

## TRAINING REPORT (January - April 2008)

### 1. ROUTINE SLAUGHTER TRAINING AND EVALUATION

#### 1.1 Routine Slaughter training

Routine slaughter training is provided to both members as well as non-members of the Red Meat Abattoir Association. Requests for routine slaughter training are also received from abattoir owners and provincial veterinary officers on a regular basis.

In order for routine slaughter training to take place, the abattoir's slaughter practices are evaluated and compared with the standard best practice slaughter procedures as regularly updated by the association. Deviations are recorded and corrective training is provided by experienced training teams. A report is generated and a copy is provided to the abattoir which must be kept as part of the training records as pre-scribed in terms of regulation 55(b)(3) under the Meat Safety Act, 2000 (Act no. 40 of 2000) as part of the Hygiene Management System.

The following abattoirs received training:

No	Date	Venue	Workers trained	Province
1	2 Jan 2008	Albertinia Moslem Abattoir	6	WC
2	3 Jan 2008	Kleinkaroo Roivleis Abattoir	6	WC
3	4 Jan 2008	Roelcor George	12	WC
4	7 Jan 2008	Bartelsfontein	6	WC
5	8 Jan 2008	Mosselbaai Vleishandelaars	6	WC
6	8 Jan 2008	Bull Brand	31	GP
7	9 Jan 2008	Pork Packers	22	GP
8	14 Jan 2008	Dowefontein	3	EC
9	15 Jan 2008	Graaf Reinette Meat Suppliers	12	EC
10	15 Jan 2008	Brukkaros	31	Nam
11	15 Jan 2008	Beef Master	25	NC
12	16 Jan 2008	Hillmoor	2	EC
13	16 Jan 2008	Grootfontein	2	EC
14	16 Jan 2008	Beef Master	25	NC
15	16 Jan 2008	Brukkaros	31	Nam
16	16 Jan 2008	Brukkaros	31	Nam
17	17 Jan 2008	Stormberg	3	EC
18	17 Jan 2008	Beef Master	25	NC
19	18 Jan 2008	Steynsburg	3	EC
20	21 Jan 2008	Hessequa	6	WC
21	21 Jan 2008	Ostriswell	6	WC
22	22 Jan 2008	Excelsior	6	WC
23	22 Jan 2008	Bredasdorp	6	WC
24	23 Jan 2008	Vereeniging	30	GP
25	23 Jan 2008	Bredasdorp	2	WC
26	23 Jan 2008	Napier	4	WC
27	24 Jan 2008	Bonnievale	4	WC
28	24 Jan 2008	Brits	20	NW
29	25 Jan 2008	Bonnievale	8	WC

