforms were to: remove obsolete qualifications from the system; provide more information about industry's expectations of training delivery; better support individuals to move more easily between related occupations; create more units that can be owned and used by multiple industry sectors; and foster greater recognition of skill sets.

Attachment A: Training Package components to change

Skills Impact

Contact details: MINTRAC

Date submitted: February 2018

Training Package Code and Name	Qualification Code and Name	IRC Name	Review status	Change Required
AMP Australian Meat Industry Training Package	AMP20316 Certificate II in Meat Processing (Abattoirs)	Meat IRC		Add three new Units of Competency
AMP Australian Meat Industry Training Package	Not applicable	Meat IRC		Develop two new Skill Sets

Attachment B: Stakeholder Consultation Method and Scale

Stakeholder Consultation

Name of Stakeholder	Detail method(s) and Scale of Consultation
Sean Alexander Stanbroke Beef	Discussion item at Industry Training Network meeting 2017
Jeff Bradbury TAFE QLD - South West	Discussion item at Industry Training Network meeting 2017
Margie Bradbury Apprenticeship Support Australia	Discussion item at Industry Training Network meeting 2017
Zelina Ceiesiolka Oakey Beef Exports	Discussion item at Industry Training Network meeting 2017
Paul Eldrige Response Consulting	Discussion item at Industry Training Network meeting 2017

Rene Gunther Response Consulting	Discussion item at Industry Training Network meeting 2017
Debbie Hardke JBS Australia	Discussion item at Industry Training Network meeting 2017
Philip Harvey TAFE NSW - North Coast	Discussion item at Industry Training Network meeting 2017
Gordon Levett Food Safety Alliance	Discussion item at Industry Training Network meeting 2017
Rob Mollison AMIC	Discussion item at Industry Training Network meeting 2017
Warren Nicholls Axial Training	Discussion item at Industry Training Network meeting 2017
Stepehn Nicholls TAFE QLD - Brisbane	Discussion item at Industry Training Network meeting 2017
Sam Nicolosi Manufacturing Skills Queensland	Discussion item at Industry Training Network meeting 2017
Scott Robinson Response Consulting	Discussion item at Industry Training Network meeting 2017
Leisa Sheffield AMIST Superannuation	Discussion item at Industry Training Network meeting 2017
Bradley Siddans Oakey Beef Exports	Discussion item at Industry Training Network meeting 2017
Jodi Stover JBS Australia	Discussion item at Industry Training Network meeting 2017
Margaret Tayar AMPC	Discussion item at Industry Training Network meeting 2017
Guy Valentine Department of Education and Training	Discussion item at Industry Training Network meeting 2017
Bob Brill SW TAFE	Discussion item at Industry Training Network meeting 2017
Paul Castricum Meat and Livestock Training Services	Discussion item at Industry Training Network meeting 2017

Andrew Chippendale R Radford & Son	Discussion item at Industry Training Network meeting 2017
Michelle Cranston G & K O'Connor	Discussion item at Industry Training Network meeting 2017
Steve Crook R Radford & Son	Discussion item at Industry Training Network meeting 2017
Phillip Davey CMMS	Discussion item at Industry Training Network meeting 2017
Shellie Dykstra Training and Quality Management Services	Discussion item at Industry Training Network meeting 2017
Rick Dunn SW TAFE	Discussion item at Industry Training Network meeting 2017
Sharon Fitzgerald MINTRAC	Discussion item at Industry Training Network meeting 2017
Jarrold Graco Federation University	Discussion item at Industry Training Network meeting 2017
Bronwyn Graham William Angliss Institute	Discussion item at Industry Training Network meeting 2017
Michael Grogan FGM Consultants	Discussion item at Industry Training Network meeting 2017
Nick Juniper Food & Primary Skills Victoria	Discussion item at Industry Training Network meeting 2017
Lou Licastro National Food Institute	Discussion item at Industry Training Network meeting 2017
Bradley Low Skills impact	Discussion item at Industry Training Network meeting 2017
Wayne Perry SW TAFE	Discussion item at Industry Training Network meeting 2017
John Price Training and Quality Management Services	Discussion item at Industry Training Network meeting 2017
Barbara Reid National Food Institute	Discussion item at Industry Training Network meeting 2017

Paul Saunders CMMS	Discussion item at Industry Training Network meeting 2017
Peter Savage FGM Consultants	Discussion item at Industry Training Network meeting 2017
Ben Thomas SW TAFE	Discussion item at Industry Training Network meeting 2017
Menelaos Trapalis Melbourne Polytechnic	Discussion item at Industry Training Network meeting 2017
Tony Bandera Training Solutions Australia	Discussion item at Industry Training Network meeting 2017
Kelle Fitzpatrick Corporate Health Solutions	Discussion item at Industry Training Network meeting 2017
Kay Gerard Food Fibre and Timber Industries Training Council	Discussion item at Industry Training Network meeting 2017
Troy Lucy V&V Walsh	Discussion item at Industry Training Network meeting 2017
Mark Mason Corporate Health Solutions	Discussion item at Industry Training Network meeting 2017
Crystal Potter Dardanup Butchering Company	Discussion item at Industry Training Network meeting 2017
Terry Richards Australian College of Training	Discussion item at Industry Training Network meeting 2017
Steve Shaw Australian College of Training	Discussion item at Industry Training Network meeting 2017
Joanne Watts Training Solutions Australia	Discussion item at Industry Training Network meeting 2017
Philip Wyles Department of Training and Workforce Development	Discussion item at Industry Training Network meeting 2017
Mal Collier Teys Australia	Discussion item at Industry Training Network meeting 2017

