Meat Processing Project

Summary of Feedback, Responses and Actions

7 January 2019

This project includes the development of thirteen new units of competency and three skill sets within the *Australian Meat Processing Training Package*. Draft materials were developed as a result of initial input from Subject Matter Experts and were made available for broader stakeholder consultation and feedback between 1 November 2018 and 19 November 2019. During this time feedback was received via email, through online surveys, as well as in person at workshops or site visits, and by telephone. Input was received from 35 stakeholders around Australia, including 6 from Registered Training Organisations, 4 from Government bodies such as The Department of Agriculture and Water Resources, State Training Authorities and Training Advisory Bodies, and 25 industry representatives

As a direct result of feedback received, a number of changes were made to the documents under review. Mostly notably:

- The unit code and title of AMPA416 Develop, implement and evaluate a pest control program in a meat processing establishment was changed to AMPX430 Develop, implement and evaluate a pest control program in a meat processing premises so it could be used in other industry sectors.
- AMPSS00063 Meat Processing Warehouse Operator Skill Set – five units removed from the skill set to bring the total number of units in the skill set from ten to five.
- AMPSS00064 Meat Processing Warehouse Supervisor Skill Set – two units removed from the skill set to bring the total number of units in the skill set from nine to seven.
- A significant number of changes were made to AMPA3139 Prepare market reports – cattle and AMPA3140 Prepare market reports.

Visit the Skills Impact website to view a full list of the documents that were submitted for consultation during this phase.

Below is a summary of the issues raised and how these issues have been dealt with. This involves a consideration of the information provided, views of industry stakeholders where known and views provided by the people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to take into account the needs and views of stakeholders to the extent possible, and to comply with the *Standards for Training Package 2012*. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

The documents are now available to view and validate on the Skills Impact website until 23 January 2019.

Summary of feedback on units of competency

Abattoir Sector units

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
AMPA414 Manage the collection, monitoring and reporting of animal health data from a meat processing plant	
 • Industry, and Government, National I think if the participant is expected to do data collection and interpretation then they will need at least a cert 3 in meat inspection. 1.4 Should this be changed to estimate rather than identify … especially when it comes to the financial impact 1.5 This may be outside the scope of this training package. 2.2 Add 'slaughter floor' Performance evidence dot point 1 - Is it endemic diseases or common diseases?	Not adopted. The manager of the data collection will often not be a meat inspector; resolved through discussion. Adopted. Not adopted. Material is universally available. Adopted. 'slaughter floor' added. Adopted. Wording changed to 'common diseases and conditions.
 • Industry, and Government National I found it hard to get my head around this document. It has a broad reach across the meat industry - from data collection on plant, through knowledge of IT systems and design, sophisticated data analysis and reporting, a good knowledge of animal diseases of diverse species (at least cattle, sheep, goats and pigs), husbandry of these species and treatment, preventative measures and economics for their diseases. This course outline is too ambitious and will result in an underqualified person with a little bit of knowledge covering a number of quite different disciplines. This broad reach can be broken down into a number of functions requiring quite different skill sets with very specific training or qualifications. 1. **Data Collection** • This requires at least a certificate in meat inspection.	The issue described was resolved through discussion and provision of the draft training materials.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
- In my experience this position is occupied in some plants by someone off the slaughter floor who has been trained by the meat inspectors. - This is the most critical step – if the data is inaccurate – then all else that flows from it is tainted. - The collected data needs a rigorous and independent verification system.	Data collection - Agreed with the observations made, no changes required to be made to the unit.
2. The collected data - If this data is going to be able to be aggregated regionally, or nationally for the industry, then the data needs to be consistent across all plants/species. - This needs to be done by an industry consultative group which would set the framework of diseases and conditions to be recorded. - It would be inappropriate for different establishments to have different lists of diseases.	The collected data – Not adopted. Issues are outside the scope of the unit – addressed through discussion with the Health 4 Wealth Project Committee.
3. IT Systems design - Most major establishments have robust IT sections that can design the data collection and recording – preferably same systems used at most establishments. - It would be appropriate for industry to invest in developing a data recording and reporting system that can be implemented across the industries. - Standard reports can be built into the system that generate feedback to producers and to processors and allow data to be aggregated on a regional (origin of the livestock) or national level. - This will provide monitoring and verification data for producers, processors and for national surveillance programs.	IT Systems design - Not adopted. Issues are outside the scope of the unit – addressed through discussion with the Health 4 Wealth Project Committee.
4. Interpretation of data Interpretation of animal health data to producers is best done by their animal health adviser/veterinarian who can link it to specific preventative measures and the economics thereof.	Interpretation of data - Resolved through discussion and refining the wording of the unit

