



final report

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MINTRAC Training Managers Network

Milestone 4 report

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1 Milestone requirements

By agreement with MLA the fourth and final report is required to provide:

- a final summary of scheduled v actual Training Manager network meetings and professional development activities
- a summary of issues raised, initiatives and outcomes of the Training Manager TM network for year
- recommendations for the coming year

1.1 Milestone requirement 1

A final summary of scheduled v actual Training Manager Network meetings and professional development activities

MINTRAC has completed the program for the first and second rounds of Training Managers' meetings and professional development for the 2008/9 financial year.

This year a range of speakers from State Training and Meat Authorities, Standards Systems auditors and equipment manufacturers have been invited to deliver sessions to upgrade the training manager's sources of information and understanding of the changing operating environment. The meetings continue to attract strong support.

Training Managers meeting dates 2008/9

State	Location	Proposed Venue	Date
NSW	Wagga Wagga	Quality Inn Carriage House Corner of Sturt Highway & Eumony Bridge Rd, Wagga Wagga, NSW 2650	Thursday 7 August 2008
NSW	Tamworth	Best Western Sanctuary Inn, 293 Marius Street, Tamworth NSW 2340	Thursday 4 September 2008
QLD	Brisbane	Comfort Inn & Suites, 186 Toombul Road, Northgate QLD 4013	Thursday 18 September 2008
SA	Adelaide	Rydges Adelaide South Park, 1 South Terrace, Adelaide SA 5000	Tuesday 21 October 2008
WA	Perth	Citigate Perth Hotel, 707 Wellington Street, Perth WA 6000	Monday 17 November 2008

VIC	Melbourne	Melbourne University private, 442 Auburn Road, Hawthorn VIC 3122	Thursday 4 December 2008
NSW	Wagga	Quality Inn Carriage House Corner of Sturt Highway & Eunony Bridge Rd, Wagga Wagga, NSW 2650	Thursday 5 February 2009
QLD	Brisbane	Comfort Inn & Suites, 186 Toombul Road, Northgate QLD 4013	Wednesday 25 February 2009
WA	Perth	Comfort Inn Bel Eyre Motel, 285 Great Eastern Highway, Belmont WA 6104	Wednesday 11 March 2009
SA	Adelaide	Rydges Adelaide South Park, 1 South Terrace, Adelaide SA 5000	Wednesday 13 May 2009
VIC	Melbourne	Melbourne University Private, 442 Auburn Road, Hawthorn VIC 3122	Wednesday 3 June 2009
NSW	Tamworth	Best Western Sanctuary Inn, 293 Marius Street, Tamworth NSW 2340	Thursday 18 June 2009

The national program of knife sharpening awareness has also been completed with workshops and the release of a statistical analysis of knife sharpness data.

Knife Sharpening Workshop dates

State	Location	Venue	Date
VIC		M C Herd Pty Ltd	Thursday 11 – Friday 12 September 2008
QLD		Australian Country Choice Production Pty Ltd	Monday 15 – Tuesday 16 September 2008
NSW		Fletcher International Exports	Thursday 18 – Friday 19 September 2008
SA		T & R Pastoral Company Pty Ltd	Monday 22 – Tuesday 23 September 2008

The professional development program for the financial year 2008/ 2009 is detailed below and been delivered. The courses and workshops have covered such topics as MHA, OH&S, auditing,

animal welfare, QA auditing and HACCP. The program was developed after analysing the results of the training requirements survey of AMPC members conducted late in 2008.

Professional development dates 2008

Start Date	Course Name	Location	State	Venue	Delivered
20-Aug-08	Meat Microbiology	Hosted by ACC, Brisbane	QLD	ACC Abattoir at Cannon	Yes
26-Aug-08	Meat Hygiene Assessment	Melbourne	VIC	Melb University Private, Hawthorn?	Yes
2-Sep-08	HACCP Principles & Applications	Hosted by Rockdale Beef, Leeton	NSW	Rockdale Beef	Yes
23-Sep-08	Animal Welfare - Cert II unit	Perth	WA		Postponed to December
25-Sep-08	Meat Microbiology	Melbourne	VIC	Melb University Private, Hawthorn??	Yes
6-Nov-08	HACCP refresher	Launceston	TAS		No
2-Oct-08	HACCP Principles & Applications	Brisbane	QLD	ACC Abattoir at Cannon	Yes
8-Oct-08	Meat Hygiene Assessment	Perth	WA	TBA	No
08-Oct-08	Animal Welfare - Cert II unit	Young	NSW		Run on Dec 4&5 at Wagga
28-Oct-08	QA for Supervisors	Perth	WA		No
30-Oct-08	Meat Microbiology	Perth	WA		No
30-Oct-08	QA for Supervisors	Melbourne	VIC	Melb University Private, Hawthorn	Yes
5-Nov-08	HACCP Refresher	Brisbane	QLD	ACC Abattoir at Cannon	No
19-Nov-08	Advanced HACCP	Brisbane	QLD	ACC Abattoir at Cannon	Postponed

