



## Submission to the State Training Board

### Establishment of Traineeships:

AMP30716 - Certificate III in Meat Processing (Quality Assurance)

AMP31216 - Certificate III in Meat Processing (Packing Operations)

AMP31116 - Certificate III in Meat Processing (Livestock Handling)

22 November 2016

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25 November 2016

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## **1 Background**

On 4 August 2016 the following new national qualifications were released by Skills Impact:

- Certificate III in Meat Processing (Quality Assurance) - AMP30716
- Certificate III in Meat Processing (Livestock Handling) - AMP31116
- Certificate III in Meat Processing (Packing Operations) - AMP31216

These Qualifications have no prior equivalent qualifications and were developed at the national level following industry input and consultation.

On 14 September 2016 staff of the Food, Fibre & Timber Industry Training Council participated in a networking meeting of Australian Meat Processor Corporation, MINTRAC, RTOs and several meat processors in Perth. That meeting requested FFTITC assistance with establishing these qualifications as Traineeships in Western Australia. Specific requests for the Traineeships came from meat processing businesses: V & V Walsh; Dardanup Butchering Company; and Avon Valley Beef.

It is understood that these qualifications have not yet been approved as Traineeships in the other States/Territories and that proposals for establishment are being developed in NSW and Victoria.

## **2 Certificate III in Meat Processing (Quality Assurance) - AMP30716**

The qualification covers the work activities undertaken by Quality Assurance Officers in a meat processing enterprise. Typically people undertaking this qualification will be responsible for the day-to-day monitoring, testing and application of a Quality Assurance program. Graduates from this qualification will have a wide range of cognitive, technical and communication skills to select and apply a specialised range of tools, materials and information to: complete routine activities; and provide and transmit solutions to predictable and sometimes unpredictable problems. Graduates will apply knowledge and skills to demonstrate autonomy and judgement and to take limited responsibility in known and stable contexts within established parameters.

*Training Package ANZSCO Identifier: 839312 Product Grader*  
*ANZSIC Code Identifier: 2111 Meat Processing*

## **3 Certificate III in Meat Processing (Packing Operations) - AMP31216**

This qualification covers the work activities undertaken by team leaders in a packing room of a meat processing enterprise. Typically people undertaking this qualification will have responsibility for a group of people and for the smooth, safe and efficient running of the packing process. They will frequently be called upon to train new recruits or to implement new processes or customer specifications. Graduates from this qualification will have a wide range of cognitive, technical and communication skills to select and apply a specialised range of tools, materials and information to: complete routine activities; and provide and transmit solutions to predictable and sometimes unpredictable problems. Graduates will apply knowledge and skills to demonstrate autonomy and judgement and to take limited responsibility in known and stable contexts within established parameters.

*Training Package ANZSCO Identifier: 831311 Meat Process Worker*  
*ANZSIC Code Identifier: 2111 Meat Processing*

#### 4 Certificate III in Meat Processing (Livestock Handling) - AMP31116

This qualification covers the work activities undertaken by team leaders working the yards or lairage (place where livestock may be rested on the way to market or slaughter) of an abattoir. Typically people undertaking this qualification will have responsibility for the welfare, yarding and movement of stock in an abattoir. Graduates from this qualification will have a wide range of cognitive, technical and communication skills to select and apply a specialised range of tools, materials and information to: complete routine activities; provide and transmit solutions to predictable and sometimes unpredictable problems. Graduates will apply knowledge and skills to demonstrate autonomy and judgement and to take limited responsibility in known and stable contexts within established parameters.

*Training Package ANZSCO Identifier: 841513 Mixed Livestock Farm Worker*

*ANZSIC Code Identifier: 2111 Meat Processing*

#### 5 Licencing

No occupational licensing, legislative or certification requirements are known to apply to these qualifications.

#### 6 Methodology

These qualifications all relate to work at a meat processing abattoir. Most abattoirs are located in regional areas of Western Australia, predominately in the Great Southern, South West and Wheatbelt regions. There is a new abattoir in the Kimberley at Yeeda Station.

Almost all accredited meat processing training in Western Australia is employment-based (either industry funded skill sets or Traineeships) so a first indicator of potential for these Traineeships is the number and location of recent enrolments in current meat processing Traineeships (not including retail or smallgoods). The enrolments/locations for 2015 were: Harvey 54, Chidlow 46, Katanning 44, Bunbury 42, Albany 34, Serpentine – Jarrahdale 18, Plantagenet 14, Cunderdin 10, Narrogin 8, Wanneroo 7, Gingin – Dandaragan 7, Esperance 5, Australind – Leschenault 4 and Geraldton 3.