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	• It would be inappropriate for an establishment person to be taking on this role.	
	The higher-level industry systems need to be put in place before an on-plant animal health data manager can be trained as the conduit between the on-floor data collector, the establishment management, the producer and the on-farm animal health adviser.	Not adopted. Issues are outside the scope of the unit – addressed through discussion with the Health 4 Wealth Project Committee.
• RTO, Qld	As usual I like to get some uniformity of terms	
	I have proposed replacing the words "plant' & "enterprise" with the Australian standard term "Meat processing premise"	Not adopted as 'plant' is universally accepted industry terminology.
	The use of the term "animal" & "Livestock" should be "animal" as you never know one day we may use the program for poultry or game	Not adopted as such a development is highly unlikely in the near future.
	As I did not go to the workshop I'm not sure at what qualification level we are targeting. I thought cert IV but the word "manage" was used a number times. (If cert IV maybe oversee or supervise)	Agreed – this is a level IV unit.
	I would have thought that there was going to be "National animal health data capture & reporting program" which outline what is going to monitored, how it will be monitored, how it will be recorded, how individual diseases & condition affect animal production etc etc. What this person has to do is implement the national program, monitor the program and produce some reports on the incidents at their abattoir & reports to individual producers. It does read a bit like this individual is going to develop their own program & not implement a national program.	Not adopted as current developments are enabling companies to establish their own programs.

Adopted. PC 2.2. adjusted |

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
In the application we talk about the fact that information could be collected in the lairage or on the slaughter floor, however 2.2 only refers to slaughter floor	Not adopted as 'plant' is universally accepted industry terminology. Adopted.
Title – change 'plant' to 'premises'	
Application – expand DPI; change 'enterprise' to 'premises'; add 'market access *needs*'	Not adopted as 'livestock' fits current program requirements.
Change dot points [in Application] to:	Adopted
Have a working knowledge (in relation to animal health data capture & reporting program) of the major animal diseases and conditions that impact animal processes	Not adopted as this is explained more fully in Elements & PCs
Manage the collection of animal health data.	
Organise uploading to a database of the animal health data and monitor the ongoing effectiveness of that process	Not adopted as suggested statement changes focus of the task.
Interpret animal health data In accordance with the animal health data capture & reporting program and the sources or affected animals.	Not adopted as current system enables plants to have their own systems
Elements 1.1 & 1.2: I would have thought the identification of disease & conditions and standard to be applied would have been part of national animal health data capture & reporting program. Otherwise producers are going to get mixed message from different abattoirs.	
Should this read "identify and record relevant endemic diseases and conditions in accordance with the national animal health data capture & reporting program"	Not adopted as suggested wording changes focus of task.
1.3 I would have thought only a qualified vet would have the knowledge to identify the impact of disease conditions on productivity & fertility etc	
Should this read " Identify the impact of relevant diseases and conditions as per the national animal health data capture & reporting program, on the producers returns in terms of	

