

**Case for Endorsement**  
**AMP Australian Meat Processing**  
**Training Package**  
**Version 5.0**  
**Part 1 of 2**

**Submitted by Skills Impact**  
**on behalf of**  
**Meat IRC**

**July 2020**



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## A. Administrative details

This section provides an overview of the relevant organisations, the case for change and training package components for endorsement.

### Organisational details

This submission is made by the following Industry Reference Committee (IRC):

- Meat Industry IRC

Skills Impact Ltd is the Skills Service Organisation (SSO) supporting this submission.

### Component details

The Case for Endorsement is Part 1 of 2 and comprises seven new units of competency and their associated assessment requirements for endorsement as part of the AMP Australian Meat Processing Training Package Version 5.0. It also includes non-endorsed components comprising of twelve new skill sets and a number of minor updates to qualifications and units of competency. These are included in **Appendix 1: Components for Endorsement**. Six relevant qualifications within these projects were checked and updated as a minor change to include the newly created units in their elective banks, as well as add other elective units and make minor corrections, the details of these are included in **Appendix 3: Minor Updates**.

An additional project, Diploma and Advanced Diploma in Meat Processing Project, will be submitted as a separate Case for Endorsement, Part 2 or 2 later in the year. The intent is that once the Case for Endorsement Parts 1 and 2 has been approved, the *AMP Australian Meat Processing Training Package 5.0* will be one single major release to ensure the minimum disruption to RTOs and both current and potential new students.

Project Name	Components
<b>Halal Meat Processing Project</b>	<ul style="list-style-type: none"> <li>• Two new units of competency:               <ul style="list-style-type: none"> <li>○ AMPA3015 Perform animal slaughter in accordance with Halal certification requirements</li> <li>○ AMPX431 Oversee meat processing establishment's Halal compliance</li> </ul> </li> <li>• One new skill set (non-endorsed component):               <ul style="list-style-type: none"> <li>○ AMPSS00065 Meat Processing Halal Slaughter Skill Set</li> </ul> </li> </ul>
<b>Game Harvesting Auditing Project</b>	<ul style="list-style-type: none"> <li>• One new unit of competency:               <ul style="list-style-type: none"> <li>○ AMPG307 Inspect wild game field depot</li> </ul> </li> <li>• One new skill set (non-endorsed component):               <ul style="list-style-type: none"> <li>○ AMPSS00066 Wild Game Harvest Internal Auditor Skill Set</li> </ul> </li> </ul>
<b>Poultry Processing Project</b>	<ul style="list-style-type: none"> <li>• Four new units of competency:               <ul style="list-style-type: none"> <li>○ AMPX316 Monitor product to be sent to rendering</li> <li>○ AMPX317 Monitor product flow in an automated process</li> <li>○ AMPP209 Operate the live bird receipt process</li> <li>○ AMPP210 Prepare birds for stunning</li> </ul> </li> <li>• Ten new skill sets (non-endorsed components):               <ul style="list-style-type: none"> <li>○ AMPSS00067 Poultry Processing Quality Assurance Skill Set</li> </ul> </li> </ul>

Project Name	Components
	<ul style="list-style-type: none"> <li>○ AMPSS00068 Poultry Pre-processing Skill Set (Electrical Stunning)</li> <li>○ AMPSS00069 Poultry Stunning, Bleeding, Scalding and De-feathering Skill Set</li> <li>○ AMPSS00070 Poultry Evisceration Skill Set</li> <li>○ AMPSS00071 Poultry Processing Boning and Filleting Skill Set</li> <li>○ AMPSS00072 Poultry Further Processing Skill Set</li> <li>○ AMPSS00073 Poultry Processing Waste Disposal Skill Set</li> <li>○ AMPSS00074 Poultry Processing Supervisor Skill Set</li> <li>○ AMPSS00075 Poultry Pre-processing Skill Set (Gas Stunning)</li> <li>○ AMPSS00076 Poultry Processing Initial Chilling Skill Set</li> </ul>

A full list of components proposed for endorsement appears in **Appendix 1: Components for Endorsement**. Qualifications, units of competency and skill sets reviewed as minor updates appear in **Appendix 3: Minor updates**.

## Case for Change details

The Case for Change (Reference number: Skills Impact/TPD/2018-19/006) was approved on 5 June 2019. The requirements set by the Australian Industry and Skills Committee (AISC) in relation to the training package development work are:

- Halal Meat Processing:
  - review three qualifications
  - develop four new units of competency
  - review five units of competency
  - develop three new skill sets
- Game Harvesting Auditing:
  - review two qualifications
  - develop one new unit of competency
  - review two units of competency
  - develop one new skill set
- Poultry Processing Training:
  - review two qualifications
  - develop three new units of competency
  - review 10 units of competency
  - develop five new skill sets.

## B. Description of work and request for approval

The section describes the work undertaken and the decision being sought from the AISC. The components submitted for endorsement have been reviewed as part of the following projects:

### Work undertaken and why

#### Halal Meat Processing Project

##### Skill Description:

The project was established to undertake the development of up to four new units of competency and up to three new skill sets to address the need for a unified training approach to halal meat processing.

##### Driver for this project:

There were a number of industry drivers that necessitated this development, including:

- Expansion of the Halal export meat trade currently valued at \$1.6 billion per year and growing.
- This increases the viability of the meat processing sector and increases farm gate returns.
- Senate Inquiry into Third Party Certification recommendations for a single Australian Halal certification system.
- Variation in Halal market requirements is causing confusion, market failure and increased processing costs
- Export establishments are failing Halal market audits due to inconsistent implementation of Halal procedures.
- Support for the new skill sets from the Commonwealth Department of Agriculture and Water Resources Halal Consultative Committee.
- Active support from the Australian meat production and processing sector, including The Australian Meat Industry Council, Cattle Council of Australia and the Sheep Meat Council of Australia.
- The industry itself through the use of questionnaires and independent economic analysis and modelling estimate that total direct employment in the red meat processing industry is around 45,000 and indirectly it supports around another 100000 jobs in rural and regional Australia.
- The industry contributes \$18 billion annually to the Gross Domestic Product and generates \$15 billion in export earnings.

Australia has been processing meat for halal markets for many years, and employees have traditionally undertaken the existing meat processing qualifications with separate certifications being carried out by a number of Islamic organisations. However, the move towards a single Australian Halal Certification system has signalled the need for a unified approach to endorsement through the AMP Australian Meat Processing Training Package.

##### Work undertaken:

Initially it was planned to develop up to four new units of competency and three skill sets. The skill sets were intended to cover:

- Halal Slaughter
- Halal Auditing
- Halal Processing Requirements

However, as the developments began and during consultation with SMEs it became apparent that there was a need for only one skill set, and this should be the Halal Slaughter Skill Set.

The proposed new units of competency originally considered for development were:

- A unit of competency to cover slaughtering in accordance with Halal requirements (to be delivered by Authorised Islamic Organisations)

- A unit of competency to address the specific requirements of conducting a Halal audit
- A unit of competency for Quality Assurance managers to identify and address different Halal market requirements, including certification
- A unit of competency for involved non-Muslims covering the need to understand Halal and Tayyib, and the Halal production process.

Early project consultation determined that only two units of competency were necessary, covering:

- Perform animal slaughter in accordance with Halal certification requirements
- Oversee meat processing establishment's Halal compliance.

New units of competency were to be included in the elective banks of the following qualifications:

- *AMP30516 Certificate III in Meat Processing (Slaughtering)*
  - *AMPA3015 Perform animal slaughter in accordance with Halal certification requirements*
- *AMP30716 Certificate III in Meat Processing (Quality Assurance)*
  - *AMPX431 Oversee meat processing establishment's Halal compliance*
- *AMP40415 Certificate IV in Meat Processing (Quality Assurance)*
  - *AMPX431 Oversee meat processing establishment's Halal compliance*

As part of the project these qualifications were checked to ensure they were suitable to house the newly created units. The consultation and validation process determined that the qualifications were considered suitable, and additional existing elective units were also added to *AMP40415 Certificate IV in Meat Processing (Quality Assurance)* as well as a correction made to the prerequisites table which had been identified through the AMP Issues Register. Therefore, all three qualifications that have been checked in this project have been included in **Appendix 3: Minor updates**.

Initial drafting of the units of competency and skill set was guided by the Department of Agriculture Halal Consultative Committee (DHCC) – Halal Training Sub-committee. A number of industry stakeholders also contacted the project team to register their interest in being part of the broader general consultation process as the project progressed. The Halal Consultative Committee approved the draft materials before they were released for public consultation.

This committee was established under the auspices of the Export Meat Industry Advisory Committee. The DHCC has a sub-ordinate Halal Training Sub-Committee that consists of members drawn from the DHCC specifically tasked with the development of the training framework to report back to the DHCC who will determine what the DHCC will support.

The membership of the DHCC Committee is made up of:

- Department of Agriculture, Water and the Environment (DAWE): Chairperson, secretariat and required support staff
- Australian Meat Industry Council - 4 members
- AUS-MEAT Limited - 1 member
- Meat and Livestock Australia - 1 member
- Approved Islamic Organisation\* - 2 members from each (\*as identified on the "List of Islamic Bodies" Approved to supply Halal Certification in accordance with the ECMMPO'S).

The initial drafts were developed, along with some introductory information containing a summary of the proposed developments, an explanation of what skill sets and units of competency were and how they were used in the industry by employers and training providers. This material was provided to the committee for their meeting on the 8 July 2019. After the meeting these two units of competency were further refined with feedback from the Committee and prepared for the consultation phase of the project.

The project was discussed at a number of meat industry network meetings in August, September, October and November 2019 and promoted through email broadcasts and MINTRAC's newsletter. The Meat IRC was also kept informed of the project's progress during meetings held in October and December 2019.

Once the committee had approved these drafts broad stakeholder consultation occurred between 14 October 2019 and 18 November 2019 when the draft units of competency and qualifications were made available for comment on the Skills Impact website. The drafts were also distributed to the SMEs and stakeholders who registered with MINTRAC to take part in the general consultation. MINTRAC also sent out email broadcasts to contacts in their database and included articles about the projects in the September, October and November issues of the MINTRACer newsletter.

During this time, feedback was collected via the online feedback hub, face-to-face consultation and, and via phone calls and emails. Feedback that was received on the initial drafts was considered and incorporated into the units of competency and skill set. Most of the feedback received resulted in relatively minor revisions to the units of competency and skill set, there were no significant issues or areas of contention.

The revised drafts and a summary of the feedback received were then sent to the committee for their final comments and review and also made available on the Skills impact website for the validation phase which occurred between 4 December 2019 and 9 March 2020. Email broadcasts notifying stakeholders that the validation drafts were available were sent by Skills Impact and MINTRAC to all those who had registered their interest, including the SMEs. Articles about the status of the project were also included in the MINTRACer newsletter during December 2019, January 2020 and February 2020.

No further feedback was received on the validation drafts from members of the public, stakeholders who had registered their interest in the project, or from the committee. The Committee were provided with the validation drafts via email again in February and asked for any feedback or comments, no additional feedback was received. The Secretariat of the Committee confirmed they also had not received any feedback and had spoken to the Queensland based certifiers on the Committee by telephone and confirmed they were satisfied with the drafts. The Secretariat advised that the project team could consider the validation drafts to be suitable for publication without any further changes required.

## **Work undertaken and why**

### **Game Harvesting Auditing Project**

#### **Skill Description:**

The project involved the development of a new Skill Set for Game Harvesting Auditing to ensure appropriate food safety and biosecurity standards are met within a highly specialised industry.

#### **Driver for this project:**

In this industry sector, wild game harvesters are predominantly individual operators. The 'depots' are mobile chillers that receive and chill shot game and transport the product to licensed processors. The request for this training to be developed was first raised by a kangaroo processor in South Australia, at an industry network meeting held in Adelaide. MINTRAC was asked by the Meat IRC to investigate the matter further and report back to the IRC.

The company provided current checklists they use when auditing/monitoring field depots and mobile chillers and explained that there was a need for some formal training including the development of auditing skills in this area.

There were a number of industry drivers for this development, including:

- increased industry focus and requirements for wild game harvesters to systematically identify and prevent biosecurity hazards and threats
- increased domestic markets for niche products such as game meats and the requirement that this product be wholesome and safe for human consumption
- active support from industry to improve the knowledge and understanding of the overall requirements for a field depot/chiller as well as understanding and having capability for conducting internal audits of depots/chillers.

Over the past ten years there has been a significant shift to formalisation of the training and accreditation requirements for the wild game harvesting sector. Loss of access to the Russian market in 2009 led to a national training program and the creation of three Skill Sets for wild game



harvesters. Components of these are now standard requirements in most State licensing systems. There is now a much greater focus on the product control processes from harvest through to processing.

Consultation with key stakeholders in the wild game harvesting industry indicated that there were two key areas of skills and knowledge required of depot operators:

- internal auditing capability
- knowledge and understanding of the overall requirements for a field depot/chiller.