30	28 Jan 2008	Rustenburg	26	NW
31	28 Jan 2008	Van Rensburgs	4	WC
32	28 Jan 2008	Roelcor George	4	WC
33	29 Jan 2008	Meat Traders Queenstown	12	EC
34	29 Jan 2008	Boekenhout	18	GP
35	30 Jan 2008	Meat Traders Queenstown	12	EC
36	30 Jan 2008	Witbank	28	MP
37	31 Jan 2008	Chamdor	28	GP
38	31 Jan 2008	MVB Springs	15	GP
39	31 Jan 2008	Peace Abattoir Queenstown	8	EC
40	01 Feb 2008	Kareedouw	2	WC
41	01 Feb 2008	Joubertina	2	WC
42	04 Feb 2008	Heuwelkor II	25	FS
43	05 Feb 2008	Heuwelkor II	25	FS
44	06 Feb 2008	Heuwelkor II	20	FS
45	07 Feb 2008	Heuwelkor II	20	FS
46	11 Feb 2008	Ladysmith	3	WC
47	12 Feb 2008	Beefmaster	29	NC
48	13 Feb 2008	Beefmaster	29	NC
49	14 Feb 2008	Beefmaster	29	NC
50	18 Feb 2008	Van Rensburgs	6	WC
51	20 Feb 2008	Lynca (Debsteer)	25	FS
52	21 Feb 2008	Syferfontein	16	NW
53	21 Feb 2008	Vencor	15	LP
54	22 Feb 2008	Ceres	12	WC
55	17 Mar 2008	Pta-Mahems-Vryburg	14	NW
56	18 Mar 2008	Vryburg Abattoir	14	NW
57	19 Mar 2008	Vryburg- Stella Abattoir-Pta	12	NW
58	18 Mar 2008	Eskort Heidelberg	0	GP
59	17 Mar 2008	Klerksdorp	23	GP
60	18 Mar 2008	P K Farming	16	GP
61	19 Mar 2008	Kanhym Estates	6	MP
62	31 Mar 2008	K W Abattoir	17	FS
63	28 Mar 2008	Office, Strydfontein	0	GP
64	21 Apr 2008	Pretoria-Klerksdorp Abr-Htown	4	NW
65	22 Apr 2008	Htown-Gariep-Htown	22	NC
66	23 Apr 2008	Htown Abr-Kimberley	9	NC
67	24 Apr 2008	Kby-Meat to Market-Pta	22	NC
68	01 Apr 2008	Winterton	17	KZN
69	02 Apr 2008	Dalton	17	KZN
70	03 Apr 2008	Harrismith	18	KZN
71	04 Apr 2008	Petrus Steyn	2	FS
72	07 Apr 2008	Holfontein	7	GP
73	21 Apr 2008	Belfast	15	MP
74	24 Apr 2008	Boekenhout	19	GP

<b>Amount of visits</b>	74
<b>Amount of slaughter operators trained</b>	1 041

Please contact the training department for the scheduling for the rest of the year or to arrange training.

## 1.2 Evaluation

Evaluation of abattoir training needs is done continually. The information gathered is used to plan and coordinate training activities.

	Date	Abattoir visited	Province
1	03 Mar 2008	Mosselbaai Vleishandelaars	WC
2	04 Mar 2008	Fernbank Abattoir	WC
3	05 Mar 2008	Knysna Abattoir	WC
4	06 Mar 2008	Bartelsfontein	WC
5	07 Mar 2008	Albertinia Moslem Abattoir	WC
6	10 Mar 2008	Graaf Reinette Meat Suppliers	EC
7	11 Mar 2008	Graaf Reinette Meat Suppliers	EC
8	14 Mar 2008	Hassequa Abattoir	WC
9	17 Mar 2008	Roelcor George	WC
10	25 Mar 2008	Roelcor Worcester	WC
11	26 Mar 2008	Ceres Meat Packers	WC
12	27 Mar 2008	Tomis abattoir	WC
13	28 Mar 2008	Roelcor George	WC
14	30 Mar 2008	Roelcor Malmesbury	WC
15	01 Apr 2008	Roelcor Malmesbury	WC
16	02 Apr 2008	Mauresburg Abattoir	WC
17	03 Apr 2008	Voorberg Abattoir	WC
18	04 Apr 2008	Van Rensburgs Abattoir	WC
19	07 Apr 2008	Somerset East Abattoir	EC
20	08 Apr 2008	Somerset East Abattoir	EC
21	09 Apr 2008	Cradock Abattoir	EC
22	10 April 2008	Post Chalmers Abattoir	EC
23	15 Apr 2008	Roelcor George	WC
24	21 Apr 2008	Albertinia Moslem Abattoir	WC
25	24 Apr 2008	Tomis abattoir	WC

<b>Total amount of visits</b>	25
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## 2. SKILLS PROGRAMS

Skills programs are short courses designed to address critical needs in the industry. A credit represents 10 notional hours of learning. This means that it is estimated that it will take the slowest learner 10 hours to master the contents of a unit standard worth 1 credit. This time includes both theory and practical.

The NQF framework (National Qualifications Framework), indicates the level at which a qualification or a unit standard is registered with SAQA. E.g. the National Certificate General Abattoir Processes is registered at NQF level 2 while a National Diploma is registered at NQF level 5.