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
reduced productivity, fertility and the weight of the carcase over the scales.	Not adopted as 'animal diseases' considered adequate, and 2.2 had already been changed to be more general
Suggested changes to 2.1 & 2.2:	
identify the animal diseases and conditions to be monitored at a specific meat processing premises.	
Establish data collection and recording procedures for the meat processing premises on the slaughter floor.	Not adopted as current system enables plants to have their own systems.
Suggested changes to Element 3:	
Oversee the uploading of information to a database	
3.1 Establish the fields as per the national animal health data capture & reporting program to be recorded in the database.	
Suggested changes to 4.1 & 4.2:	Not adopted as current system enables plants to have their own systems.
4.1 Establish the purpose of monitoring animal health data at a meat processing premises and national level	
4.2 Monitor the animal health data relevant to individual producers with a view to improving the quality of incoming animals .	
5.1: I thought the parameters would have been covered in the national animal health data capture & reporting program.	Agreed – no action required
However I do see value in gathering information on the incidence of particular diseases & conditions at the premises & providing individual producers information comparing their data with the abattoir average.	
Foundation skills: I would like to see something about being able to interpret the requirements of the national animal health data capture & reporting program	Not adopted as current system enables plants to have their own systems.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Industry, National	Application: add 'electronic'; add livestock owners; add government agencies; dot points – add 'pathological'; change 'major' to 'common'	Adopted.
	Unit sector: add 'meat processing plant'	Not adopted as abattoirs is standard terminology.
	Add new PC to Element 5: Identify the impact of the relevant diseases and condition on the producer's returns in terms of reduced productivity, fertility, price penalties and the weight of the carcase over the hooks –	Not adopted as not a universal requirement and requires additional expertise.
	Knowledge evidence: add "How to ensure control of privacy relating to data collected for individual livestock owners'	Adopted.
• Industry , National	Title: "Reporting" may be a more appropriate term to use. "Interpretation" of data has a higher level of responsibility and may leave one liable if interpretation was incorrect or inaccurate. "Manage the collection, monitoring and reporting of animal health data from a meat processing plant"	Adopted.
	Application: This level of interpretation should be undertaken by the producers animal health and allied professional (Ie, Veterinarian, nutritionists, accountants etc).	Adopted by clarifying the statement.
	Licensing statement: Must be cautious not to breach state legislation (ie, Veterinary Surgeons Acts) especially "diagnosing" disease.	Noted. No action required.
	This function/role would really only be suitable for persons that hold a minimum of the Cert III/IV in Meat Safety/Inspection.	Noted. No action required.
	Element 1: Industry at a broader level should have identified the significant diseases. This training package needs to ensure	No change made as many processors are implementing their own systems; slight adjustment made to 1.1