From this information it is evident that the training requirement can be addressed through the creation of a skill set comprising of:

- *AMPG300 Overview wild game meat industry* (existing unit)
- *AMPX404 Conduct an internal audit of a documented program* (existing unit)
- New unit of competency: - Inspect wild game field depot. Covering:
  - records and documentation
  - site hygiene
  - on-site equipment and maintenance
  - carcass examination
  - harvester check
  - prepare audit report.

#### **Work undertaken:**

In the early stages of the project a South Australian game processing company provided documentation related to their inspection processes, including policies, procedures and checklists. After reviewing the documentation provided by the processor and in consultation with SMEs identified at the beginning of the project a draft unit and skill set was developed.

The new unit of competency *AMPG307 Inspect wild game field depot* was to be included in the elective banks of the *AMP30716 Certificate III in Meat Processing (Quality Assurance)*.

As part of the project, as well as the Halal Meat Processing Project, this qualification was checked to ensure it was a suitable qualification in which to house the newly created unit. The consultation and validation process determined that the qualification was considered suitable and has been updated to include the new unit as an elective and included in **Appendix 3: Minor updates**.

The project was discussed at a number of meat industry network meetings in August, September, October and November 2019 and promoted through email broadcasts and MINTRAC's newsletter. The Meat IRC was also kept informed of the project's progress during meetings held in October and December 2019.

Broad stakeholder consultation occurred on these drafts between 14 October 2019 and 18 November 2019 when the draft unit of competency and qualifications were made available for comment on the Skills Impact website. The drafts were also distributed to the SMEs and stakeholders who registered with MINTRAC to take part in the general consultation. MINTRAC also sent out email broadcasts to contacts in their database and included articles about the projects in the September, October and November issues of the MINTRACker newsletter.

During this time, feedback was collected via the Skills Impact online feedback hub, face-to-face consultation and, via phone calls and emails. Feedback that was received was considered and assisted to redraft versions of these final drafts. Most of the feedback related to ensuring correct terminology was used when referring to wild game harvesting, which is different to farmed game, and ensuring references to standards and legislation were correct. There were no areas of contention or significant issues with the drafts during this phase. The unit of competency and skill set drafts were updated.

The revised drafts and a summary of the feedback received were made available on the Skills impact website for the validation phase which occurred between 4 December 2019 and 9 March 2020. Email broadcasts notifying stakeholders the validation drafts were available were sent out by Skills Impact

and MINTRAC to all those who had registered their interest, including the SMEs. Articles about the status of the project were also included in the MINTRACker newsletter during December 2019, January 2020 and February 2020.

A validation meeting via teleconference was held on 12 December 2019.

**Attendees:**

- Patrick Phillips, NSW DPI
- Matthew Campbell, NSW DPI
- Natasha Wing, Natasha Wing Consulting
- Doug Jobson, Macro Meats
- Clayton Graham, Macro Meats
- Shannon Walker, TAFE NSW
- Glenn Cole, Professional Kangaroo Harvester

**In attendance:**

- Sharon Fitzgerald, MINTRAC
- Jenny Kroonstuiver, MINTRAC

The validation committee during the meeting approved the following motions:

- that the project consultation undertaken was adequate and appropriate
- that the selection of qualification and AQF level was appropriate
- that the revised qualification be approved and the AQF levels confirmed
- that the new unit of competency AMPG307, with minor changes made which were discussed during the meeting, be approved
- that the new skill set AMPSS00066 be approved.

No further feedback was received during the validation phase. Email reminders about the validation phase were sent to SMEs and stakeholders who had registered their interest in the project. The Kangaroo Industry Association of Australia (KIAA) was contacted by phone and email and invited to provide comment on the final drafts but no feedback was received. The drafts were then finalised and signed off by the validation committee.

## Work undertaken and why

### Poultry Processing Project

#### **Skill Description:**

This project involved the development of up to five new skill sets and two units of competency to address current gaps in poultry processing training.

#### **Driver for this project:**

The poultry processing industry has been driven by ever increasing consolidation, which has seen more and more small and medium sized operations either merge or being swallowed up by larger companies. These larger companies and bigger operations are being met with demands from their customers for increased output with strict portion and quality control.

There are also new legislative and food safety demands being placed on the processor from authorities to meet new and ever tighter food safety and hygiene regulations. To achieve all these goals and to meet all these demands, the processor is turning to more and more automation on the processing line and in most cases, complete line systems that can handle processing from the arrival of the live birds through to packaging and dispatch. Most suppliers now offer modular solutions to all aspects of the processing sequence which can be customised and adjusted to individual processor requirements.

Automated processing of poultry has several important benefits when compared to manual processing: processors can reach a much higher level of production, greater production efficiency, a more consistent and manageable process with optimal logistics and high value, high yield, end-products.

Automation not only helps food processors address the skilled labour gap, it also helps reduce the risk of employee injury from repetitive motion stress and increases food safety by reducing the risk of cross contamination.

Recent interaction with the poultry processing industry and RTOs has also indicated that there are some gaps in the availability of endorsed training for this industry. In addition, only a small proportion of the workforce is eligible for traineeships and the IRC believes that the uptake of training into full qualifications is poor. Because poultry processing does not have an identified separate qualification, actual uptake of the qualifications by poultry processors cannot be extracted from the qualifications enrolment/completion data as the same qualifications cover several different industry groups.

It was clear that making skill sets available would increase access to training and may also encourage employers who do not currently offer endorsed training to reconsider the options available.

This project therefore had two aims:

- to create skill sets in order to make training in the poultry processing industry more accessible
- to identify/create new units of competency to fill identified gaps in the availability of endorsed training.

Automation means that there is a change to the mix of skills required by process workers. There is a greater emphasis on operating automated machinery, monitoring supply, hygiene and quality, monitoring and checking data and ensuring smooth operation of process.

#### **Work undertaken:**

At the beginning of this project it was proposed that two new units of competency would be developed. The new units of competency to be developed included:

- a unit of competency to cover monitoring product flow in an automated process
- a unit of competency to cover packing and packaging of bulk product (whole bird) and also packing of portions (drumsticks, legs, wings etc.), fillets, eviscerated products (necks, giblets, hearts, liver) (this may need to be two separate units of competency).

The proposed new skill sets included:

- a Quality Assurance Skill Set
- a pre-processing Skill Set: covering bird receipt, hanging, stunning, killing, scalding, defeathering and evisceration
- a processing Skill set covering: washing, chilling, grading, portioning, packaging and chilling or freezing
- a further processing skill set: i.e. packing and processing of kebabs, schnitzels, roasts, fillets
- consideration was also given to the development of a skill set to cover waste disposal/environmental awareness, and consultation determined this was required.

However, during consultation with SMEs and two of the major poultry processors throughout the project it became evident that there was actually a need for four new units of competency, two of which would be specific to the poultry industry, and two of which would be cross-sector units of competency within the AMP Training Package and able to be used in other sectors. The units of competency then drafted in consultation with SMEs were:

- *AMPX316 Monitor product to be sent to rendering*
- *AMPX317 Monitor product flow in an automated process*
- *AMPP209 Operate the live bird receipt process*
- *AMPP210 Prepare birds for stunning*

It had been proposed during the project to replace an existing unit of competency *AMPP207 Operate the bird receipt and hanging process* with the new unit of competency *AMPP209 Operate the live bird receipt process*, however during the consultation during the validation phase of the project with two of the major processors it was apparent that depending on the site and stunning method used (gas or electrical) either unit of competency would be appropriate. For gas stunning the operators would receive live birds but not be required to hang them on the equipment therefore *AMPP209 Operate the live bird receipt process* is appropriate, but for premises that conducted electrical stunning of live birds which are handled and hung on equipment in preparation for the stunning process it was deemed necessary for *AMPP207 Operate the bird receipt and hanging process* to be retained within the training package.

New units of competency were to be included in the elective banks of the following two qualifications:

- *AMP20117 Certificate II in Meat Processing (Food Services)*
  - *AMPP209 Operate the live bird receipt process*
  - *AMPP210 Prepare birds for stunning*
- *AMP30216 Certificate III in Meat Processing (Food Services)*
  - *AMPX316 Monitor product to be sent to rendering*
  - *AMPX317 Monitor product flow in an automated process*

As part of the project these qualifications were checked to ensure they were suitable qualifications in which to house the newly created units. The consultation and validation process determined that the qualifications were considered suitable, superseded imported units were updated in *AMP30216 Certificate III in Meat Processing (Food Services)* as well as a correction made to the prerequisites table which had been identified through the AMP Issues Register. All three qualifications checked in this project are included in **Appendix 3: Minor updates**.

At the start of the project it was considered only five skill sets were required; however, consultation particularly during the validation phase determined a need for an additional five skill sets which was supported by the Meat IRC. The ten skill sets developed in total were:

- *AMPSS00067 Poultry Processing Quality Assurance Skill Set*
- *AMPSS00068 Poultry Pre-processing Skill Set (Electrical Stunning)*

- AMPSS00069 *Poultry Stunning, Bleeding, Scalding and De-feathering Skill Set*
- AMPSS00070 *Poultry Evisceration Skill Set*
- AMPSS00071 *Poultry Processing Boning and Filleting Skill Set*
- AMPSS00072 *Poultry Further Processing Skill Set*
- AMPSS00073 *Poultry Processing Waste Disposal Skill Set*
- AMPSS00074 *Poultry Processing Supervisor Skill Set*
- AMPSS00075 *Poultry Pre-processing Skill Set (Gas Stunning)*
- AMPSS00076 *Poultry Processing Initial Chilling Skill Set*

The additional skill sets were developed due to the differences in stunning methods – the pre-processing skill set required two versions, one for electrical stunning and one for gas stunning. The decision was also made to separate washing and chilling as these steps are not always done in conjunction with each other, and a skill set for poultry processing supervisors was considered necessary also.

The project was discussed at a number of meat industry network meetings in August, September, October and November 2019 and promoted through email broadcasts and MINTRAC's newsletter. The Meat IRC was also kept informed of the project's progress during meetings held in October and December 2019.

Broad stakeholder consultation occurred on these drafts between 14 October 2019 and 18 November 2019 when the draft units of competency and qualifications were made available for comment on the Skills Impact website. The drafts were also distributed to the SMEs and stakeholders who registered with MINTRAC to take part in the general consultation. MINTRAC also sent out email broadcasts to contacts in their database and included articles about the projects in the September, October and November issues of the MINTRACker newsletter. MINTRAC also developed and distributed a poultry processing update email which was emailed to over fifty key poultry industry stakeholders in July 2019 and January 2020 updates and featured information about this project.

During the consultation phase feedback was collected via the Skills Impact online feedback hub, face-to-face consultation and via phone calls and emails. Feedback that was received on the initial drafts was considered and assisted in the redraft versions of these final drafts. Most of the feedback received during this phase related to minor rewording of the performance criteria for two of the new units of competency, and a comment regarding a gap in animal welfare requirements. This feedback was addressed, and the skill sets and units of competency were updated accordingly for validation.

The revised drafts and a summary of the feedback received were made available on the Skills impact website for the validation phase which occurred between 4 December 2019 and 9 March 2020. Email broadcasts notifying stakeholders that the final drafts were available for validation were sent by Skills Impact and MINTRAC to all those who had registered their interest, including the SMEs. Articles about the status of the project were also included in the MINTRACker newsletter during December 2019, January 2020 and February 2020.

A validation meeting via teleconference was scheduled for 12 December 2019, however this had to be postponed due to most attendees not being able to make the meeting. This meeting was consequently rescheduled to 14 January 2020. It was scheduled to be a validation meeting, however there had been increased engagement in the project with new stakeholders from Ingham's and Baiada which led to a significant amount of feedback and recommended changes to the draft units of competency and skill set. The meeting was minuted and the feedback recorded.

**Attendees:**

- Elaine Dickson, Baiada
- Vanessa Madden, Baiada
- Mitchell Denning, Baiada
- Ed Dunn, Department of Agriculture, Water and the Environment (DAWE)
- Mark Rickard, TAFE QLD

**In attendance:**

- Sharon Fitzgerald, MINTRAC
- Jenny Kroonstuiver, MINTRAC

**Apologies:**

- Vivien Kite, Australian Chickenmeat Association
- Andrew Foley, Ingham's

The outcomes of the meeting determined that the skill sets needed some revision and also some input from Ingham's, who could not be present at the meeting. It was recommended that the number of skill sets needed to increase from eight to ten, to create two versions of the Poultry Pre-processing Skill Set, one for electrical stunning and one for gas stunning. A new skill set was also recommended to be developed for operating a poultry chilling process.

The current drafts were then updated to reflect the feedback discussed for each of the skill sets. MINTRAC also followed up the meeting with two site visits to conduct face-to-face meetings with representatives from Ingham's and Baiada. These meetings, which were also minuted, resulted in the draft units of competency and skill sets being updated.