Start Date	Course Name	Location	State	Venue	Delivered
19-Nov-08	Statistical techniques	Melbourne	VIC	Melb University Private, Hawthorn	No
21Oct08	Animal Welfare Office	Goulburn	NSW	South. Meats	Yes
24 Oct 08	Working at heights	Tumut	NSW	TAFE	Yes

Professional Development 2009

Date	Workshop	Location	State	Venue	Delivered
4 – 5 February 2009	Knife Sharpening	Brisbane	Qld	Australian Country Choice	Postponed
5 – 6 February 2009	TAADEL30 1A provide training	Adelaide	SA	T&R Murray Bridge	No
10 February 2009	Intro & refresher to Knife testing machine	Melbourne	Vic	M C Herd	Yes
16 – 17 February 2009	Animal Welfare Officer Skills set	Cootamundra	NSW	G M Scott	Yes
16 – 17 February 2009	TAA Upgrade	Sydney	NSW	Quest Mascot	Yes
23 – 24 February 2009	Animal Welfare Officer Skills set	Brisbane	Qld	Australian Country Choice	No
26 – 27 February	TAADEL30 1A provide	Colac	Vic	CRF	Postponed

y 2009	training				
24 – 25 February 2009	TAADEL30 1A provide training	Dandenong	Vic	Castricum Bros	Yes
12 – 13 March 2009	Animal Welfare Officer Skills set	Mackay	Qld	Thomas Borthwick & Sons QLD	Yes
16 – 17 March 2009	Animal Welfare Officer Skills set	Colac	Vic	CRF Ltd, Colac VIC 3250	No
18 – 19 March 2009	HACCP Principles & Application	Melbourne	Vic	Melbourne University Private,	No
28 – 29 April 2009	Meat Hygiene Assessment	Mackay	QLD	Thomas Borthwick & Sons	No
12 – 13 May 2009	HACCP Principles & Application	Mackay	Qld	Thomas Borthwick & Sons	No
25 – 26 May 2009	TAADEL30 1A provide training	Bunbury	WA	Great Southern TAFE	Yes
27 – 29 May 2009	Cert. IV in Training & Assessment WORKSHOP 2	Perth	WA	Great Southern TAFE	No
June	Cert IV OH&S Training for supervisors	Melbourne	Vic	Various Locations	Yes

1.2 Milestone requirement 2

A summary of issues raised, initiatives and outcomes of the Training Manager TM network for year

The major issues raised across the country at these network meetings were:

- the filming of animal welfare breaches at processing works and their posting on YouTube
- Productivity Places and the industry's access to these programs
- training from other training packages eg working at heights, riding quad bikes, tractor training
- creation of Skills Sets to address specific certification or equivalence requirements
- addressing calf handling issues
- issues with moderation and validation of assessment processes
- standardising meat inspection assessment
- responding to the outcomes of the knife sharpening survey.

MINTRAC has addressed these by:

- running the YouTube material at all network meetings and promoting AW training in all States
- promoting and distributing AWO training materials
- making representations at both Federal and State levels to make sure that industry has access to productivity placements.
- organising pilot cooperative training programs with other industries to enable meat processing companies to access non-meat training at a viable cost.
- organising and developing a specific training program for calf handling
- participating in the development of an NCVER national "Code of Practice for assessment moderation"
- undertaking to facilitate a major national assessment moderation program for all meat safety RTOs in the new year
- facilitating RTO participation in knife sharpening professional development workshops.
- A sample agenda forms Attachment Two to this report.

1.3 Milestone requirements 3

Recommendations for coming year

The budgetary situation is going to be very tight in all states and there will be an ongoing need for MINTRAC to represent the meat industry strongly so that it remains a priority for State Training Authorities. In addition there will be changes in the meat industry as a consequence of the Beale Report that may well require changes to the training package and some new professional development activities for both trainers and QA practitioners.

Animal welfare will be an ongoing issue for the industry and professional development will continue to be provided for trainers and stock handlers. Calf handling and transport training will be especially important in the coming twelve months as animal rights organisations focus on this sector of the industry. The area of assessment moderation and validation is also going to be a subject to concentrate on next year as the VET regulators look more closely at this area of RTO performance. In addition our research into the standard of RTO assessment showed that this is an area where industry is less confident that the RTOs are meeting industry needs.