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
the trainee can identify those that are applicable to the species or stock class they will be processing and recording data from.	Adopted. Focus of statement narrowed to yield and carcase weights
1.3 - This could be a whole unit in its own right. At best "a basic knowledge of some of the impacts" is all many workers will achieve.	Adopted. Correction had already been made.
2.2 How are slaughter floor observations linked to those made at Ante-mortem? Where/when/how are ante-mortem observations recorded.	Noted. No adjustment made as this is already clear in the training materials.
4.2 This a great objective but professional advice will likely need to be provided to achieve this in many cases 4.3 This will be a very time consuming process (unless it's built into the database). May also lead to some export processors not buying producer x's stock resulting in them having limited marketing options and/or selling them at sales or to domestic works. Unless domestic works implement similar health monitoring systems this may lead to reduced veterinary oversight of some of the highest risk stock (ie, animals from small hobby/peri-urban producers).	Not adopted. Issues raised had already been considered by the national committee
Element 5 & PC: "Summarise/Analyse data" may be more appropriate. 5.3 - Must be cautious not to undermine the accuracy of the inspection system/process. Accuracy of recording should be differentiated from accuracy of inspection.	Adopted. Elements 4 and 5 combined.
• Validation meeting	The need for the following changes to be made were noted: • Header box – unit code required • Element 1 and PC 1.1 Change 'Identify' to 'Nominate' • PC 1.1-1.4 need to be renumbered correctly • PC 4.6 needs to be numbered • Performance evidence:	All changes were adopted.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
- New dot point 4.5 (additional) - compared the on-plant data collection system with the national standard - participated in performance discussions with participating meat inspectors - change current dot point 6 from: 'utilized animal data as part of the verification of the accuracy of the data collected' to 'verify the accuracy of the data collected' • Knowledge evidence - Add new (additional) dot point 7: 'disease grading as specified in the national standard'. There was also discussion about the following, although no changes were decided: • relationships with inspectors • discussion about the new standard	
AMPA3137 Operate biogas collection facilities	
• Industry, National	Six industry experts in various national locations were invited to provide comment and input during the initial stages of development. Feedback was received by email from one expert in Qld. The feedback was that a section should be included in regards to safety systems that were additional to the normal OHS processes and requirements. These changes were made to PCs 3.4 and 3.5.	Adopted. The feedback was adopted into the initial draft of the unit which was then disseminated for consultation. No other comments were received from the consultation process. An industry validation committee then approved the draft.
AMPA411 Manage biogas collection facilities	
• Industry, National	Six industry experts in various national locations were invited to provide comment and input during the initial stages of development. Feedback was received by email from one expert, in Qld.	Adopted. The feedback was adopted into the initial draft of the unit which was then disseminated for consultation. No other comments were received from the consultation process. An industry validation committee then approved the draft.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	The feedback was that a section should be included in regards to safety systems that were additional to the normal OHS processes and requirements. Another element was then added to meet the recommendation (Element 4)	
AMPA3138 Identify secondary sexual characteristics - beef		
• Industry, NSW	Assistance provided with wording for the first draft - especially for the descriptor and application wording around gender, grades and animal traits.	Comments adopted into draft.
• Industry, NSW	Minor change to wording in unit application to include males castrated late.	Adopted.
• Industry, Vic	Recommended knowledge of AUS-MEAT manuals be included, suggested in range of conditions hot and cold environments be included, other wording suggestions.	After further consultation the wording changes and AUS-MEAT manual suggestions were included, but range of conditions was not adopted and the temperature of the environment does not affect the unit outcomes.
• Industry, National	PC 1.4 – 'secondary sexual characteristics' replaced with the word 'gender'. Minor grammatical change to PC 2.2 for clarity.	Adopted.
• Industry, National	Inclusion of 'AUS-MEAT language' in Element 1. Minor grammatical for clarity. PC 1.4 already covered	Adopted. PC 1.4 removed and 1.3 expanded to include how SSCs can affect meat quality.
• Industry, Vic	In the main haven't a concern with this training although what is the reason! If training is to increase the skills of graders to identify as per attached all for it (pls note the att is an extract from Meat Inspection by F V Collins the text used many years ago but is relevant) Other considerations are breed, some breeds may display SSC but this can't be confused with their normal attributes Belgium Blue steer could appear to be Bull to the untrained eye alternatively an entire (has testes) from station country has always been confusing given that	It was explained that the unit was designed for people other than graders who needed to be able to identify secondary sexual characteristics such as QA personnel and scale operators.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	processors with tally arrangements pay workers for Bulls may not show these at slaughter nor should they as Bulls when SSC are not evident Grading error elimination for the determination of male and female is what this training is for so that graders can pick based on different sex characteristics anatomically	