After the meetings the drafts were then updated once more and copies as well as an explanation of the changes were emailed to the validation committee members. There were some further minor adjustments made to the wording in the drafts and then an agreement was reached by the committee members to sign off on the final drafts.

**Decision being sought**

This submission puts forward the Case for Endorsement for the proposed components of the *AMP Australian Meat Processing Training Package Version 5.0*.

The draft components submitted for endorsement by the AISC are:

- The following new units of competency:
  - *AMPA3015 Perform animal slaughter in accordance with Halal certification requirements*
  - *AMPG307 Inspect wild game field depot*
  - *AMPP209 Operate the live bird receival process*
  - *AMPP210 Prepare birds for stunning*
  - *AMPX317 Monitor product flow in an automated process*
  - *AMPX316 Monitor product to be sent to rendering*
  - *AMPX431 Oversee meat processing establishment's Halal compliance*

The proposed Training Package components are listed in **Appendix 1: Components for Endorsement**.

## C. Evidence of Industry support

This section provides evidence that the *AMP Australian Meat Processing Training Package* is supported by industry.

### Support by IRC(s)

The Meat IRC is responsible for the *AMP Australian Meat Processing Training Package*. IRC members supported the recommendation to put forward the proposed training package products to the AISC for endorsement. Please refer to **Section I. IRC support** for written evidence of support.

### Consultation with stakeholders

During development of the training package products, the following communication strategies were used for consultation with stakeholders:

- meetings - face-to face, teleconferences with key industry stakeholders and SMEWG members
- emails and phone calls between SMEs and project team members
- presentations at Australian Meat Processor Corporation (AMPC) industry network meetings in each state between August 2019 and February 2020
- presentations at other meat industry events such as annual general meetings and a MINTRAC conference
- close involvement of the Department of Agriculture, Water and Environment (DAWE) Halal Consultative Committee
- IRC member communications with their industry networks
- Skills Impact emails and newsletters to state and territory training authorities (STAs/TTAs), vet regulators and other stakeholders
- MINTRAC emails and newsletters to meat industry employers, meat industry personnel at executive, manager, supervisor and operator level, peak industry organisations, VET and industry regulators as well as training providers and training personnel
- draft materials on Skills Impact website available for feedback.

Please refer to **Appendix 2: Industry support** for a list of activities conducted, organisations and individuals consulted.

### State/Territory and key stakeholder engagement

During development of the training package products the following strategies were used for State/Territory and key stakeholder engagement.

- The projects were presented on and discussed at the AMPC industry network meetings held in Brisbane QLD, Adelaide SA, Melbourne VIC, Bunbury WA, Launceston TAS, Campbelltown, Tamworth NSW, and Wagga Wagga NSW. Several of these were attended by state training body representatives.
- The products were included on the agendas, and drafts included in meeting papers, for the MINTRAC Meat Inspection and Quality Assurance Network meetings held in Brisbane QLD, Rockhampton QLD, Adelaide SA, Melbourne VIC, Wagga Wagga NSW, Perth WA, Launceston TAS, Campbelltown NSW and Tamworth NSW.
- SMEWGs were established for each of the four projects. These technical experts were consulted throughout the development process and again during public consultation and validation phases of the projects.
- In addition to the SMEs, at the MINTRAC network meetings interested attendees were asked to add their names to consultation lists for the four projects if they were interested in taking part in the consultation process once the drafts were available. These stakeholders were then emailed directly with a link to the Skills Impact website and instructions for providing feedback.

- Emails and newsletters were sent to state and territory training authorities (STAs), RTOs, meat industry companies – in particular their HR, training and quality assurance personnel.
- STAs were updated on a monthly basis regarding current projects through the Skills Impact newsletter that is distributed via the Training Package Support Officer and invited to attend AMPC meat industry network meetings. They are also registered to receive the MINTRACer newsletter which featured monthly updates about the AMP projects.
- Representatives from Western Australia, Victoria and Northern Territory STAs provided feedback on the project drafts. A representative from the Queensland STA spoke to a MINTRAC representative via telephone about the projects in late 2019, and in February 2020 the NSW Agrifoods ITAB contacted MINTRAC for an update on the projects to date, specifically the poultry processing project.
- RTOs have attended the AMPC industry network meetings and MINTRAC Meat Inspection and Quality Assurance National Conference in October 2019. RTOs delivering the affected qualifications were actively engaged in the consultation and validation processes, particularly the Diploma and Advanced Diploma project.
- Direct consultation including telephone calls and face-to-face meetings with stakeholders including:
  - face-to-face meetings with Ingham’s and Baiada for consultation on the poultry processing projects
  - meetings and phone calls with Dennis King from the Australian Renderer’s Association, and Kangaroo Industry Association of Australia
  - meetings and phone calls with representatives from RTOs delivering qualifications affected by the projects including Response Learning, TAFE QLD, TAFE NSW
  - Department of Agriculture, Water and Environment Halal Consultative Committee meetings held as part of their oversight of the Halal Meat Processing Project
- All RTOs who deliver AMP qualifications receive the MINTRAC monthly newsletter, the MINTRACer, which includes regular project updates.
- In February 2020 Skills impact delivered a series of presentations ‘STA/TTA 2019/20 Project Updates’ to all of the STAs.

## Reports by exception

There are no reports by exception.

## Dissenting View

The following dissenting view was received from the Victorian STA.

We accept that newly developed units of competency being added as elective units of competency to qualifications will proceed as a minor change.

Our underlying interpretation of Clause 6 Categories of Change within the TPDEPP remains and is based on the clear statement relating to adding existing units of competency, rather than new units, to electives being a minor change. Adding newly developed units is not the same. Progressing this work as a minor change does not make it clear that the new units have been approved by the AISC and will be endorsed by Ministers within a qualification (6.2 minor changes... are not subject to the full development and endorsement process).

Our view is that progressing these new units without a change to the qualification code renders them orphan and does not provide the opportunity to the AISC to approve industry’s decision via a revised qualification.

When there is no code change to qualifications housing newly developed units there is no TGA trigger to advise RTOs of new or changed products that will benefit employers and learners. The impact is that RTOs will not be advised that new units of competency, developed by industry to address an emerging skill or task required by industry, are available. With this in mind and in terms of supporting



the good work undertaken by Skills Impact and the IRC, how will RTOs be alerted that new products are available for delivery? Will this be solely via a minor change notice on TGA later or will Skills Impact be handling this via a communication strategy to industry, employers and RTOs?

The VIC STA is concerned about the constant churn and change in the system (via frequent endorsement processes) that we are and have been experiencing. It impacts this STA, RTOs and learners but has to be balanced with ensuring products are endorsed and alerting end-users to the new or revised products. I believe that recoding the qualification would have been a good way to do this.

**Skills Impacts response** – As part of the development process Skills Impact contacts all RTOs that have the qualifications on scope so that they are aware that there may be changes made to the qualification in the coming year. Plus, training.gov.au (tga) sends out alerts to all RTOs that there have been changes made to components whether it is a minor or major release and it is the responsibility of the RTO to review the updated components and make any necessary changes to their materials.

RTOs, industry, employers and employees that are signed up to Skills Impacts monthly newsletters are kept informed of the progress of projects and the changes being made and once the projects have been endorsed and released onto tga a further communication goes out to these groups so that they are aware that the updated/new components are now available. Emails are also sent to the respective IRCs and subject matter experts that were involved in the projects so that they can inform their networks that the projects have now gone live on tga. Skills impact does share some of the concerns that have been raised by VIC STA but believe changing the code of a qualification has other impacts to RTOs in terms of time and cost to update their materials when the changes have been deemed only minor as detailed within the TPDEPP.

## D. Industry expectations about training delivery

This section explains the advice provided in the Companion Volume Implementation Guide for the *AMP Australian Meat Processing Training Package Version 5.0*, together with recommendations for delivery of qualifications as traineeships/apprenticeships.

### Companion Volume Implementation Guide

The companion volume details information that covers key industry expectations about:

- qualifications suitable for vocational education and training delivered to secondary students
- qualifications suitable for delivery as apprenticeships or traineeships
- amount of training/volume of learning requirements to ensure that the individual can gain the necessary skills and knowledge
- key legislative requirements
- essential knowledge requirements.

All training and assessment must be conducted against Australian meat industry standards and regulations.

### Delivery as apprenticeship/traineeship

No new qualifications were added to *AMP Australian Meat Processing Training Package Version 5.0*.

## E. Implementation of the training package components

This section explains how the training package meet occupational and/or licensing requirements and identifies particular implementation issues and strategies to manage these issues.

### How training package components meet occupation and licensing requirements

In the meat industry licensing, legislative and certification requirements that apply vary across each State and Territory and can regularly change.

Overseeing compliance with federal, state and/or territory legislation is a significant requirement for all industry enterprises. Areas where legislative and regulatory compliance is important include but are not limited to:

- animal health, welfare and ethical obligations
- food handling and safety requirements
- microbiological sampling and testing requirements
- biosecurity and quarantine procedures
- pest control and management
- duty of care to workers
- euthanising of animals
- local government regulations
- workplace health and safety responsibilities
- use of firearms
- waste handling and disposal.

Where any licensing or regulatory compliance are required there is advice provided within the unit of competency, skill set or qualification. It is also recommended that the individual and the training provider contact their local jurisdiction for any clarification required.

### Implementation issues and management strategies

Enterprises and individuals in the meat industry are incredibly diverse, and it is important that their needs are reflected in the implementation of training and assessment. There has been increasing use of workers from overseas in some areas, and there may be cultural issues that impact on the training and assessment process. Trainers and assessor will need to be flexible and inclusive in their practices.

Managing safety is also important. Meat industry roles may involve work health and safety risks including (but not limited to) using knives, working at heights, working with large and unpredictable animals, loud environments, low temperatures, using chemicals, and operating machinery. It is important that training providers are aware of these risks, especially those relevant to the enterprises they work in, and implement practices to ensure their own and learners' safety.

### Further implementation advice

There is no further implementation advice.

## F. Quality assurance reports

Skills Impact declares that the proposed components of the *AMP Australian Meat Processing Training Package Version 5.0* meet the requirements of the *Standards for Training Packages 2012* and the *Training Package Development and Endorsement Process Policy*.

The table provides a statement of evidence that the components meet the Training Package Quality Principles.

Principle	Evidenced by:
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> <li>• Changes demonstrate a clear link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and Proposed Schedule of Work, National Review Schedule and/or Case for Change, or demonstrate other evidence of industry needs</li> <li>• Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy</li> <li>• Evidence that the training package components respond to Ministers' policy initiatives, in particular the CISC 2015 training package reforms</li> <li>• Open and inclusive consultation and validation commensurate with scope and impact has been conducted</li> </ul>
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> <li>• Identification of skill sets that respond to client needs</li> <li>• Other national and international standards for skills are considered</li> </ul>
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> <li>• Active engagement across industry has sought to achieve a national consensus about the advice being provided to the AISC.</li> <li>• Best use is made of cross-industry and work and participation bank units of competency</li> </ul>
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> <li>• Pre-requisite units of competency are used only when required</li> </ul>
5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> <li>• Provide pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education</li> </ul>
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> <li>• Industry advice about delivery is provided via a Companion Volume Implementation Guide ready for publication at the same time as the Training Package</li> <li>• Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth</li> <li>• Compliance with the TGA/National Register requirements for publication</li> </ul>

	<ul style="list-style-type: none"><li>• Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package</li></ul>
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The declaration and statement of evidence is confirmed by the independent Quality Report which is provided in **Appendix 3: Quality Report**.

The *AMP Australian Meat Processing Training Package Companion Volume Implementation Guide Version 5.0* has been quality assured through Skills Impact's quality processes and is available.

## G. Implementation of COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC would support the COAG Industry and Skills Council reforms to training packages. Completion of training package development work, together with extensive consultation with relevant stakeholders, confirms that the submission:

- does not duplicate existing units of competency; the new units of competency created are specific to the needs of the meat industry and not able to be imported from other Training Packages. An extensive search for suitable existing units of competency was undertaken prior to the development of new units of competency, and wherever possible existing units were imported into qualifications
- meets industry's expectations of training delivery by making qualifications more responsive to the needs of industry by creating additional units of competency required by industry and adding them as optional electives to several qualifications
- improves the efficiency of the training system through the creation of units of competency that can be owned and used by multiple industry sectors. For example, three of the nine units of competency developed are cross-sector units of competency within the *AMP Australian Meat Processing Training Package*, as denoted by the prefix AMPX in the unit code.
- fosters greater recognition of skill sets through the creation of twelve new skill sets
  - *AMPSS00065 Meat Processing Halal Slaughter Skill Set*
  - *AMPSS00066 Wild Game Harvest Internal Auditor Skill Set*
  - *AMPSS00067 Poultry Processing Quality Assurance Skill Set*
  - *AMPSS00068 Poultry Pre-processing Skill Set (Electrical Stunning)*
  - *AMPSS00069 Poultry Stunning, Bleeding, Scalding and De-feathering Skill Set*
  - *AMPSS00070 Poultry Evisceration and Washing Skill Set*
  - *AMPSS00071 Poultry Processing Boning and Filleting Skill Set*
  - *AMPSS00072 Poultry Further Processing Skill Set*
  - *AMPSS00073 Poultry Processing Waste Disposal Skill Set*
  - *AMPSS00074 Poultry Processing Supervisor Skill Set*
  - *AMPSS00075 Poultry Pre-processing Skill Set (Gas Stunning)*
  - *AMPSS00076 Poultry Processing Initial Chilling Skill Set.*
- There are currently 64 skill sets in the *AMP Australian Meat Processing Training Package Version 4.0*, which are used extensively in the meat industry.

