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

#### Administrative information

**Name of IRC**: Meat Industry Reference Committee

**Name of SSO**: Skills Impact

***Introduction***

This Case for Change provides evidence of industry support for the identification and/or development of three new units of competency and two Skill Sets within the *AMP Australian Meat Industry Training Package* to address bulk meat storage and handling requirements.

#### Why undertake this development?

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

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

The specific and unique requirements associated with handling frozen meat product include the following.

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

One of the new units will relate specifically to the handling of meat products in Cold Stores. As most operators in Cold Stores undertake the Certificate II and/III in Warehousing, this units will also be recommended to the relevant SSO as a suitable elective for those qualifications.

The second new unit will address the skills and responsibilities related to electronic labelling and traceability systems.

The third new unit will address the hygiene and sanitation, and Quality Assurance requirements of handling a meat product whilst in cold storage.

The first Skill Set will be specifically for operators and will draw on a mix of existing warehousing and meat processing units (as well as the new units) covering areas including WHS, product identification and storage, receival and despatch, and machinery operation.

The second Skill Set will be for supervisors, and will draw on a mix of existing warehousing and meat processing units covering areas such as document control, regulatory and customer requirements, QA requirements, product specifications, organisation of despatch and receival operations, team organisation and management, and stock control.

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

Areas of skills required have been discussed at one full round of industry network meetings (involving over 200 industry participants) in 2017.

#### Estimated impacts of proposed change

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

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

Potential impacts on training providers include the following.

* RTO’s will need to up-skill trainers in these areas. Opportunity for this is usually offered by the industry as the units are implemented.
* training providers may incur extra costs to put new units on scope.

Risks of not proceeding with the project:

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

No risks in proceeding with the project have been identified.

#### Outstanding issues

There are no outstanding issues

#### Proposed methodology

Training package development and review work will follow the standard stages of project scoping, technical development, validation, final draft, quality check, validation and endorsement.

The recommended time to complete work is up to 5 months to the time of submission for endorsement. Once this Case for Change is approved, the next phase will be to identify suitable units for the Skill Sets based on the information and research already conducted. During this stage, the three new units will be developed. These units, and the Skill Sets, will then be made available for public consultation and comment, including:

* all industry Network meetings (which include HR Managers, Trainers, QA mangers, Meat Inspectors and regulatory representatives) which fall within the development period
* Stakeholders of Australian Industry Standards and the relevant ISC
* industry RTOs
* cold stores, through the peak industry body the Australian Meat Industry Council (AMIC).

Members of Industry Reference Committee will be included in all correspondence related to each Stage of the project.

#### Training product review status

NA.

#### IRC Signoff

This Case for Change was agreed to by the Meat Industry IRC on XXXXX.

Cameron Dart

(Name of Chair) Signature of Chair