• Industry, National	A concern was raised at a MINTRAC network meeting and the October Meat IRC meeting around whether this unit is needed by industry and perhaps should not be made a priority at this time	The need for the unit was explained and all agreed the unit should be developed.
• Industry, National	The reason the unit is needed is because there can be an animal in the yard with no apparent testes but has the build and muscularity to indicate it could be a bull. A bull can be slaughtered and doesn't have to be described as a bull as long as it is not showing any SSCs. After 6 months a bull will start to show SSCs such as large neck muscles and a muscular build, bulls that are cut late can show SSCs and this can affect meat quality. Determining SSCs is a subjective process, staff don't know enough about how carcase characteristics that could indicate SSCs such as presence of the cord, teste, shoulder muscles, neck development, at the moment vets only assess at ante-mortem. QA officer should have training in this, workers in independent boning rooms. There should be a least 10 minimum hours of practice associated with the unit.	Supportive comments appreciated.
• Government, Vic	Typographical error correction, and two questions about intentions of PC 1.3 and 4.2	Adopted. After further consultation both PCs reworded and combined for clarity.
• Industry, National	Question about the number of minimum carcases that must be assessed. Suggested there should be more, possibly even ten.	Partially adopted – decision made to increase the minimum number of carcases from three to five.
• Industry, National	Question about whether this unit must be assessed in the workplace or could be suitable for a simulated environment.	Adopted. The phrase 'an environment that accurately represents workplace conditions" added to the Assessment Conditions.
AMPA3139 Prepare market reports – cattle		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Industry, National	A significant number of changes were received from an industry organisation with expertise in this area.	Most suggestions were adopted; further consultation was undertaken with Meat and Livestock Australia to resolve conflicting feedback, issues were resolved during a subsequent face to face meeting and ongoing conversations with the industry body who provided feedback.
	PC 3.2 & 3.3 – is there a need to calculate both	Adopted. addressed by restructuring Elements 2 and 3
	Performance evidence – AUSMEAT standard – dot point 2 & 3 should be either/or	Adopted
	Knowledge evidence	
	Breed - how is knowledge demonstrated in mixed/crossbred cattle? Compared to opinion of another qualified Assessor? How to condense mixed lines into one Breed code?	Adopted. Addressed by rewording requirements to be more general – approved by the person who raised the query.
	How is Age determined e.g. Yearling vs Grown steer without access to further information e.g. mouthing, details from Vendor/Agent	
	Assessment conditions	Resolved in discussion with industry validation committee by putting in place a requirement to attend a saleyard.
	Is there the opportunity/requirement for trainees to visit an abattoir to follow up on cattle they have assessed?	Adopted.
	Resources, equipment - Live weight scales to be available with cattle weighed pre- or post-sale. Slaughter reports - to assess competency in calculating Carcase Weight, Fat Score, Muscle Score.	Adopted
	Specifications - Formats/templates outlining structure of reports for varying audiences.	Adopted
	Relationships - Saleyard operations staff. Livestock agents. Buyers.	Adopted. Addressed by adding "competency must be identified and sustained over a period of time" supported by industry validation committee.
	Timeframes - Does the assessment need to be completed in the usual timeframe of the sale of the pen? Or will the trainee have more time to assess the pen outside of while it is being sold?	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Government, Vic	Change 'candidate' to 'learner'; numerous other grammatical changes recorded within unit tracked changes.	Adopted. 'candidates' changed to 'individuals' as per Skills impact policy.
	Element 3 requires a range	Not adopted. The requirement for a range for this element was discussed with the industry validation committee which determined this was not required.
•Industry Validation Committee, National	Element 2.1: Classify stock according to AUS-MEAT categories	All adopted.
	Performance evidence: second line changed to: Assessment must include one full day of saleyard trading on all categories of traded cattle.	
	Assessment conditions: relationships text changed to: stock and station agents, Auctions Plus assessors, abattoirs assessors and livestock buyers, MLA Livestock Market Officers, and buyers	
	Additional point in the knowledge evidence: stock abnormalities which may affect stock price and potentially affect carcase value	
AMPA3140 Prepare market reports - sheep		
• Industry, National	A significant number of changes were received from an industry organisation with expertise in this area.	Most suggestions were adopted; further consultation was undertaken with Meat and Livestock Australia to resolve conflicting feedback, issues were resolved during a subsequent face to face meeting and ongoing conversations with the industry body who provided feedback.
	PC 3.2 & 3.3 – is there a need to calculate both	Adopted. addressed by restructuring Elements 2 and 3
	Performance evidence – AUSMEAT standard – dot point 2 & 3 should be either/or	Adopted
	Knowledge evidence	