## H. Evidence of completion

Skills Impact confirms that the proposed components of the *Australian Meat Processing Training Package Version 5.0* have been completing according to the work assigned by the AISC in the Case for Change and the subsequent Activity Order.

The developed training package components are listed in **Appendix 1: Components for Endorsement**. Full copies of the listed training package components are provided with this Case for Endorsement.

### **Evidence that training package component(s) are prepared for publication.**

The Quality Report provides confirmation that the draft components meet the *Standards for Training Packages 2012*.

All components have been created to comply with the National Register requirements for publication. The **Mapping Summary** and **Training Package Modification History** provided in **Appendix 1 Components for endorsement** provide details of the changes to the training package components that are required to allow them to be published on the National Register.

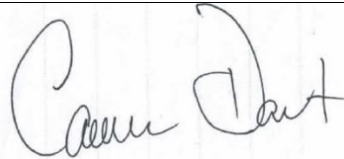
## I. IRC support

The Meat IRC supports the submission of the training package components detailed in this Case for Endorsement.

Signed for and on behalf of the Meat IRC by its appointed Chair.

Name of Chair: Cameron Dart

Signature of Chair:

A handwritten signature in black ink that reads "Cameron Dart". The signature is written in a cursive style and is positioned above a horizontal line.

Date: 16 July 2020



## Appendix 1: Components for endorsement

### a. List of unit titles and codes and associated assessment requirements

<i>Australian Meat Processing Training Package Version 5.0</i> Units of competency	
Code	Title
AMPA3015	Perform animal slaughter in accordance with Halal certification requirements
AMPG307	Inspect wild game field depot
AMPP209	Operate the live bird receival process
AMPP210	Prepare birds for stunning
AMPX316	Monitor product to be sent to rendering
AMPX317	Monitor product flow in an automated process
AMPX431	Oversee meat processing establishment's Halal compliance

### b. Skill sets (not for endorsement)

<i>Australian Meat Processing Training Package Version 5.0</i> Skill sets	
Code	Title
AMPSS00065	Meat Processing Halal Slaughter Skill Set
AMPSS00066	Wild Game Harvest Internal Auditor Skill Set
AMPSS00067	Poultry Processing Quality Assurance Skill Set
AMPSS00068	Poultry Pre-processing Skill Set (Electrical Stunning)
AMPSS00069	Poultry Stunning, Bleeding, Scalding and De-feathering Skill Set
AMPSS00070	Poultry Evisceration Skill Set
AMPSS00071	Poultry Processing Boning and Filleting Skill Set
AMPSS00072	Poultry Further Processing Skill Set
AMPSS00073	Poultry Processing Waste Disposal Skill Set
AMPSS00074	Poultry Processing Supervisor Skill Set
AMPSS00075	Poultry Pre-processing Skill Set (Gas Stunning)
AMPSS00076	Poultry Processing Initial Chilling Skill Set

## d. Mapping information

Mapping of units of competency

<b>Mapping of units of competency between Australian Meat Processing Training Package Versions 4.0 and 5.0.</b>			
<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
	AMPA3015 Perform animal slaughter in accordance with Halal certification requirements	Unit has been created to address an emerging skill required by industry	Newly created
	AMPG307 Inspect wild game field depot	Unit has been created to address an emerging skill required by industry	Newly created
	AMPP209 Operate the live bird receival process	Unit has been created to address an emerging skill required by industry	Newly created
	AMPP210 Prepare birds for stunning	Unit has been created to address an emerging skill required by industry	Newly created
	AMPX316 Monitor product to be sent to rendering	Unit has been created to address an emerging skill required by industry	Newly created
	AMPX317 Monitor product flow in an automated process	Unit has been created to address an emerging skill required by industry	Newly created
	AMPX431 Oversee meat processing establishment's Halal compliance	Unit has been created to address an emerging skill required by industry	Newly created

Skill sets mapping information (not for endorsement)

<b>Mapping of skill sets between Australian Meat Processing Training Package Versions 4.0 and 5.0.</b>			
<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
	AMPSS00065 Meat Processing Halal Slaughter Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00066 Wild Game Harvest Internal Auditor Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00067 Poultry Processing	Skill set has been created to address a defined industry need	Newly created

**Mapping of skill sets between  
Australian Meat Processing Training Package Versions 4.0 and 5.0.**

	Quality Assurance Skill Set		
	AMPSS00068 Poultry Pre-processing Skill Set (Electrical Stunning)	Skill set has been created to address a defined industry need	Newly created
	AMPSS00069 Poultry Stunning, Bleeding, Scalding and De-feathering Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00070 Poultry Evisceration Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00071 Poultry Processing Boning and Filleting Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00072 Poultry Further Processing Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00073 Poultry Processing Waste Disposal Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00074 Poultry Processing Supervisor Skill Set	Skill set has been created to address a defined industry need	Newly created
	AMPSS00075 Poultry Pre-processing Skill Set (Gas Stunning)	Skill set has been created to address a defined industry need	Newly created
	AMPSS00076 Poultry Processing Initial Chilling Skill Set	Skill set has been created to address a defined industry need	Newly created

## Appendix 2: Industry support

### Consultation activities

A range of strategies were used for consultation with stakeholders during development of the *AMP Australian Meat Processing Training Package Version 5.0*.

Consultation activities included:

- Project page on the Skills Impact website - throughout projects lifecycles:
  - [Halal Meat Processing Project](#)
  - [Game Harvesting Auditing Project](#)
  - [Poultry Processing Project](#)
- News articles and stories in Skills Impact newsletters and other external publications – throughout project
- Email broadcasts inviting stakeholders to be involved in the projects – throughout project
- SME Working Group communication – throughout project
- Site visits and face-to-face meetings – throughout project
- Consultation draft 1 – feedback hub, face-to-face workshops, email – 14 October to 18 November 2019
- Additional draft consultation, poultry processing project – face to face meetings – 1-30 January 2020
- Validation survey and validation meetings – 4 December 2019 – 9 March 2020

Stakeholders engaged during the project are described in the matrix below, with a full list of all engaged stakeholders available below.

#### Halal Meat Processing Project

	ACT	NS W	NT	Qld	SA	Tas	Vic	WA	National
<b>Industry (employer / employee)</b>									
<b>Industry association</b>									
<b>Union</b>									
<b>Registered Training Organisation (RTO)</b>									
<b>Government department</b>									

#### Game Harvesting Auditing Project

	ACT	NS W	NT	Qld	SA	Tas	Vic	WA	National
<b>Industry (employer / employee)</b>									
<b>Industry association</b>									
<b>Union</b>									
<b>Registered Training Organisation (RTO)</b>									
<b>Government department</b>									

#### Poultry Processing Project

	ACT	NS W	NT	Qld	SA	Tas	Vic	WA	National
<b>Industry (employer / employee)</b>									

Industry association									
Union									
Registered Training Organisation (RTO)									
Government department									

\* Note: Feedback received from a national industry association and an Industry Training Advisory Body confirmed few to no relevant stakeholders in the Northern Territory.

\* Note: There are few stakeholders in the ACT, and for game harvesting there are few stakeholders located in ACT or Western Australia, although National Industry Bodies were consulted for each project.

## Project page on the Skills Impact website

A project page was set up on the Skills Impact website at the start of the project with information about the project together with progress updates. The project page remained on the website throughout the project. Visitors were invited to register their interest to receive email alerts about the project including notification and registration for public consultation workshops and opportunities to provide feedback on draft materials.

Halal Meat Processing Project - <https://www.skillsimpact.com.au/meat/training-package-projects/halal-meat-processing-project/>

Game Harvesting Auditing Project - <https://www.skillsimpact.com.au/meat/training-package-projects/game-harvesting-auditing-project/>

Poultry Processing Project - <https://www.skillsimpact.com.au/meat/training-package-projects/poultry-processing-project/>

## Publications

As part of communication activities to inform stakeholders of the project's progress and opportunities for input and feedback, news articles, social media posts and newsletters were published. Skills Impact newsletters and website news articles were published on the Skills Impact website and distributed to the database of subscribers. External publications were distributed to the relevant publisher's subscriber lists.

### *Skills Impact newsletters and website news articles*

Distributed to the Skills Impact database of subscribers.

- Other Projects Starting Soon, 24 July 2019
- Feedback Sought on Meat Industry Skills Standards, 14 October 2019
- Help Shape the Skills Standards for Your Sector, 24 October 2019
- Final Draft Skill Standards Available for Validation, 12 December 2019

In addition to these publications, an *Update on Skills Impact Projects* Newsletter was distributed to State and Territory Training Authorities, Industry Training Advisory Boards and Councils, Victorian Curriculum Maintenance Managers and TAFE NSW Industry Liaison people each month, providing updates on all Skills Impact projects, including the *Halal Meat Processing*, *Game Harvesting Auditing* and *Poultry Processing* projects.

### *External publications*

- MINTRAC Poultry Processing Update – 5 July 2019 – email broadcast to poultry processing stakeholders
- Food Fibre and Timber Industries Training Council Newsletter - Skills Impact Projects Underway: Training Qualifications reviews for the Agriculture and Food Sectors – 3 August 2019
- Email broadcast to MINTRAC stakeholders, invitation to be involved in the training package projects, 22 August

- Skills@Work Newsletter – ‘New Meat Industry Projects’ – September 2019
- *MINTRAC*er newsletter – Training Package Projects Update – September 2019
- *MINTRAC*er newsletter – Training Package Projects Update – October 2019
- Email broadcast to MINTRAC stakeholders notification of drafts available for consultation, 14 October 2019
- *MINTRAC*er newsletter – Training Package Projects Update – November 2019
- Email broadcast to MINTRAC stakeholders notification of drafts available for validation, 4 December 2019
- *MINTRAC*er newsletter – Training Package Projects Update – January 2020
- Email broadcast to MINTRAC stakeholders reminding them about the validation period for the training package projects, 13 January 2020
- MINTRAC Poultry Processing Update – 20 January 2020 – email broadcast to poultry processing stakeholders
- *MINTRAC*er newsletter – Training Package Projects Update – February 2020

### Subject Matter Expert Working Group: Halal Meat Processing Project

This group was comprised of members of the Department of Agriculture Halal Consultative Committee. In addition, a registration sheet was circulated at the state AMPC meat industry Network meetings held between August and November 2019 where participants could nominate themselves as a subject matter expert or register to be kept informed on the general progress of the project.

Name	Organisation	Position	Organisation Type / Size	State
John Langbridge	Teys, Australia	Halal Consultative Committee Secretariat	Meat processor	QLD
Jon Cupit	Department of Agriculture, Meat Exports Branch, Exports Division		Regulator	National
Anna Somerville	Department of Agriculture, Meat Exports Branch, Exports Division		Regulator	National
Mary Wu	AMIC	Program Manager	Industry organisation	National
Christina McPhie	Department of Agriculture, Meat Exports Branch, Exports Division		Regulator	National
Muhammed Khan	Halal Australia		Industry organisation	National
Mohammed Lotfi	Australian Halal Food Services		Industry organisation	National
Ali Warsama	Australian Halal Development and Accreditation		Industry organisation	National
Nadia El-Mouelhy	Halal Certification Authority - Australia		Industry organisation	National
Terry Nolan	Nolan Meats	Manager	Meat processor	QLD
Michael Johnston	JBS Australia	Manager	Meat processor	National
Mark Rickard	TAFE Qld	Trainer	RTO	QLD
Ben Robinson	AUS-MEAT	Manager	Industry organisation	QLD
Amanda Carter	AMPC	Program Manager	Industry organisation	National
Jeff Bradbury	Response	Trainer	RTO	QLD

Scott Robinson	Response Learning	Trainer	RTO	Vic
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### Subject Matter Expert Working Group: Game Harvesting Auditing Project

This group was comprised of known industry experts who were contacted directly to be part of the group, as well as people who were informed of the project through email broadcasts and newsletters and wanted to take part as a subject matter expert. In addition, a registration sheet was circulated at the state AMPC meat industry Network meetings held between August and November 2019 where participants could nominate themselves as a subject matter expert or register to be kept informed on the general progress of the project.