The Food, Fibre & Timber Industries Training Council subsequently contacted Registered Training Organisations known to deliver from the AMP Training Package in Western Australia to ascertain their interest and capability. The outcomes were:

- Australian Training Solutions, which is based in Bunbury, currently has the new qualifications on scope and advises that they are very keen for the new qualifications to be Traineeships;
- Australian College of Training, which based in Perth, is currently adding the new qualifications to scope and is supportive of the new qualifications becoming Traineeships;
- Southern Regional TAFE, with a footprint in Bunbury, Albany and Narrogin, indicated their support but they do not have the qualifications on scope and did not indicate any intention to add them.
- South Metropolitan TAFE did not respond.

Further background research identified twenty-one organisations in Western Australia that operate abattoirs. The Food, Fibre & Timber Industries Training Council subsequently identified and contacted all of them by email and/or by telephone.



## 7 Industry Feedback

Two employers (V & V Walsh and Dardanup Butchering Company) have indicated strong support for the establishment of these qualifications as Traineeships and provided detailed advice (see emails at Attachments One and Two).

V & V Walsh advised that they have *been waiting for these to be established for some time* and that *they will give our employees a better employment pathway and a better outlook for training*. V & V Walsh indicated that they anticipate commencing 15 employees in Quality Assurance, 15 employees in Livestock Handling and 30 employees in Packing Operations per year.

Dardanup Butchering Company advised that:

- They would commence around 4 people per year in the Quality Assurance Traineeship as it would be extremely relevant for their current QA Officers and a leading hand in each department;
- The Livestock Handling Traineeship would be relevant to new and existing workers, although the numbers would be low (perhaps 3 per year) depending on turnover; and
- The Packing Operations Traineeship would fill a current void for packers who have already completed the Cert II and are looking for more but are not boning/slicing or working in a food service area. Again the numbers would low, around 2-3 per year.

Following further contact by telephone, five employers (WAMMCO International, Harvey Beef, Avon Valley Beef, Beaufort River Meats and Borrello Beef) indicated general support for the Traineeships but were unable to provide specific comment.

The WA Department of Corrections - Karnet Prison Farm has indicated general support for AMP30716 - Certificate III in Meat Processing (Quality Assurance) and AMP31216 - Certificate III in Meat Processing (Packing Operations) only, but were unable to provide specific comment

Fletcher International WA has advised that these qualifications are not applicable to their business.

The organisations that were approached but did not respond were: Yeeda Station, Chidlow Meats, Mt Barker Chickens, Cunderdin Meats, WA College of Agriculture Cunderdin, Corrigin Meatworks (Windmill Meats), Hillside, Sharklake, Goodchild, Hagan Bros, Linley Valley Pork and Great Eastern Abattoirs. The Meat and Poultry Co in Wanneroo has closed.

## 8 Industrial Relations

Awards covering wages and conditions of employment in the meat industry include the Meat Industry Award 2010 (Commonwealth) and the Meat Industry (WA) Award. Both awards set minimum wages and conditions for employees, include pay rates for Apprentices. The Commonwealth Award includes access to the National training Wage for Trainees, however the meat industry in Western Australia typically pay all Trainees the full non-Trainee rate. The Assistant Branch Secretary of the Australian Meat Industry Employees Union, South & WA Branch, has been consulted and is satisfied that Traineeships for these qualifications are appropriate.

## 9 Nominal Duration

The general feedback from employers (V & V Walsh and Dardanup Butchering Company) and RTOs (Australian Training Solutions and Australian College of Training) is that these proposed Traineeships should have a nominal duration of 24 months. Dardanup Butchering Company did indicate that the

Certificate III in Meat Processing (Packing Operations) could be 18 months, but this was assuming prior completion of the Certificate II which is not a prerequisite. A nominal duration of 24 months would be the same as seven out of the eight other Cert III in Meat Processing Traineeships in Western Australia. The Awards are silent on nominal durations of Traineeships.

## **10 Credit arrangements**

The feedback from employers (V & V Walsh and Dardanup Butchering Company) and RTOs (Australian Training Solutions and Australian College of Training) is that these proposed Traineeships should not have any provision for credit arrangements. Almost all industry training is via employment based pathways and there is no related pre-apprenticeship course.

## **11 Pre-requisites**

The feedback from employers (V & V Walsh and Dardanup Butchering Company) and RTOs (Australian Training Solutions and Australian College of Training) is that these proposed Traineeships should not have any provision pre-requisites to apply for entry into the Traineeship. This reflects the design of the Training Package and that there are no entry requirements for these qualifications.