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
Breed - how is knowledge demonstrated in mixed/crossbred cattle? Compared to opinion of another qualified Assessor? How to condense mixed lines into one Breed code? How is Age determined e.g. Yearling vs Grown steer without access to further information e.g. mouthing, details from Vendor/Agent Assessment conditions Is there the opportunity/requirement for trainees to visit an abattoir to follow up on cattle they have assessed? Resources, equipment - Live weight scales to be available with cattle weighed pre- or post-sale. Slaughter reports - to assess competency in calculating Carcase Weight, Fat Score, Muscle Score. Specifications - Formats/templates outlining structure of reports for varying audiences. Relationships - Saleyard operations staff. Livestock agents. Buyers. Timeframes - Does the assessment need to be completed in the usual timeframe of the sale of the pen? Or will the trainee have more time to assess the pen outside of while it is being sold?	Adopted. Addressed by rewording requirements to be more general – approved by the person who raised the query. Resolved in discussion with industry validation committee by putting in place a requirement to attend a saleyard. Adopted. Adopted Adopted Adopted. Addressed by adding "competency must be identified and sustained over a period of time" supported by industry validation committee.
• Industry, National	Application - And MLA Livestock Market Officers PC relating to Elements 2 & 3 - Which adhere to the AUSmeat language standards; This all relates to store market reports - we do report some cattle store reports. Auctionsplus do report but would have different language than this. Unsure how much emphasis this needs compared to Element 3. Add: 3.6 Apply accepted sales prefixes; 3.7 Identify breed - First Cross, Merino, Dorper; 3.8 Identify stock categories - lambs, hogget, ewe etc
	Adopted. Adopted. Resolved by rewriting Elements 2 and 3 into one Element during face to face meeting with this person; approved by industry validation committee. Adopted after further discussion with industry validation committee.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	Performance evidence – Accuracy standards: Open to feedback on this. This is our standards only. Would be interesting to gauge what others think.	
• Government, Vic	Change 'candidate' to 'learner'; numerous other grammatical changes recorded within unit tracked changes. Element 3 requires a range	Adopted. 'candidates' changed to 'individuals' as per Skills impact policy. Not adopted. The requirement for a range for this element was discussed with the industry validation committee which determined this was not required.
• Industry validation meeting	Element 2.1: Classify stock according to AUS-MEAT categories Performance evidence: second line changed to: Assessment must include one full day of saleyard trading on all categories of traded cattle. Assessment conditions: relationships text changed to: stock and station agents, Auctions Plus assessors, abattoirs assessors and livestock buyers, MLA Livestock Market Officers, and buyers Additional point in the knowledge evidence: stock abnormalities which may affect stock price and potentially affect carcase value	All adopted.