Name	Organisation	Position	Organisation Type / Size	State
Mark Rickard	TAFE Qld	Trainer	RTO	QLD
Maik Boaden	Macro Meats	QA Manager	Game processor	SA
Garry Watson	Game Meat Processing	Manager	Game processor	QLD
Rodney Sims	Charles Darwin University	Trainer	RTO	NT
Shannon Walker	TAFE NSW	Trainer	RTO	NSW
Natasha Wing	Natasha Wing Consulting	Consultant and industry auditor	Consultant	NSW
Patrick Phillips	NSW DPI	Team Leader - Regulatory Operations Unit	Regulator	NSW
Glenn Cole		Professional kangaroo harvester	Game harvester	VIC

### Subject Matter Expert Working Group: Poultry Processing Project

This group was comprised of known industry experts who were contacted directly to be part of the group, as well as people who were informed of the project through email broadcasts and newsletters and wanted to take part as a subject matter expert. In addition, a registration sheet was circulated at the state AMPC meat industry Network meetings held between August and November 2019 where participants could nominate themselves as a subject matter expert or register to be kept informed on the general progress of the project.

Name	Organisation	Position	Organisation Type / Size	State
Gordon Levett	FS Alliance	Trainer	RTO	QLD
Mark Rickard	TAFE Qld	Trainer	RTO	QLD
Jeff Bradbury	Response	Trainer	RTO	QLD



Leisha Hewitt		Consultant and researcher	R&D	TAS
Janis Manship	Inghams	QA Manager	Poultry processor	QLD
Nicole Orr	Baiada	Training Manager	Poultry processor	NSW
Rod Maughan	Verto	Trainer	RTO	NSW
Serge Ciciulla	Windsor & Williams Pty Ltd	Trainer	RTO	Vic
Vivien Kite	Australian Chicken Meat Federation	Manager	Industry organisation	National
Ed Dunn	Department of Agriculture, Water and Environment	Field Operations Manager	Regulator	NSW

#### Consultation Draft Feedback Contributors – July 2019 – December 2019

Name	Organisation	Position	Organisation Type / Size	State
John Langbridge, on behalf of the DAWE Halal Consultative Committee	Teys Australia	Corporate & Industry Affairs Secretariat to the DAWE Halal Consultative Committee	Meat processor, Regulator	National
Clive Richardson	MINTRAC	Senior Project Officer	Advisory body	National
Sandra Trevithick	Bindaree Beef	Training Manager	Beef processing and enterprise RTO	NSW
Mark Rickard	TAFE QLD	Trainer	RTO	QLD
Vivien Kite	Australian Chicken Meat Federation		Industry organisation	National
Gordon Levett	FSA	Trainer	RTO	QLD
Kim Leighton	JAS-ANZ	Sector Manager, Food and Biologicals	Industry Organisation	National
Albert Poini	Wingham Beef Exports	Training Manager	Beef processor and enterprise RTO	NSW
Tamsyn Crowley	The Poultry Hub		R&D	NSW

Jason Ollington	DAWE	National Veterinary Technical Manager, Meat Exports Branch	Regulator	National
Rodney Sims	Charles Darwin University	Trainer	RTO	NT
Marsha Young	Safe Food QLD		Regulator	QLD
Natasha Wing	Natasha Wing Consulting		Consultant	NSW

#### Validation Draft Feedback Contributors – December 2019 – March 2019

Name	Organisation	Position	Organisation Type / Size	State
Nelson Brown	Department of Trade, Business and Innovation Northern Territory Government of Australia	Policy Officer: Strategic Policy and Data Analytics	STA	NT
Michael Bayer	Big River Pork Pty Ltd	Quality Systems Manager	Pork processor	SA
John Langbridge, on behalf of the DAWE Halal Consultative Committee	Teys Australia	Corporate & Industry Affairs Secretariat to the DAWE Halal Consultative Committee	Meat processor, Regulator	National
Sam Nicolosi	QMI Solutions	Workforce Skills Development (Manufacturing & Engineering)	ITAB	QLD
Julie Fiedler		Horses SA	Industry organisation	SA
Elaine Dickson	Baiada	Chief Risk Officer	Poultry processor	National
Paul Saunders	Curriculum Maintenance Management Service General Manufacturing	Executive Officer	RTO	VIC
Clive Richardson,	MINTRAC	Senior Project Officer	Advisory body	National

Mark Rickard,	TAFE QLD	Trainer	RTO	QLD
Glen Eckhardt,	TAFE QLD	Trainer	RTO	QLD
Brett Scoble	HW Greenham, Moe	Plant Manager	Meat processor	Vic
Andrew Moore	Response Learning	Trainer	RTO	
Christian Mulders	ALFA	CEO	Industry organisation	National
Frances Parnell	Department of Training and Workforce Development	Manager, Training Curriculum Services State Workforce Planning	STA	WA
Nick Turvey	Baiada		Poultry processor	National
Mitchell Denning	Baiada		Poultry processor	National
Vanessa Madden	Baiada		Poultry processor	National
Andrew Foley	Ingham's	National Quality Manager – Primary Processing	Poultry processor	National
Ed Dunn	DAWE	Field Operations Manager, Meat Exports Branch	Regulator	SA

### Validation Meeting Participants

Name	Organisation	Position	Organisation Type / Size	State
Glen Eckhardt	TAFE QLD	Diploma trainer	RTO	QLD
Andrew Moore	Response	Diploma trainer	RTO	QLD
Brett Scoble	Greenham Gippsland	Plant Manager	Meat processor	VIC
Natasha Wing	Natasha Wing Consulting	Consultant and industry auditor	Consultant	NSW
Mark Rickard	TAFE Qld	Trainer	RTO	QLD
Doug Jobson	Macro Meats	Plant Manager	Game processor	SA
Clayton Graham	Macro Meats	QA Manager	Game processor	SA

Shannon Walker	TAFE NSW	Trainer	RTO	NSW
Patrick Phillips	NSW DPI	Team Leader - Regulatory Operations Unit	Regulator	NSW
Matthew Campbell	NSW DPI		Regulator	NSW
Glenn Cole		Professional kangaroo harvester	Game harvester	VIC
Elaine Dickson	Baiada	Chief Risk Officer	Poultry processor	National
Mitchell Denning	Baiada		Poultry processor	National
Vanessa Madden	Baiada		Poultry processor	National
Ed Dunn	DAWE	Field Operations Manager, Meat Exports Branch	Regulator	SA

#### **Other Participants – stakeholders who registered to be kept informed of the progress of the projects**

These stakeholders registered their interest in one or more projects at the AMPC Industry Network Meetings or by contacting project team members. They were emailed project updates on an ongoing basis throughout the projects.

<b>Name</b>	<b>Organisation</b>	<b>Position</b>	<b>Organisation Type / Size</b>	<b>State</b>
Peter Talbot	AMIC Qld	Program Manager	Industry organisation	QLD
Gary Alcock	NCMC	Manager	Meat processor	NSW
Mark Jolley	NCMC	Manager	Meat processor	NSW
Sharon Denning	TAFE QLD	Trainer	RTO	QLD
Mark Rickard	TAFE Qld	Trainer	RTO	QLD
Amanda Carter	AMPC	Program Manager		NSW
Terry Yuke	Response	Trainer	RTO	QLD
Peter Gibbs	Big Meats	Manager	Meat processor	QLD
Debbie Hardke	JBS Australia	Training Manager	Meat processor and enterprise RTO	QLD
Jodi Stover	JBS Australia	Training Manager	Meat processor and enterprise RTO	QLD
Gordon Levett	FS Alliance	Trainer	RTO	QLD

Jane Gaffel	The Ecoefficiency group		Consultant	QLD
Adrian Prior	Eversons Foods	QA Manager	Meat processor	NSW
Ross Brown	CHM Alliance Pty Ltd	Manager	Enterprise RTO, pork industry	QLD
Paul Saunders	Curriculum Maintenance Management Service		RTO	VIC
Allison Crawley	Biosecurity SA		Regulator	SA
Peter Torley	RMIT	Researcher	University	Vic
Mandeep Kaur	RMIT	Researcher	University	Vic
Albert Poini	Wingham Beef Exports	Training Manager	Meat processor and enterprise RTO	NSW
Stacey Malcolm	JBS Bordertown	QA Manager	Meat processor and enterprise RTO	SA
Emily Coutts	Oakey Beef Exports	Manager	Beef processor	QLD
Steven Shaw	Hillside Meat Processors	Manager	Meat processor	WA
Angie Kapene	Response Learning	Trainer	RTO	Vic
Bridget Woods	Samex Peterborough	Training manager	Meat processor	SA
Rodney Sims	Charles Darwin University	Trainer	RTO	NT
Scott Robinson	Response Learning	Manager	RTO	Vic
Ciara McDonnell	CSIRO	Researcher	R&D	
Georgina Townsend	Agrifutures	Manager	Industry organisation	National
Jeff Bradbury	Response	Trainer	RTO	QLD
Ryan Crowley	Response Learning	Trainer	RTO	Vic
Brad Sherrit	Game Meat Co	Manager	Game meat processor	Vic

Karen Loone	Biosecurity Tasmania, DPIPWE		Regulator	Tas
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**Other face-to-face consultation activities:**

In addition to regular email and telephone contact with relevant stakeholders and Subject Matter Experts, the following face-to-face consultation activities have taken place as part of this project.

**AMPC Industry Network Meeting, Brisbane Queensland 7 August 2019**

Name	Organisation	Position	Organisation Type / Size	State
Amelia Simony	Teys Australia	Environment Manager	Meat processor	QLD
Peter Gibbs	Big Meats	Plant Manager	Beef processor	QLD
Jeff Bradbury	Response Learning	Trainer	RTO	QLD
Jenny Kroonstuiver	MINTRAC	CEO	Advisory body	National
Gary Alcock	Northern Cooperative Meat Company (NCMC)	Manager	Meat processor	NSW
Michael Bellstedt	Minus 40		Consultant	QLD
Wendy Young	TAFE QLD	Trainer	RTO	QLD
Sharon Denning	TAFE QLD	Trainer	RTO	QLD
Sheldon Becker	TAFE QLD	Trainer	RTO	QLD
Mark Rickard	TAFE QLD	Trainer	RTO	QLD
Paul Keating	TAFE QLD	Trainer	RTO	QLD
April Strand	Oakey Beef Exports		Beef processor	QLD
Grant Melrose	John Dee Warwick	Manager	Meat processor	
Scott Clarke	TAFE QLD	Trainer	RTO	QLD

Christina McInally	JBS Australia		Meat processor	National
Gerard Nolan	Nolan Meats	Manager	Meat processor	QLD
Lisa van den Berg	QUT	Researcher	University	
Mark Jolley	Northern Cooperative Meat Company (NCMC)	Maintenance Manager	Meat processor	NSW
Debbie Hardke	JBS Australia	Training Manager	Meat processor	National
Dan Smith	Northern Cooperative Meat Company (NCMC)		Meat processor	NSW
Clive Richardson	MINTRAC	Senior Project Officer	Advisory body	National
Ciara McDonnell	CSIRO	Scientist	R&D company	QLD
Benjamin McDonald	Northern Cooperative Meat Company (NCMC)		Meat processor	NSW
Jodi Stover	JBS Australia	Training Manager	Meat processor	National
Michael Lang	JBS Australia		Meat processor	National
Matt Deegan	AMPC	Program Manager	Industry body	National
Gordon Levett	FSA	Trainer	RTO	QLD
John Hart	John Dee Warwick		Meat processor	QLD
Jane Gaffel	The Ecoefficiency Group		Consultant	QLD
Dave Clapham	Swickers Kingaroy	Manager	Beef Processor	QLD
Emily Coutts	Oakey Beef Exports		Beef processor	QLD
Amanda Carter	AMPC	Program Manager	Industry organisation	
Kate McHugh	AMPC	Program Manager	Industry organisation	
Chris Taylor	AMPC	CEO	Industry organisation	National

James Murray	Work Healthy Australia	CEO	Consultant	
Sam Allan	Department of Agriculture, water and Environment (DAWE)	Field Operations Manager, South East Region, Export Meat Program	Regulator	QLD
Catherine Chadwick	AMIST Super	Manager	Industry Super Fund	National
Louisa Cass	The Palladium Group		Consultant	National
Christian Ruberg	MLA	Innovation Program Manager - Supply Chain Tech	Industry organisation	National
Stephan Tait	University of Queensland	Researcher	University	QLD
Max Barnes	All Energy		Consultant	QLD
Anthea Brazel	DEBST		STA	QLD
Sam Nicolosi	QMI Solutions	Manager	ITAB	QLD
Jay McGrath	AEGIS	Manager	Consultant	VIC
Megan Langlands	AMPC		Industry organisation	
Richard Aplin	Strategic Engineering	Owner	Consultant	NSW
Peter Talbot	AMIC	Manager	Industry organisation	QLD
Terry Yuke	Response Learning	Trainer	RTO	QLD