## **12 Part-time arrangements**

The feedback from employers (V & V Walsh and Dardanup Butchering Company) and RTOs (Australian Training Solutions and Australian College of Training) is that these proposed Traineeships should be available on a part-time basis, with a minimum of 15 hours per week averaged over four weeks. Part-time employment is supported by both industrial awards.

## **13 School-based arrangements**

The WA Department of Education, Catholic Education Office, Association of Independent Schools and School Curriculum and Standards Authority have been advised of the proposed establishment. The Catholic Education Office advises that they are happy for these qualifications to be available as School-based Traineeships, provided that they are over both Year 11 and 12.

It is not proposed that these qualifications be available as School-based Traineeships. The feedback from one employer (V & V Walsh) is that these proposed Traineeships would not be suitable for school-based delivery, as the Traineeships are not suitable for new entrants to the workforce. On the other hand, Dardanup Butchering Company advised that a Certificate III in Meat Processing (Quality Assurance) Traineeship could be undertaken by year 12 school students only. Following discussion, Dardanup Butchering Company agreed that a more likely pathway would be a Cert II In Meat Processing School-based Traineeship with the Cert III in Meat Processing (Quality Assurance) Traineeship being post-schooling.

## **14 New or Existing Workers**

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The feedback from employers (V & V Walsh and Dardanup Butchering Company) and RTOs (Australian Training Solutions and Australian College of Training) is that these proposed Traineeships would be suitable and are designed for both new and existing workers.

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## 15 Recommendation

The Industry Training Council recommends the State Training Board that these three Traineeships be established in Western Australia as follows:

CLASSIFICATION:	Class B
QUALIFICATION NAME:	<b>Meat Processing (Quality Assurance)</b>
TITLE OF APPRENTICESHIP:	<b>Meat Processing (Quality Assurance)</b>
APPRENTICESHIP TYPE:	Trainee
NOMINAL DURATION:	24 months
PART-TIME ARRANGEMENTS:	Yes, with a minimum 15 hours per week averaged over 4 weeks.
Relevant Industrial Award or Policy:	MA000059 - Meat Industry Award 2010 (Commonwealth) or Meat Industry (Western Australia) Award, 2003
SCHOOL BASED:	No
PRE-REQUISITES:	Nil
CREDIT ARRANGEMENTS:	Nil
TRAINING CONTRACT REQUIREMENTS:	Nil
REQUIREMENTS:	Nil

CLASSIFICATION:	Class B
QUALIFICATION NAME:	<b>Meat Processing (Livestock Handling)</b>
TITLE OF APPRENTICESHIP:	<b>Meat Processing (Livestock Handling)</b>
APPRENTICESHIP TYPE:	Trainee
NOMINAL DURATION:	24 months
PART-TIME ARRANGEMENTS:	Yes, with a minimum 15 hours per week averaged over 4 weeks.
Relevant Industrial Award or Policy:	MA000059 - Meat Industry Award 2010 (Commonwealth) or Meat Industry (Western Australia) Award, 2003
SCHOOL BASED:	No
PRE-REQUISITES:	Nil
CREDIT ARRANGEMENTS:	Nil
TRAINING CONTRACT REQUIREMENTS:	Nil
REQUIREMENTS:	Nil



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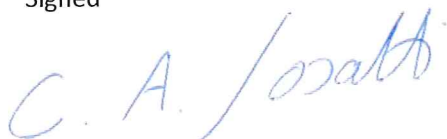
CLASSIFICATION:	Class B
QUALIFICATION NAME:	<b>Meat Processing (Packing Operations)</b>
TITLE OF APPRENTICESHIP:	<b>Meat Processing (Packing Operations)</b>
APPRENTICESHIP TYPE:	Trainee
NOMINAL DURATION:	24 months
PART-TIME ARRANGEMENTS:	Yes, with a minimum 15 hours per week averaged over 4 weeks.
Relevant Industrial Award or Policy:	MA000059 - Meat Industry Award 2010 (Commonwealth) or Meat Industry (Western Australia) Award, 2003
SCHOOL BASED:	No
PRE-REQUISITES:	Nil
CREDIT ARRANGEMENTS:	Nil
TRAINING CONTRACT REQUIREMENTS:	Nil
REQUIREMENTS:	Nil

This submission has the full support of the Food, Fibre and Timber Industries Training Council Board of Management and was endorsed via email on 21<sup>st</sup> and 22<sup>nd</sup> November 2016.