Michael Cooper	Fletcher International Exports	Discussion item at Industry Training Network meeting 2017
Donna Drew	Bindaree Beef	Discussion item at Industry Training Network meeting 2017
Dean Harwood	Eversons	Discussion item at Industry Training Network meeting 2017
Barney Ghanaburh	Thomas Foods International	Discussion item at Industry Training Network meeting 2017
Raelene Hoy	Apprenticeship Support Australia	Discussion item at Industry Training Network meeting 2017
Bede Maher	Training Services NSW	Discussion item at Industry Training Network meeting 2017
Rod Maughan	VERTO	Discussion item at Industry Training Network meeting 2017
Wayne McGee	TAFE NSW, Hunter Institute	Discussion item at Industry Training Network meeting 2017
Adrian Prior	Eversons	Discussion item at Industry Training Network meeting 2017
Scott Robinson	Response Consulting	Discussion item at Industry Training Network meeting 2017
Sandra Trevithick	Bindaree Beef	Discussion item at Industry Training Network meeting 2017
Toni Young	Thomas Foods International	Discussion item at Industry Training Network meeting 2017
Paul Sandercock	AMIC	Discussion item at Industry Training Network meeting 2017
Nicholas Hole	TAFE SA	Discussion item at Industry Training Network meeting 2017
Wayne Bush	Pivotal Training and Development	Discussion item at Industry Training Network meeting 2017
Amanda Carter	Gundagai Meat Processors	Discussion item at Industry Training Network meeting 2017

Jill Gallagher	Manildra Meats	Discussion item at Industry Training Network meeting 2017
Murray Izzard	VERTO	Discussion item at Industry Training Network meeting 2017
Lee Jones	Alexander Downs Meat Processors	Discussion item at Industry Training Network meeting 2017
Jennifer Klippel	Apprenticeship Support	Discussion item at Industry Training Network meeting 2017
Michael Knowles	TAFE NSW	Discussion item at Industry Training Network meeting 2017
Daniel Nunn	Wetherill Park (Hillside Meats)	Discussion item at Industry Training Network meeting 2017
Garry Whittaker	Training Services NSW	Discussion item at Industry Training Network meeting 2017
Rob Yeo	Training Services NSW	Discussion item at Industry Training Network meeting 2017
Tony Abel	Australian Pork Limited	Discussion item at Industry Training Network meeting 2017
Rowena Bell	DPIPWE	Discussion item at Industry Training Network meeting 2017
Robert Cox	Greenhams	Discussion item at Industry Training Network meeting 2017
Jane Gaffel	The Ecoefficiency Group	Discussion item at Industry Training Network meeting 2017
Ian Jenson	MLA	Discussion item at Industry Training Network meeting 2017
Sharon Kenzie	JBS Australia Pty Ltd	Discussion item at Industry Training Network meeting 2017
David Lean	AMPC	Discussion item at Industry Training Network meeting 2017
Stacey McKenna	AMIC	Discussion item at Industry Training Network meeting 2017

Michael McGee Skills Tasmania	Discussion item at Industry Training Network meeting 2017
David Moore DPIPWE	Discussion item at Industry Training Network meeting 2017
Neville Price DPIPWE	Discussion item at Industry Training Network meeting 2017
Heath Ransley TasTAFE - Meat Processing	Discussion item at Industry Training Network meeting 2017
Jonathan Richardson JBS Australia Pty Ltd	Discussion item at Industry Training Network meeting 2017
Laura Rood University of Tasmania	Discussion item at Industry Training Network meeting 2017
Darren Scott TasTAFE - Meat Processing	Discussion item at Industry Training Network meeting 2017
Tracey Taylor Skills Tasmania	Discussion item at Industry Training Network meeting 2017
Jess Tyson DPIPWE	Discussion item at Industry Training Network meeting 2017
Kaye Ward Tas Quality Meats	Discussion item at Industry Training Network meeting 2017
Mark Beecham AMIC	Discussion item at Industry Training Network meeting 2017
Ashleigh Crisp Northern Australia Beef	Discussion item at Industry Training Network meeting 2017
Kevin de Witte Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017
Cindy Dodge Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017
Sue Fitzpatrick Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017
David Frost Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017

Wayne Herrod Food Safety Alliance	Discussion item at Industry Training Network meeting 2017
Georgia Johnson Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017
Jenna Kirkham Northern Australia Beef	Discussion item at Industry Training Network meeting 2017
Tim Nicol Dept Trade Business and Innovation	Discussion item at Industry Training Network meeting 2017
Elizabeth Stedman Dept. Primary Industry & Fisheries	Discussion item at Industry Training Network meeting 2017
Lynton Townsend Northern Australia Beef	Discussion item at Industry Training Network meeting 2017