**AMPC Industry Network Meeting, Adelaide South Australia, 28 August 2019**

Name	Organisation	Position	Organisation Type / Size	State
Mark Harrison	QUT	Senior Research Fellow	University	QLD
Glenn Southward	HW Greenham and Sons	Group HR Manager	Meat processor	Vic
Justin Tomalin	Thomas Foods International	QA Manager	Sheep processor	SA



Morna Young	Thomas Foods International	Group HR Manager	Sheep processor	SA
Nancy Crawshaw	Teys Australia	QA Manager	Meat processor	SA
Nicholas Hole	TAFE SA	Lecturer	RTO	SA
Steve Friend	TAFE SA	Lecturer	RTO	SA
Jessica Jolley	SARDI	Senior Research Scientist	R&D	SA
Stephen Hull	JBS Australia	Plant Engineer	Meat processor	SA
Wil Escabache	TPL Meats	General Manager	Meat processor	SA
Grant List	TPL Meats	Plant Manager	Meat processor	SA
Kris Virtudes	TPL Meats	QA Manager	Meat processor	SA
Nancy Crawshaw	Teys Australia	QA Graduate	Meat processor	SA
Clive Richardson	MINTRAC	Senior Project Officer	Advisory body	National
Sharon Fitzgerald	MINTRAC	Senior Project Officer	Advisory body	National
Tania Minehan	MINTRAC	Project Officer	Advisory body	National
Chris Taylor	AMPC	CEO	Industry organisation	National
Amanda Carter	AMPC	Program Manager	Industry organisation	National
Jonny Vu	AMPC	Program Manager	Industry organisation	National
Matt Deegan	AMPC	Program Manager	Industry organisation	National

**AMPC Industry Network Meeting, Melbourne Victoria, 18 September 2019**

Name	Organisation	Position	Organisation Type / Size	State
Peter Torley	RMIT University	Associate Professor	University	VIC
Mandeep Kaur	RMIT University	Researcher	University	VIC

Tracy Diss	Wagstaff Cranbourne Pty Ltd	Animal Welfare Officer	Meat processor	VIC
Rodrigo Garcia-Mulder	Monash University	Researcher and Student	University	VIC
Daniel Malkinson	Monash University	Researcher and Student	University	VIC
Stacey McKenna	AMIC	Manager - Programs and Systems	Industry organisation	National
Jodie Hummerston	Jodie Hummerston Literacy Solutions	Literacy Specialist	Consultant	NSW
Ryan Cowley	Response Learning	Program Leader	RTO	VIC
Jenny Kroonstuiver	MINTRAC	CEO	Advisory body	National
Bradley Sherritt	The Game Meats Company of Australia Pty Ltd	QA Manager	Game meat processor	VIC
Mark Garrard	Response Learning Victoria	Industry Trainer	RTO	VIC
Elizabeth Wilcock	Food and Veterinary Services Pty Ltd	Food and Veterinary Consultant	Consultant	VIC
Belinda Curby	Food and Veterinary Services Pty Ltd	Food and Veterinary Consultant	Consultant	VIC
Abhi Satish	H. W. Greenham and Sons Pty Ltd	Laboratory Manager	Meat processor	VIC
Tony Beadle	Midfield Meat International	QA Manager	Meat processor	VIC
Peter Dabnichki	RMIT	Academic	University	VIC
Ben Thomas	South West TAFE	Training coordinator	RTO	VIC
Michael Grogan	FGM Consultants	Managing Director	RTO	VIC
Scott Robinson	Response Learning	Trainer	RTO	VIC

**Meeting with Australian Pork Limited, 20 September 2019**

<b>Name</b>	<b>Organisation</b>	<b>Position</b>	<b>Organisation Type / Size</b>	<b>State</b>
Dr. Vaibhav Gole	Australian Pork Limited	Manager, Integrity Systems and Capability, Research and Innovation	Rural industry service body	National

**AMPC Industry Network Meeting, Bunbury Western Australia, 16 October 2019**

<b>Name</b>	<b>Organisation</b>	<b>Position</b>	<b>Organisation Type / Size</b>	<b>State</b>
Cam Ferris	Hillside Abattoirs		Meat processor	WA
Graeme Watson	V&V Walsh	Manager	Meat processor	WA
Fiona Anderson	Murdoch University	Researcher	University	WA
Rhys Devitt	V&V Walsh		Meat processor	WA
Colby Davis	Dardanup Butchering Company	HR Manager	Meat processor	WA
Peter Gill	Fletcher international Exports	Manager	Sheep processor	WA
Jenny Kroonstuiver	MINTRAC	CEO	Advisory body	National
Carl Duncan		Smart Business Hub	Consultant	QLD
Long Hunyh	Meat and Livestock Australia	Program Manager	Industry organisation	National
Lisa Taylor-Phillips	Apprenticeship Community		AASN	WA
Adele Martin	Harvey Beef		Beef processor	WA
Marc Chambers	WAMMCO	QA Manager	Sheep processor	WA
Gary Dykes	Curtin University	Researcher	University	WA
Joanne Watts	Training solutions Australia	Manager	RTO	WA

William Newell	Western Meat Packers Group		Meat processor	WA
Crystal Potter	Dardanup Butchering Company	HR Manager	Meat processor	WA
Alan Ranger	Dardanup Butchering Company	QA Manager	Meat processor	WA
Charlie McCann	Avon Valley Beef	Manager	Beef processor	WA
Gareth Forde	All Energy	Researcher	Consultant	QLD
Ralph Capone	Harvey Beef		Beef processor	WA

**MINTRAC Meat Inspection and Quality Assurance Conference, Surfers Paradise Queensland, 23 and 24 October 2019**

There were 138 delegates from the meat industry at this conference. A full delegate list is available from MINTRAC. MINTRAC presented on the training package projects and circulated a form which participants could complete and return to MINTRAC if they were interested in contributing to the projects.

**AMPC Industry Network Meeting, Launceston Tasmania, 7 November 2019**

Name	Organisation	Position	Organisation Type / Size	State
Robert Cox	Greenham Tasmania	Plant Manager	Meat processor	Tas
Gavin Coombe	Greenham Tasmania	Livestock Manager	Meat processor	Tas
Aiden Coombe	Greenham Tasmania	Livestock Buyer	Meat processor	Tas
Darren Scott	Tas TAFE	Trainer	RTO	Tas
Heath Ransley	Tas TAFE	Trainer	RTO	Tas
Neville Price	Tas TAFE	Trainer	RTO	Tas
Jenny Kroonstuiver	MINTRAC	CEO	Advisory body	National
Bec Lynd	Huon Valley Meat	CEO	Meat processor	Tas

**Site visit to JBS Australia Bordertown, South Australia, 6 and 7 November 2019**

<b>Name</b>	<b>Organisation</b>	<b>Position</b>	<b>Organisation Type / Size</b>	<b>State</b>
Stacey Malcolm	JBS Australia	QA Manager	Sheep processing plant	SA
Paula Whitbread	JBS Australia	Training Manager	Sheep processing plant	SA

**AMPC Industry Network Meeting, Campbelltown New South Wales, 12 November 2019**

<b>Name</b>	<b>Organisation</b>	<b>Position</b>	<b>Organisation Type / Size</b>	<b>State</b>
Cameron Clark	Sydney University	Researcher	University	NSW
Sabrina Lomax	Sydney University	Researcher	University	NSW
Sharon Fitzgerald	MINTRAC	Senior Project Officer	Advisory body	National
Christian Ruberg	MLA	Innovation Program Manager - Supply Chain Tech	Industry organisation	National
Kate Christensen	Response Learning	Trainer	RTO	NSW
Alex Annand	Alexander Downs		Meat processor	NSW
Lee Jones	Alexander Downs	Training Manager	Meat processor	NSW
Long Huynh	MLA	Program Manager	Industry organisation	National
Gary Bryant	Cowra Meat Processors	QA Manager	Meat processor	NSW
Peter Browne	Cowra Meat Processors	General Manager	Meat processor	NSW
Adel Al-Jumaily	UTS	Associate Professor	University	NSW
Paige Mazoudier	MINTRAC	Cadet Project Officer	Advisory body	National
Melanie Smith	Sydney University		University	NSW

Mark Mackie	NSW DPI	Manager Regulatory Operations Unit	Regulator	NSW
Behrad Shojaei	Picton Meatworx	Meat Safety Inspector	Meat processor	NSW
Lynne Crawford	MINTRAC	Project Officer	Advisory body	National
Steve Fleming	AMIST Super		Industry super fund	National
Elizabeth Wilcock	Food and Veterinary Services Pty Ltd	Food and Veterinary Consultant	Consultant	Vic
Li Li	UTS	Associate Professor	University	NSW

**Consultation breakfast meeting with Baiada, Tamworth New South Wales, 13 November 2019**

Name	Organisation	Position	Organisation Type / Size	State
Ben Middle Brooke	Baiada	Return to Work Coordinator	Poultry processor	National

**AMPC Industry Network Meeting, Tamworth New South Wales, 13 November 2019**

Name	Organisation	Position	Organisation Type / Size	State
Chris Calear	Northern Cooperative Meat Company (NCMC)	Training Coordinator	Meat processor	NSW
Sharon Fitzgerald	MINTRAC	Senior Project Officer	Advisory body	National
Sandra Trevithick	Bindaree Beef	Training Manager	Meat processor and Enterprise RTO	NSW
Michael Toovey	Fletcher International Exports	Maintenance Manager	Meat processor and Enterprise RTO	NSW
Gabrielle Ryan	Fletcher International Exports	Efficiency & Data Correlation Manager	Meat processor and Enterprise RTO	NSW
Alan Schembri	B.E. Campbell	Chief HR Officer	Meat processor and Enterprise RTO	NSW

Danna Stephens	Bindaree Beef	Operational HR & Technical leader	Meat processor and Enterprise RTO	NSW
Albert Poini	Wingham Beef Exports Pty Ltd	Training Coordinator	Meat processor and Enterprise RTO	NSW
Natasha Wing	Natasha Wing - Auditing and Consultancy	Owner	Consultant	NSW
Robert Munn	Thomas Foods Tamworth	QA Manager	Meat processor	NSW
Justine Young	AMIST Super	Client Service Manager - NSW	Industry super fund	National
Gareth Forde	All Energy Pty Ltd	Principal Engineer	Consultant	QLD
Michael Bellstedt	Minus40	Director	Consultant	
Mal Collier	Teys Tamworth	Training Manager	Meat processor	NSW
Jodie Hummerston	Jodie Hummerston Literacy Solutions	Literacy Specialist	Consultant	NSW
Robert Battle	Teys Australia	Environmental Render Manager	Meat processor	NSW
Evie Murdoch	KPMG	Food and Agribusiness		NSW
Georgie Aley	KPMG	Food and Agribusiness		NSW
Jordana Schutt	Teys Australia Tamworth	QA Manager	Meat processor	NSW
Maddy Herbert	Fletcher International Exports Pty Ltd		Meat processor and Enterprise RTO	NSW
Richard Aplin	Strategic Engineering Pty Ltd		Consultant	NSW

#### Consultation meeting – Poultry Processing Project 21 January 2020, Brisbane Queensland

Name	Organisation	Position	Organisation Type / Size	State
Andrew Foley	Ingham's	National Quality Manager – Primary Processing	Poultry processor	National

#### Consultation meeting – Poultry Processing Project 21 January 2020, Brisbane Queensland

Name	Organisation	Position	Organisation Type / Size	State
Elaine Dickson	Baiada	Chief Risk Officer	Poultry processor	National
Nick Turvey	Baiada		Poultry processor	National

**AMPC Industry Network Meeting, Wagga Wagga New South Wales, 18 February 2020**

Name	Organisation	Position	Organisation Type / Size	State
Steph Fowler	NSW DPI	Research Scientist Meat Science	Regulator	NSW
Michelle Henry	Gundagai Meat Processors	Client Research Advisor	Meat processor	NSW
Saroja Gurozada	TAFE NSW	Product Manager	RTO	NSW
Molly Greentree	Teys Australia	QA officer	Meat processor	NSW
Mick Crouch	MINTRAC	CEO	Advisory body	National
R Nonis	Monbeef	QA Manager	Beef processor	NSW
R Chirumalle	JBS Australia	Plant Engineer	Meat processor	NSW
Darren Byrne	JBS Australia	QA Manager	Meat processor	NSW
Marika Miller	Gundagai Meat Processors	HR Manager	Meat processor	NSW
Jeff O'Malley	Response Learning	Trainer	RTO	NSW
Lani Houston	TAFE NSW	Industry relations Manager	RTO	NSW
Keystan Ting	UNSW	Research Associate	University	NSW
Bridgette Logan	NSW DPI/CSU	PhD Student	Regulator	NSW
Sharon Fitzgerald	MINTRAC	Senior Project Officer	Advisory body	National
James Taylor	BE Campbell		Enterprise RTO and meat processor	NSW
Daniel Hawkins	Strategic engineering	Senior Project Engineer	Consultant	NSW