2 Attachment 1

Network attendances 2008-9

(as at 18.05.09)

Company	Training Managers
Meat Processing Companies	
Adelaide Poultry Fresh Choice	Yes
ACC	Yes
Australian Food Corporation	
Aust Lamb Company Pty Ltd	
BE Campbell	
Big River Pork	
Bindaree	Yes
Burrangong	
Cargill	Yes
Churchill abattoir	
CRF	Yes
Dalriada	
Dardanup Butchering Co	Yes
Don KRC	Yes
D'Orsogna Pty Ltd	
EC Throsby	
Eversons Food Processors	
Fletcher International (NSW)	Yes
Fletcher International (WA)	Yes
Frewstal	
G&K O'Connor	
The Game Meat Company of Australia	
Gathercole Meat	
GBP Exports	
Geraldton Meat Exporters	
George Weston Foods	Yes
GinGin Meat works	
GM Scott	
Gordyn's Pty Ltd	
Greenham (Tas) & (Vic)	
Gundagai Food Processors	
Hans continental	
Hardwicks	
Harvey Industries	
International Exporters	

Company	Training Managers
Kilcoy	Yes
Lobethal	
Macro Meats Gourmet Game	
MC Herd	
Metro Velda	
Midfield	
Milton District Meats	
Moe Meat Packers	Yes
Monbeef	Yes
Nippon Meat Packers	
Normanville	
Northern Cooperative	Yes
Norvic	
Patties Foods Pty Ltd	
Peel Valley	Yes
PPC Wholesale Food Service	
Prime Valley Pastoral	Yes
Primo abattoir	Yes
Primo Scone	
QAF	Yes
Radford	
Riverside Meats	
Rockdale	
Southern Meats	
Southern Queensland Exporters	
Stanbroke	Yes
Strath Meats	
Swickers	
Swift Australia Ltd	Yes
Swift Australia (Southern)	Yes
T&R Pastoral Company	
Tallowman	
Tatiara	Yes
Teys Bros	Yes
Teys SA	
Thomas Borthwick and Sons	
Toowoomba Foods	Yes
Top Cut Food Industries	
V&V Walsh	Yes
Western Meat Packers	
West Meats	
Wingham	
Wodonga Rendering	
RTOs	
AQIS	Yes
Australian College of Training	Yes

Company	Training Managers
Axial Training	Yes
Central West Community College	Yes
Chisholm	Yes
First Knight	
Great Southern Institute of TAFE	Yes
Goulburn Ovens Institute	Yes
Hunter TAFE	Yes
Independent Institute of Food Processing	Yes
JW Training and consulting	Yes
Lismore Institute of TAFE	Yes
Meat Industry Services	Yes
Melbourne East Group Training	Yes
North Coast Institute of TAFE	Yes
PN Browne	Yes
Response Learning	Yes
Simmonds and Bristow	Yes
Southern Edge Training	Yes
South West Institute of TAFE (SA)	Yes
South West Institute of TAFE (Vic)	Yes
SQIT	Yes
Symbio Alliance	Yes
TAFE NSW	Yes
TAFE SA (Regency)	Yes
TAFE Western Institute	
Targeted Training	Yes
Training Solutions Australia	Yes
University Of Ballarat	Yes
Other	
AMIC	Yes
AMPC	Yes
AUS-MEAT	
Australian Business Limited (AAC)	Yes
Busy at Work Apprentices (AAC)	Yes
Chrysalis Landscape consultants	
City West Water (Vic)	
Colley consulting	
CSIRO	
Curriculum Support	Yes

Company	Training Managers
Services (WA)	
Dept Ag (WA)	
Dpt Health WA	
DPI Vic	
Ecowise Environmental	
Eddie Andriessen consulting	
EPA	
Food Science Australia	
Foss Pacific	
Golder Associates	
ITT Water And Waste	
Johns Environmental	
Management for Technology	
Manufacturing Skills Qld (ITAB)	Yes
MLA	
PITAC NT	
PrimeSafe	
Proand Ass	
SAARDI	
Sarino Russo Apprenticeship Services	Yes
SAS Water Solutions	
State Training Services (STA)	Yes
3M Australia	
Victorian FTIB	Yes
Western Power	
WR Carpenters	

3 Attachment 2

MINTRAC Training Managers Network Meeting, Brisbane

Date: Wednesday 25 February 2009

Location: Comfort Inn and Suites Northgate Motel, 186 Toombul Road,
Northgate QLD 4013

Time: 11.00am – 3.00pm

Agenda

Item no.	Item	Discussion led by
1.	Attendance	MINTRAC
2.	Matters arising from previous meetings	MINTRAC, industry, RTOs
3.	Funding opportunities	TBA
4.	2009/10 Training Awards	MINTRAC
5.	Current and proposed R & D projects	MINTRAC
6.	Issues register queries	MINTRAC
7.	Productivity Places Program	TBA
8.	Food Safety Auditors training materials	MINTRAC
9.	Induction skills set	MINTRAC

10.	Development of a skills set <ul style="list-style-type: none">• animal handler• slaughterer for knock stick and shackle	MINTRAC
11.	Professional development for QLD Training staff	MINTRAC
12.	Attitudinal training for stock handlers	MINTRAC
13.	Bobby Calf handling	MINTRAC
14.	Report on the accelerated meat inspection course training	MINTRAC
15.	Knife Sharpening training opportunities	MINTRAC
16.	Other Business	MINTRAC