Cross Sector units

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AMPX230 Undertake pest control in a food processing establishment		
• Industry, National	Suggested alterations to PC under Elements 3 and 4	Not adopted as the suggestions are at a skill level higher than required at operator level; they are covered in the level IV unit (AMPX430).
• RTO, National	Was concerned that most plants outsourced this role;	It was explained that consultation prior to development had shown that some plants don't; agreed draft unit was fine
• RTO, Qld	The title should be 'meat', not 'food'	Not adopted, this unit will have a broader application with the word food in the title.
AMPX430 Develop, implement and evaluate a pest control program in a meat processing premises		
• RTO, National	Thinks proposed unit is fine; has checked with clients as she has visited premises and they agree	Supportive comments are appreciated.
• RTO, Qld	Change 'establishment' to 'premises'; change sector to 'all meat processing sectors'	Adopted. Unit code and title changes to reflect new title and sector.
AMPX428 Plan, conduct and report a workplace incident investigation		
• Industry, National	Comment regarding including information about ICAM Investigations (method of investigation analysis).	Not adopted. This would be more relevant for training materials, and not appropriate for the unit of competency.
• Industry, SA	Recommended the wording of the unit title be changed to reflect conducting the investigation which MINTRAC had already identified, some wording changes in the application, using the term 'root cause analysis'	Adopted. Title change had already been identified.
• Government, Vic	"This unit duplicates BSBWHS505 and therefore does not meet the TPD&EPP. The Victorian STA do not support the inclusion of this unit as it does not define a point of difference applicable to the meat processing industry and other industries."	The unit does not duplicate BSBWHS505 as it is not just limited to WHS which the BSB unit is. This unit is designed to cover a range of potential incidents in the meat industry such as (but not limited to) environmental incidents, animal welfare breaches, port of entry rejections, and WHS incidents. This also covers the requirement to report on the workplace investigation.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Government, Vic	Two comments on the unit itself - PC 1.2 "too broad, needs to be explicit" and PC 2.2 the word appropriate is subjective and not explicit	Adopted. Wording changed in both PCs
• Industry, National	Performance Criteria 1.1 Access, interpret and implement workplace procedures for incident response and investigation	After further consultation, some suggestions have been adopted. Some suggestions not adopted, with explanation.
	1.2 Determine regulatory and workplace requirements that relate to the incident and ensure investigation activities and documentation is compliant	Adopted. PC 1.3 Deleted and PCs 1.1 and 1.2 reworded as per the feedback and suggested wording.
	Delete 1.3 already covered in 1.1	
	Delete 2.2 Forming a team, it is not essential to investigating all workplace incidents, instead Consult with relevant individuals and parties to determine appropriate processes for all phases of the investigation, objectives, responsibilities, roles, resources, documentation and outcomes	PC 2.2 – Adopted. Changed from team to consulting with relevant individuals
	2.3 Define scope of and time frames of the investigation	PC 2.3 Adopted
	Need more information on gathering information planning, preparing, methods of collection, collating and organising information	
	3.2 Inspection of evidence is part of the evaluation step 4	PC 3.2 – Not adopted. Discussion with industry validation committee determined that if there was an environmental incident that physical evidence would need to be inspected while the investigation was being conducted.
	Element 4 should read Evaluation of information and data gathered	Element 4 reworded to 'Evaluate information and develop corrective actions' after a discussion by the industry validation committee
	Information and data collected needs to be checked for validity and reliability	PC 4.2 and 4.3 – not adopted to be a separate step but have been reworded to include corrective actions.
	Identify and develop corrective actions 4.2 and 4.3 should be a separate step / element	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	Final step is to review the investigation process and provide feedback	
• Industry, National	Minor typographical errors identified and rewording suggestions for description and performance evidence	Adopted.
• Industry, National	Element 1 - Suggest changing to 'Carry out initial responses to the incident' no need for according to requirements in the Element	Adopted
	PCs 1.1, 1.2 and 1.3 - The suggestion by Industry to make this 1.1 and 1.2 as per the feedback summary document makes much more sense than what is currently written here!	Adopted. Adopted. PC 1.3 Deleted and PCs 1.1 and 1.2 reworded as per the feedback and suggested wording.
	PCs 5.4 and 5.5 - I would suggest that these swap places as you would review and then file the report?	Adopted. PC's 5.4 and 5.5 have been rearranged in order.
	Recommended the removal of Writing and Navigate the world of work from the Foundation Skills	Adopted
	Rewording of the Performance Evidence introductory statement removing reference to real or simulated (will be covered in Assessment Conditions)	Adopted
	Deletion of 'accurately recorded information' from Performance Evidence list	Adopted
	Performance evidence point 'prepared and communicated investigation report to relevant parties' needs rewording as it is confusing as it stands.	Adopted
	Additional information added to 'prepared and communicated investigation report to relevant parties':	
	'•prepared and communicated the investigation report to relevant parties, including:	
	•identified the root cause, key events, conditions and/or circumstances that resulted in the incident	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	•detailed interventions and practical measures to prevent the re-occurrence of the incident'	Adopted Adopted
	Addition of 'filed and stored report' to Performance Evidence list	
	Minor grammatical, formatting, and typographical errors corrected	
AMPX429 Develop and implement a TACCP and VACCP plan		
• Industry, National	Five industry experts in various national locations were invited to provide comment and input during the initial stages of development. Feedback was received by email from two experts, one in Victoria and one in NSW. The information received from one person was that team leaders should have practical knowledge of HACCP processes and business procedures. The other expert provided verbal advice as to the content of the unit to the developer and then confirmed they were happy with the draft that was to go out for further consultation.	Comments were adopted into the initial draft of the unit which was then disseminated for consultation. No other comments were received from the consultation process. An industry validation committee then approved the draft.
AMPX219 Follow electronic labelling and traceability systems in a meat processing establishment		
• RTO, Qld	Replacing the words "enterprise" where it occurs in the title & throughout document with the Australian standard term "Meat processing premise" or "premises".	Not adopted - meaning is the same and the word enterprise is a standard term in the industry.
• Industry, National	Element - should the unit mention being able to identify the cuts of product?; In assessment conditions should the specifications bullet referent product specs such as AUSMEAT handbook of Aus. Meat?	After further consultation this was determined as not relevant for this unit and was not adopted.
AMPX314 Handle meat product in cold stores		
• Industry, NSW	Carton repack – mention exposed meat.	Adopted - added to PC 5.2