Arul Thilikan	DAWE	Area Technical Manager	Regulator	NSW
Laurie Tobin	Rivalea	QA Manager	Pork processor	NSW
Les Moorehead	Hilltop Meats	Maintenance Manager	Meat processor	NSW
Emily Saker	Teys Australia	QA Manager Value Add	Meat processor	NSW
Ben Holman	NSW DPI	Scientist	Regulator	NSW
Ian Jenson	MLA	Program Manager	Industry organisation	National
Bing Wang	CSU	Professor	University	NSW
Marita Johan	CSU	Postdoctoral Fellow	University	NSW
S Tampley	Tablelands Premier Meats	CEO	Meat processor	NSW
Dorothy Tampley	Tablelands Premier Meats		Meat processor	NSW
Darren Reynoldson	Teys Australia	Training Manager	Meat processor	NSW
Graham Thornton	Fletcher International Exports	Compliance Manager	Meat processor and enterprise RTO	NSW
Elizabeth Harris	JBS Australia	HR Manager	Meat processor	NSW
David Conliffe	Southern Meats	QA Manager	Meat processor	NSW

#### AMPC Industry Network Meeting, Melbourne Victoria, 26 February 2020

Name	Organisation	Position	Organisation Type / Size	State
Glenn Southward	HW Greenham and Sons	Group HR Manager	Meat processor	Vic
Alistair Baker	HW Greenham and Sons	Group QA Manager	Meat processor	Vic
Paul Saunders	Victorian Curriculum Management Service	Executive Officer	Advisory body	Vic
Ken Tierney	Wagstaff Cranbourne	OHS/RTW Coordinator	Meat processor	Vic

Margo Sullivan	Head Stockman	Cave Creek Station		Vic
Helen Grieve	Greenham Gippsland	QA Manager	Meat processor	Vic
Marc Bullen	Hardwicks Meat Works	HR Manager	Meat processor	Vic
Stacey McKenna	AMIC	Manager	Industry Organisation	National
Ian Jenson	MLA	Program Manager	Industry Organisation	National
Barry Boyle	Westside Meats Australia	QA Manager	Meat processor	Vic
Akila Illukwatta	Westside Meats Australia	HR Manager	Meat processor	Vic
Mark Garrad	Response Learning	Trainer	RTO	Vic
Ryan Cowley	Response Learning	Trainer	RTO	Vic
Frankie Owen	Response Learning	Trainer	RTO	Vic
Michelle Cranston	G & K O'Connor Pty Ltd	HR/QA Manager	Meat processor	Vic
Michael Robinson	JBS Australia	Environmental Compliance Manager	Meat processor	Vic
Quentin Xu	JBS Australia	Environmental Officer	Meat processor	Vic
Neville Fiegert	JBS Australia	Environmental Document Controller	Meat processor	Vic

## Appendix 3: Minor updates

The Meat IRC approved the following changes as a minor update. These components have not been submitted for endorsement but will be released as part of the *Australian Meat Processing Training Package Version 5.0*.

New units of competency developed during this project were added to the elective banks of the following qualifications:

- *AMP20117 Certificate II in Meat Processing (Food Services)*
  - AMP209 Operate the live bird receival process*
  - AMP210 Prepare birds for stunning*
- *AMP30216 Certificate III in Meat Processing (Food Services)*
  - AMPX316 Monitor product to be sent to rendering*
  - AMPX317 Monitor product flow in an automated process*
- *AMP30516 Certificate III in Meat Processing (Slaughtering)*
  - AMPA3015 Perform animal slaughter in accordance with Halal certification requirements*
- *AMP30616 Certificate III in Meat Processing (General)*
  - AMPG307 Inspect wild game field depot*
- *AMP30716 Certificate III in Meat Processing (Quality Assurance)*
  - AMPG307 Inspect wild game field depot*
  - AMPX431 Oversee meat processing establishment's Halal compliance*
- *AMP40415 Certificate IV in Meat Processing (Quality Assurance)*
  - AMPX431 Oversee meat processing establishment's Halal compliance*

Additional minor updates:

- *AMP30216 Certificate III in Meat Processing (Food Services)*

Error corrected in list of electives with prerequisite units of competency – *FDFT3001A Participate in a HACCP team* deleted

Imported units of competency replaced:

  - *MSS403013 Lead team culture improvement* replaced with *MSS405013 Facilitate holistic culture improvement in an organisation*
  - *MSTGN3007 Monitor and operate trade waste* replaced with *MSTGN3017 Monitor and operate trade waste process*
  - *MEM13003B Work safely with industrial chemicals and materials* replaced with *AHCCHM201 Apply chemicals under supervision*
- *AMP40415 Certificate IV in Meat Processing (Quality Assurance)*

New elective unit of competency added – *AMPA404 Conduct and validate pH and temperature declines to MSA standards*; *AMPA411 Oversee humane handling of animals* code corrected to *AMPA416* in prerequisite requirements table

Two elective units added:

  - *AMPA404 Conduct and validate pH and temperature declines to MSA standards*
  - *AMPA416 Oversee humane handling of animals*
- *AMP80215 Graduate Diploma of Agribusiness*

Imported unit of competency updated – *MSS408003 Develop models of future state operations practice* replaced with *MSS408009 Develop models of future state operations practice*

- *AMPA3050 Bone large stock carcass – forequarter*  
Minor wording change made to PC 2.1
- *AMPA3051 Bone large stock carcass - hindquarter*  
Minor wording change made to PC 2.1
- *AMPA3071 Implement food safety program*  
Performance and knowledge evidence reordered so they are more logically sequenced, removed duplicated item in knowledge evidence
- *AMPA3072 Perform carcass Meat Hygiene Assessment*  
Knowledge evidence reworded for clarity
- *AMPA3081 Perform offal Meat Hygiene Assessment*  
Knowledge evidence reworded for clarity; minor corrections made
- *AMPA3124 Perform ante and post-mortem inspection – Ratites*  
Corrected errors on elements and performance criteria
- *AMPA3125 Perform ante and post-mortem inspection – Camel*  
Corrected errors on elements and performance criteria
- *AMPA3128 Perform ante and post-mortem inspection – Rabbits*  
Corrected errors on elements and performance criteria
- *AMPA3129 Perform ante and post-mortem inspection – Deer*  
Corrected errors on elements and performance criteria
- *AMPA3130 Perform ante and post-mortem inspection – Horses*  
Corrected errors on elements and performance criteria
- *AMPA3131 Identify and report emergency diseases of food animals*  
Adjustment made to the assessment conditions for clarity of intent
- *AMPA3132 Perform ante and post-mortem inspection – Alpacas or Llamas*  
Corrected errors on elements and performance criteria
- *AMPCOR201 Maintain personal equipment*  
Performance evidence updated to be consistent with similar units by removing requirement for three separate occasions, to at least one occasion.
- *AMPCOR202 Apply hygiene and sanitation practices*  
Minor wording change to knowledge evidence
- *AMPCOR203 Comply with Quality Assurance and HACCP requirements*  
Correction made to expansion of HACCP acronym, to include 'Analysis' in application and performance evidence.
- *AMPCOR204 Follow safe work policies and procedures*  
Repeated word removed from Element 2.
- *AMPR306 Provide advice on the nutritional role of meat*  
Capital letters removed from standard set of food tables to make reference generic.
- *AMPS201 Package product using thermoform process*

Minor wording change made to performance evidence to remove reference to cooked and uncooked products.

- *AMPX209 Sharpen knives*  
Typo corrected in PC 2.2
- *AMPSS00057 Meat Processing Waste Water Operator Skill Set (level 1)*  
Imported units of competency replaced:
  - *NWPGEN008 Sample and test wastewater* replaced with *NWPGEN021 Sample and test wastewater*
  - *NWPNET023 Maintain and repair network assets for wastewater* replaced with *NWPNT040 Maintain and repair network assets for wastewater*
  - *NWPTRT061 Operate and control wastewater processes* replaced with *NWPTRT027 Monitor and operate wastewater treatment processes*
- *AMPSS00058 Meat Processing Waste Water Irrigation Skill Set (level 2)*  
Imported units of competency replaced:
  - *NWPTRT061 Operate and control wastewater processes* replaced with *NWPTRT027 Monitor and operate wastewater treatment processes*
  - *NWPTRT062 Operate and control reclaimed water irrigation* replaced with *NWPTRT028 Operate and control reclaimed water irrigation*
- *AMPSS00059 Meat Processing Waste Water Non-irrigation Skill Set (level 2)*  
Imported units of competency replaced:
  - *NWPNET042 Monitor and operate wastewater collection and transfer systems* replaced with *NWPNET052 Monitor and operate wastewater collection and transfer systems*
  - *NWPTRT061 Operate and control wastewater processes* replaced with *NWPTRT027 Monitor and operate wastewater treatment processes*
  - *NWPTRT052 Operate and control hypochlorite disinfection processes* replaced with *NWPTRT022 Monitor and operate hypochlorite disinfection processes*
  - *NWPTRT054 Operate and control chloramination processes* replaced with *NWPTRT024 Operate and control chloramination processes*

## Qualifications

<b>Australian Meat Processing Training Package Version 5.0 Qualifications</b>	
<b>Code</b>	<b>Title</b>
AMP20117	Certificate II in Meat Processing (Food Services)
AMP30216	Certificate III in Meat Processing (Food Services)
AMP30516	Certificate III in Meat Processing (Slaughtering)
AMP30616	Certificate III in Meat Processing (General)
AMP30716	Certificate III in Meat Processing (Quality Assurance)
AMP40415	Certificate IV in Meat Processing (Quality Assurance)
AMP80215	Graduate Diploma of Agribusiness

## Qualification mapping

Mapping of qualifications between <i>Australian Meat Processing Training Package Versions 4.0 and 5.0.</i>			
Code and title (Version 4.0)	Code and title (Version 5.0)	Comments	Equivalence statement
AMP20117 Certificate II in Meat Processing (Food Services) Release 2	AMP20117 Certificate II in Meat Processing (Food Services) Release 3	New electives added: AMPP209 and AMPP210	Equivalent
AMP30216 Certificate III in Meat Processing (Food Services) Release 3	AMP30216 Certificate III in Meat Processing (Food Services) Release 4	New elective units AMPX316 and AMPX317; error corrected in list of prerequisite units; MSS403013 replaced with MSS405013; MSTGN3007 replaced with MSTGN3017 MEM13003B replaced with AHCCHM201	Equivalent
AMP30516 Certificate III in Meat Processing (Slaughtering) Release 4	AMP30516 Certificate III in Meat Processing (Slaughtering) Release 5	New elective unit added: AMPA3015	Equivalent
AMP30616 Certificate III in Meat Processing (General) Release 4	AMP30616 Certificate III in Meat Processing (General) Release 5	New elective unit added: AMPG307	Equivalent
AMP30716 Certificate III in Meat Processing (Quality Assurance) Release 3	AMP30716 Certificate III in Meat Processing (Quality Assurance) Release 4	New elective unit added: AMPG307 and AMPX431	Equivalent
AMP40415 Certificate IV in Meat Processing (Quality Assurance) Release 3	AMP40415 Certificate IV in Meat Processing (Quality Assurance) Release 4	New elective units added: AMPX431, AMPA404 and AMPA416, AMPA411 corrected to AMPA416 in prerequisite requirements	Equivalent
AMP80215 Graduate Diploma of Agribusiness Release 4	AMP80215 Graduate Diploma of Agribusiness Release 5	All unit codes and titles checked and MSS408003 replaced with MSS408009	Equivalent

## Mapping of units of competency

**Mapping of units of competency between  
AMP Australian Meat Processing Training Package Versions 4.0 and 5.0.**

<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AMPA3050 Bone large stock carcass – forequarter Release 1	AMPA3050 Bone large stock carcass – forequarter Release 2	Minor wording change made to PC 2.1	Equivalent
AMPA3051 Bone large stock carcass - hindquarter Release 1	AMPA3051 Bone large stock carcass - hindquarter Release 2	Minor wording change made to PC 2.1	Equivalent
AMPA3071 Implement food safety program Release 1	AMPA3071 Implement food safety program Release 2	Performance and knowledge evidence reordered so they are more logically sequenced, removed duplicated item in knowledge evidence	Equivalent
AMPA3072 Perform carcass Meat Hygiene Assessment Release 1	AMPA3072 Perform carcass Meat Hygiene Assessment Release 2	Knowledge evidence reworded for clarity	Equivalent
AMPA3081 Perform offal Meat Hygiene Assessment	AMPA3081 Perform offal Meat Hygiene Assessment	Knowledge evidence reworded for clarity, minor corrections made	Equivalent
AMPA3124 Perform ante and post-mortem inspection – Ratites Release 1	AMPA3124 Perform ante and post-mortem inspection – Ratites Release 2	Corrected errors on elements and performance criteria	Equivalent
AMPA3125 Perform ante and post-mortem inspection – Camel Release 1	AMPA3125 Perform ante and post-mortem inspection – Camel Release 2	Corrected errors on elements and performance criteria	Equivalent
AMPA3128 Perform ante and post-mortem inspection – Rabbits Release 1	AMPA3128 Perform ante and post-mortem inspection – Rabbits Release 2	Corrected errors on elements and performance criteria	Equivalent
AMPA3129 Perform ante and post-mortem inspection – Deer Release 1	AMPA3129 Perform ante and post-mortem inspection – Deer Release 2	Corrected errors on elements and performance criteria	Equivalent
AMPA3130 Perform ante and post-mortem inspection – Horses	AMPA3130 Perform ante and post-mortem inspection – Horses	Corrected errors on elements and performance criteria	Equivalent