**FFTITC Board of Management**

Carlo Gosatti	Endorsed
Cheryl Stinson	Endorsed
Alex Rupe	Endorsed
Geoff Richards	Endorsed
John Da Silva (AMIEU Union Representative)	Endorsed
Brad Gandy	No response
Ann Maree O'Callaghan	Endorsed
Ric Newman	Endorsed
Margaret Sylvester	Endorsed

Signed



Carlo Gosatti  
Chair,  
Food, Fibre and Timber Industries Training Council

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## Attachment One

**From:** Crystal Potter  
**To:** Paul Etheredge  
**Subject:** Australian Meat Processing Traineeships  
**Date:** Wednesday, 19 October 2016 3:00:49 PM

Hello Paul

Dardanup Butchering Company would like to show their support towards the new Qualifications within the Australian Meat Processing Training Package.

### **Certificate III in Meat Processing (Quality Assurance) – AMP30716**

\* This traineeship pathway would be extremely relevant for existing workers. It is a nice fill in between the cert II certificate and then the Cert IV QA. We would put our current QA Officers and a leading hand in each department into the Cert III course. If there was funding attached, we would look at enrolling more.

\* We would probably enrol around 4 people per annum into this course.

\* I think this traineeship should be available to year 12 school students but only if they are undertaking VET studies with practical experience at a meat processing plant (work placement). I also believe the qualification should only be able to be achieved through a training contract with an employer.

\* As a full time traineeship I think the nominal duration of 24 months is sufficient. As a part time traineeship 15hr is good except for if a year 12 student is undertaking the training. Then they need to spend 7.5hrs per week in an establishment to get the hands on experience while they are finishing their school based traineeship.

### **Certificate III in Meat Processing (Livestock Handling) – AMP31116**

\* This would be relevant to new and existing workers. We need this qualification for our current Stockmen but I would also put a new employee through it if they were going into our stock yards.

\* Numbers per annum is difficult for this qualification as we don't have a big turnover in our stockyards. We currently have 3 stockman and would look at signing all of them up. If we do have turnover then we would get the new people signed up.

\* I'm happy with the course nominal duration of 24 months. Part time 15hrs. I don't think this course should be offered to year 11 or 12 students or through an institutional learning pathway as having practical experience is very important.

### **Certificate III in Meat Processing (Packing Operations) – AMP31216**

\* This traineeship pathway would be good for existing workers. At the moment we don't have a qualification to offer our packers who have already done the cert II and are looking for more but are not Boning/slicing or working in a food service area. This qualification would fill that void.

\* We might enrol around 2-3 per annum.

\* I would be happy for this qualification to hold a nominal duration of 18 months full time. Part time should be at least 15 hours. I don't think this would need to be offered to year 11 or 12 students and should only be achieved through a training contract with an employer.

Kind Regards,

**Crystal Potter**

Training Coordinator

Dardanup Butchering Company

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Wimbridge Road, Picton WA

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## Attachment Two

**From:** Troy Lucy  
**To:** Paul Etheredge  
**Subject:** RE: Aust Meat Processing Traineeships CRM:0009540  
**Date:** Friday, 7 October 2016 1:56:36 PM

Hi Paul,

If your business does see a need for these Traineeships then we will need written confirmation of this and advise on the following for each Traineeship:

Our company has been waiting for these to be established for some time. It will give our employees a better employment pathway and a better outlook for training. These certificates will fill the gap for employees to transcend into their elective department.

Certificate III in Meat Processing (Quality Assurance) - AMP30716

Certificate III in Meat Processing (Livestock Handling) - AMP31116

Certificate III in Meat Processing (Packing Operations) - AMP31216

Whether the Traineeship pathway is relevant for new employees and/or existing workers (note that these Qualifications are aimed at more capable/skilled employees and AMP31216 specifies some pre-requisite Units);

These Qualifications should be both aimed at new employees and existing employees as there is a market for both as employees pathways in the industry may change during their employment.

The likely numbers of commencements per annum;

(Quality Assurance) 15 Candidates

(Livestock Handling) 15 Candidates

(Packing Operations) 30 Candidates

If you believe such a Traineeship should be available part-time and, if so, if the standard minimum of 15 hours per week is appropriate;

Yes we do

If you believe such a Traineeship should be available to Year 11 and/or 12 school students;

No

The preferred nominal duration in months (note: almost all Meat Processing Level 3 Traineeships have a nominal duration of 24 months);

Yes 24 months

Whether the qualification should be able to be achieved only through a Training Contract with an employer or also through an institutional learning pathway (ie an off-the-job course);

Yes

If any occupational licencing is involved;

No

The industrial arrangement that the business is covered by (eg the national Meat Industry Award 2010, the WA Meat Industry Award or other; and

The National Meat Industry Award 2010

Troy Lucy  
Training Officer /Assessor  
V & V Walsh Pty Ltd  
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