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• RTO, Qld	Performance criteria 1.1 – "Check temperature of cold store area to specified temperature for meat storage using workplace instrumentation". Reword to "Check temperature of cold store area using workplace instrumentation to ensure compliance with specified temperature for meat storage". 2. Performance criteria 2.3 –"Ensure products at different temperatures are stored appropriately". Reword to "Ensure products with different temperatures requirements are stored appropriately""	Adopted
• Industry, National	PC 4.1 - add missing port marks (export only); Element 4 - Should this also include pallets and storage rack damage as well; comments in performance and knowledge evidence	Comments mostly adopted.
• Industry, National	PC 1.2 unclear	Adopted. PC 1.2 reworded for clarity.
• Industry, NSW	Should the reconciliation/stock take against company records be included in the units?	Not adopted. This would be part of broader warehouse training.
• Industry, NSW	WHS issue for skill sets and or units to consider - pallet racking: shelves for sitting the pallets, similar to scaffolding, if run into or bent can fall down, guides available to do assessment on. Can this be put into both skill sets in some way. Could even be added to an element in AMPX314 Handle meat product in cold stores (AMP forklift unit has something about this)	Not adopted. This would be part of broader warehouse training.
• Industry, NSW	Loading/storing the load/product in a manner that won't damage the product, e.g. how cartons are stacked etc. (Handle meat product in cold stores) important for when customers may reject an order based on how it looks. Most companies will take a photo of the load before sealing it. This becomes complicated when a third-party cold store is doing this.	Not adopted. This comment relates more to how the unit would be trained and assessed rather than the unit itself.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Industry, NSW	Lot of places can't adjust temperatures, more about identifying what to do and the supervisor would do this more than an operator. Monitoring temperature would still occur. Temperature should always be calibrated.	Not adopted. This comment relates more to how the unit would be trained and assessed rather than the unit itself.
AMPX315 Follow hygiene, sanitation and quality assurance requirements when handling meat products		
• Industry, Qld	"1. Refer to Knowledge Evidence, dot point 4 add "Work, place health & safety" • Workplace policies and procedures for - Hygiene and sanitation' - Quality assurance - Work, place health & safety"	Adopted.
• Industry, National	PC 2.1 unclear	Adopted. PC 2.1 reworded for clarity
• Industry, National	Need for requirement to check transport vehicles.	Adopted. Additional PC added for checking transport vehicles. Other PCs in element 3 renumbered
• Industry, NSW	Need to add something about maintaining the warehouse/cold store in a hygienic manner in particular loose items, rubbish, ice, shovels, gloves on top of pallets	Adopted. Reference to undertaking required/workplace specific housekeeping added.
General unit of competency feedback		
• Government, NT	I have read through the drafts for the Meat Processing project, as we have no NT RTO delivery and no NT abattoirs, we were unable to do any industry consultations. ISACNT support the developments in the draft documents.	Supportive comments appreciated.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• Government, Vic	"Please find attached feedback (marked up in track changes) for a sample range of the DRAFT units of competency (UofC) published for review on the Skills impact website. The draft units require considerable edits to ensure they meet the Standards for Training Packages; Standard 4 and Standard 6. • Specifically, UofC Elements should scaffold in a hierarchal manner and not be able to be completed by an equivalent P.C. • P.C's need to be explicit not implicit • Performance Evidence and Knowledge Evidence should not just repeat the P.C's, instead be demonstrable, measurable and/or observable. To be noted; AMPX428 duplicates BSBWHS505"	Individual comments addressed for each of the units.
• Government, Vic	"I am following up [Another Stakeholder's] feedback on this project. I support [stakeholder's] comments and would like to add that I have some concerns regarding the content of the Foundation Skills field in some of the units I sampled. My understanding of the purpose of this field is that it explicitly states the literacy, numeracy, work skills etc. that are not implied in the PCs. Given the woeful position of Australia's workforce in terms of Foundation Skills I see the effective use of this field as an opportunity to provide a means to enhance those skills. Clear, unambiguous statements in this field will begin to ensure that 'graduates' of a unit will have the Foundation Skills they need to function effectively in the workplace. Please see the table below for my comments. In this example the statements are far from clear, they do not provide the means for trainers to	Respondent was thanked for their comments and foundation skills in units were addressed with a view to these comments.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	develop appropriate assessment and may well cause problems at audit because they are so open to different interpretations."	
• Industry, National	A representative industry valuation committee met via teleconference and discussed each of the draft units of competency and determined that: • Consultation was appropriate • Selection and placement of units in qualifications was appropriate/acceptable • And the units itself met industry requirements All of these meetings were minuted.	

Summary of feedback on skill sets

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
General Skill Set feedbackAMPSS00062 Food Processing Pest Control Skill Set		
• Industry, National	An industry validation committee met via teleconference and discussed the draft skill set after the period of consultation and agreed that it was appropriate and met industry requirements.	Adopted.
AMPSS00063 Meat Processing Warehouse Operator Skill Set		
• RTO, Qld	There are a lot of units in this skill set	Adopted. Five units eliminated from draft skill set after discussion with an industry validation committee.
• Industry, National	Comment on including offals in description with frozen and chilled meat products	Not adopted, meat products is a broad enough term to include offals as well.
AMPSS00064 Meat Processing Warehouse Supervisor Skill Set		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• RTO, Qld	There are a lot of units in this skill set	Adopted. Five units eliminated from draft skill set after discussion with an industry validation committee.
• RTO, Qld	Include TLIA3016 Use inventory systems to organise stock control	Not adopted. The skill set is not about warehouse operations, it's about handling meat product in a warehouse.