<b>Mapping of units of competency between AMP Australian Meat Processing Training Package Versions 4.0 and 5.0.</b>			
<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
Release 1	Release 2		
AMPA3131 Identify and report emergency diseases of food animals Release 2	AMPA3131 Identify and report emergency diseases of food animals Release 3	Adjustment made to Assessment conditions for clarity of intent	Equivalent
AMPA3132 Perform ante and post-mortem inspection – Alpacas or Llamas Release 1	AMPA3132 Perform ante and post-mortem inspection – Alpacas or Llamas Release 2	Corrected errors on elements and performance criteria	Equivalent
AMPCOR201 Maintain personal equipment Release 1	AMPCOR201 Maintain personal equipment Release 2	Performance evidence updated to be consistent with similar units by removing requirement for three separate occasions, to at least one occasion	Equivalent
AMPCOR202 Apply hygiene and sanitation practices release 1	AMPCOR202 Apply hygiene and sanitation practices Release 2	Minor wording change to knowledge evidence	Equivalent
AMPCOR203 Comply with Quality Assurance and HACCP requirements Release 3	AMPCOR203 Comply with Quality Assurance and HACCP requirements Release 2	Correction made to expansion of HACCP acronym, to include 'Analysis' in application and performance evidence	Equivalent
AMPCOR204 Follow safe work policies and procedures Release 1	AMPCOR204 Follow safe work policies and procedures Release 2	Repeated word removed from Element 2	Equivalent

<b>Mapping of skill sets between AMP Australian Meat Processing Training Package Versions 4.0 and 5.0.</b>			
<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AMPSS00057 Meat Processing Waste Water Operator Skill Set (level 1) Release 2	AMPSS00057 Meat Processing Waste Water Operator Skill Set (level 1) Release 3	Superseded units updated: NWPGEN008 replaced with NWPGEN021 NWPNET023 replaced with NWPNET040	Equivalent



<b>Mapping of skill sets between AMP Australian Meat Processing Training Package Versions 4.0 and 5.0.</b>			
<b>Code and title (Version 4.0)</b>	<b>Code and title (Version 5.0)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		NWPTRT061 replaced with NWPTRT027	
AMPSS00058 Meat Processing Waste Water Irrigation Skill Set (level 2) Release 1	AMPSS00058 Meat Processing Waste Water Irrigation Skill Set (level 2) Release 2	Superseded units updated: NWPTRT061 replaced with NWPTRT027 NWPTRT062 replaced with NWPTRT028	Equivalent
AMPSS00059 Meat Processing Waste Water Non- irrigation Skill Set (level 2) Release 1	AMPSS00059 Meat Processing Waste Water Non-irrigation Skill Set (level 2) Release 2	Superseded units updated: NWPNET042 replaced with NWPNET052 NWPTRT061 replaced with NWPTRT027 NWPTRT052 replaced with NWPTRT022 NWPTRT054 replaced with NWPTRT024	Equivalent

## Appendix 5: Quality assurance report

### Quality Report Template

#### Section 1 – Cover page

Information required	Detail
Training Package title and code	AMP Australian Meat Processing Training Package Version 5.0
Number of new qualifications and their titles <sup>1</sup>	Nil
Number of revised qualifications and their titles	Nil
Number of new units of competency and their titles	<p>Seven new units:</p> <ul style="list-style-type: none"> <li>• AMPA3015 Perform animal slaughter in accordance with Halal certification requirements</li> <li>• AMPG307 Inspect game field depot</li> <li>• AMPP209 Operate the live bird receival process</li> <li>• AMPP210 Prepare birds for stunning</li> <li>• AMPX316 Monitor product to be sent to rendering</li> <li>• AMPX317 Monitor product flow in an automated process</li> <li>• AMPX431 Oversee meat processing establishment's Halal compliance</li> </ul>
Number of revised units of competency and their titles	Nil
<p>Confirmation that the panel member is independent of:</p> <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review ('Yes' or 'No')</li> <li>• development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p>
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Yes

<sup>1</sup> When the number of training products is high the titles can be presented as an attached list.

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Yes
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Yes
Panel member's view about whether: <ul style="list-style-type: none"> <li>the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>estimated impact of the proposed changes is sufficient and convincing</li> </ul>	Yes
Name of panel member completing Quality Report	<b>Lina Robinson</b>
Date of completion of the Quality Report	<b>30 June 2020</b>

## Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>		<p>The training products for this quality review consisted of:</p> <p style="padding-left: 40px;">seven newly developed assessment requirements associated with each unit of competency a companion volume implementation guide.</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p><b>Yes</b></p>	<p>The training products presented comply with the <i>Training Package Products Policy</i>.</p> <p><b>Foundation skills</b> – Foundation skills were identifiable in the units of competency, however where not explicitly described in the performance criteria, are described in the foundation skills field of the unit. An explanation on foundation skills is provided in the revised AMP Companion Volume Implementation Guide Version 5.0.</p> <p><b>Access and equity</b> - The revised AMP Companion Volume Implementation Guide Version 5.0 provides advice on access and equity consideration including reasonable adjustment for learners with disabilities. This was confirmed in the Equity Report.</p> <p><b>Unit of competency -coding and titling</b> - The newly developed units of competency are all coded according to the policy.</p> <p><b>Units of competency – pre-requisites</b> – There are no pre-requisites for any of the units presented for this submission.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i></p>	<p><b>Yes</b></p>	<p>The development processes undertaken by the developers as described in the case for endorsement comply with the <i>AISC Training Package Development and Endorsement Process Policy</i>.</p> <p>The submission addresses the case for change (Reference number: Skills Impact/TPD/2018-19/006) approved on 5 June 2019 and which identified four priority training package development areas. This submission focuses on the following three areas:</p> <ul style="list-style-type: none"> <li>Halal meat processing</li> <li>Game Harvesting auditing</li> <li>Poultry processing training.</li> </ul> <p>The developer advised that the review of the Diploma and Advanced Diploma of Meat Processing which were also identified in the case for change will be addressed in another submission</p> <p>The case for endorsement describes the national consultation and validation processes undertaken for each project in great detail, which included the following communication strategies: face to face meetings, teleconferences, emails, individual phone calls, newsletters and updates and drafts being available on websites. Lists of individuals and organisations who formed part of subject matter expert working groups and those who attended consultation meetings for each project are also included in the appendices.</p> <p>There were no 'reports by exception'.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<p><b>Yes</b></p>	<p>The evidence provided of consultation and validation processes indicates that they were appropriate for the scope of the project against the coverage of the industry. This demonstrates that the AMP units of competency specify the standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<p><b>Yes</b></p>	<p>The editorial report confirmed the structure of the units of competency complies with the required template.</p> <p>Some suggestions were provided to and addressed by the developer during this review.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<p><b>Yes</b></p>	<p>The assessment requirements clearly specify the frequency and/or volume of performance evidence, the depth and breadth of knowledge evidence and required conditions to collect this evidence.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	<b>Yes</b>	The editorial report confirmed the structure of the assessment requirements complies with the required template.
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	<b>N/A</b>	No qualifications were included in this submission
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	<b>N/A</b>	No qualifications were included in this submission
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	<b>N/A</b>	No qualifications were included in this submission
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	<b>Yes</b>	The editorial report confirmed the revised AMP Companion Volume Implementation Guide Version 5.0 complies with the required template and updated to include the newly developed units and skill sets presented in this submission. Skills Impact has confirmed that the guide has been quality assured in line with the quality assurance process as outlined in the guide.
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<b>Yes</b>	No other quality assured companion volumes beside the implementation guide were required by stakeholders.

### Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

#### Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	<b>Yes</b>	<p>The components of AMP demonstrate a clear a link from the Meat Industry Reference Committee IRC Skills Forecast and Proposed Schedule of Work 2019-2022 and case for change (Reference number: Skills Impact/TPD/2018-19/006) approved on 5 June 2019 in addressing the following priorities for skill development for the meat processing industry, including:</p> <ul style="list-style-type: none"> <li>halal meeting processing skills to meet Australian certification and halal market standards</li> <li>game harvesting internal auditing skills to ensure biosecurity measures and Australian quality standards</li> <li>poultry processing skills in using automation technology.</li> </ul>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> <li>• ensure obsolete and superfluous qualifications are removed from the system</li> </ul>	<b>Yes</b>	<p>The AMP training package components are compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsement Process Policy</i>.</p> <p>AMP Version 5.0 responds to all the Ministers' policy initiatives, in particular the following 2015 training package reforms:</p> <ul style="list-style-type: none"> <li>information about industry's expectations of training delivery and pathways is available in the revised AMP Companion Volume Implementation Guide Version 5.0</li> <li>newly created AMP units can be utilised across the meat processing sectors, which also supports individuals to move easily across sectors</li> <li>twelve new skill sets have been developed to support industry needs and pathways into qualifications.</li> </ul>

<ul style="list-style-type: none"> <li>• ensure that more information about industry’s expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</li>   <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li>   <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li>   <li>• foster greater recognition of skill sets</li> </ul>		
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p><b>Yes</b></p>	<p>The case for endorsement details open and inclusive consultation and validation processes that is considered to be appropriate for the coverage of industry sectors.</p>



**Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	<b>Yes</b>	The newly developed units of competency support the attainment of skills and knowledge in a range of meat processing environments and sectors.  Twelve skill set have been developed to support industry training needs and provide pathways into AMP qualifications.
Promote national and international portability	<b>Yes</b>	Australian Standards that apply to the meat processing industry that cover food safety, biosecurity and meat transportation were considered for the units.  The Australian Government Supervised Halal Program was considered for the Halal specific units.  Applicable standards are included in the relevant unit of competencies as well as listed in the revised <i>AMP Australian Meat Processing Training Package Version 5.0</i> .
Reflect regulatory requirements and licensing	<b>Yes</b>	No occupational and licensing requirements apply to the <i>AMP Australian Meat Processing Training Package Version 5.0</i> components being submitted at this point in time.

**Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	<b>Yes</b>	Evidence of active engagement across industry to achieve a national consensus about the advice provided to the ASIC is reflected in the case for endorsement that provides evidence of consultation and validation processes, and their outcomes.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Recognise convergence and connectivity of skills	<b>Yes</b>	<p>The AMP units of competency support the attainment of skills and knowledge in a range of meat processing environments.</p> <p>The following three newly developed units were specifically designed to be utilised across meat processing sectors, however the other newly developed units may be also be selected as elective units under the imported unit ruling:</p> <ul style="list-style-type: none"> <li>AMPX316 Monitor product to be sent to rendering</li> <li>AMPX317 Monitor product flow in an automated process</li> <li>AMPX431 Oversee meat processing establishment's Halal compliance.</li> </ul>

**Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	<b>Yes</b>	The newly developed units of competency meet the needs of workers and employers of differing meat processing organisations that focus on one, or a range of meat processing functions.
Support equitable access and progression of learners	<b>Yes</b>	None of the AMP units of competency being presented for this submission have pre-requisites.

**Quality principle 5: Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	<b>Yes</b>	Information for delivery to secondary students (currently no qualifications) and apprenticeships/traineeship arrangements is provided in the revised AMP V5.0 Companion Volume Implementation Guide.  The AMP units of competency and skill sets facilitate movement from entry into work and from work into VET.

**Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	<b>Yes</b>	Advice about delivery across a range of meat processing settings is provided in the AMP Companion Volume Implementation Guide Version 5.0. This is confirmed in the equity report.
Support sound assessment practice	<b>Yes</b>	The assessment requirements support sound assessment practice because they clearly written and express the frequency or volume of performance evidence, the extensiveness of knowledge evidence and the essential assessment conditions to collect the evidence.
Support implementation	<b>Yes</b>	No barriers have been identified that would impact on implementation. The draft endorsed components are submitted in a template that is compatible with the requirements of TGA/National Register for publication. Implementation advice is provided the revised AMP Companion Volume Implementation Guide Version 5.0 that is ready for publication at the same time as the Training Package.