Program durations, credits and NQF levels for developed programs are indicated below:

Program	Duration	Credits	NQF Level
Hygiene Awareness	1 day	4	2
GMP & HACCP	4 days	25	4
HMS & HACCP	4 days	27	4
Basic Business Principles	2.5 days	9	3
Animal handling	4 days	24	2
Beef slaughter	4 days	25	2
Basic introduction to the abattoir industry	1 day	3	2
HACCP Awareness	1 day	6	3

## 2.1 Hygiene Awareness

The aim of the program is to ensure that each worker in an abattoir acquires basic knowledge of personal hygiene and the dangers associated with unhygienic practices. This knowledge should ultimately lead to a safer, more hygienic product. The program is regarded as a pre-requisite for all abattoir workers. The learners are taught the basic concepts of microbiology and the spread of bacteria that could lead to food poisoning. They are also taught how to prevent food poisoning.

During discussion of the Unit Standard "Demonstrate knowledge of Hygiene Awareness in a food production facility" the following are discussed:

- basic knowledge of food poisoning
- food hygiene
- prevention of food contamination
- importance of working in a clean environment
- personnel and food safety principles

No	Date	Abattoir	Amount of people trained	Province
1	7 Feb 2008	Heuwelkor II	9	FS
2	21 Feb 2008	Bull Brand	9	GP
3	22 Feb 2008	Bazar & Bazar Wholesalers	32	GP
4	26 Feb 2008	East London	10	EC
5	27 Feb 2008	Country Meat	3	FS
6	27 Feb 2008	Loanda Meats	10	MP
7	5 March 2008	Chamdor	10	GP
8	13 March 2008	Sparta	7	FS
9	26 March 2008	Ceres	6	WC

<b>Amount of visits</b>	9
<b>Amount of slaughter operators trained</b>	96

## 2.2 GMP (Good Manufacturing Practice) & HACCP (Hazard Analysis Critical Control Point)

The aim of the program is to ensure that competent learners will be able to implement GMP's and HACCP at their abattoirs. Due to pressures around food safety and quality, it has become crucial to teach learners the importance of GMP's as the minimum requirements and control measures that must be implemented to ensure that a consistently good quality product is produced before HACCP is implemented. HACCP is an internationally recognised food safety system that reduces the risk of food poisoning by identifying hazards and ways of controlling these hazards.

During discussions of the Unit Standard "Implement Good Manufacturing Practices in food processing", five GMP's are covered namely personnel practices, cleaning and sanitation, pest control, construction and maintenance and production and process controls.

During discussions of the unit standard "Implement and maintain a HACCP system in a food processing facility", learners are taken step by step through the implementation of the twelve HACCP stages theoretically as well as practically during group exercises in class.

LTL Products and Consultants have been contracted to:

- Provide training in Hygiene Awareness, GMP and HACCP as well as HMS and HACCP
- To implement Food Safety Management System (including pre-assessment, document preparation & review and verification)
- Perform Food Safety Audits (not abattoirs)

No	Date	Abattoir	Amount of people trained	Province
1	15-18 April 2008	LTL training facilities Midrand	6	GP

<b>Amount of training programs</b>	1
<b>Amount of people trained</b>	6

### 2.3 Hygiene Management Systems (HMS) & Hazard Analysis Critical Control Points (HACCP)

The aim of the program is to ensure that competent learners will be able to implement a Hygiene Management System at their abattoirs. Due to the requirements of the regulations under the Meat Safety Act, 2000 (Act no 40 of 2000), it has become crucial to provide guidance to the industry regarding the implementation of the legally required Hygiene Management System (HMS). The HMS program will not only address this need but will also provide theoretical and practical training in the principles of HACCP.

The Unit Standard offers learners knowledge and skills in the following areas:

- Relevant, practical examples of HMS policies, procedures and checklists
- Implementing the requirements for the implementation of a Hygiene Management System at abattoirs according to the Essential National Standards as set out in the Meat Safety Act, 2000 (Act no. 40 of 2000) – paragraph 11(1)(e).
- The integration of HMS with other food safety and quality management systems;
- The fourteen Hygiene Management Programs as required by the regulations
- The components of the HMS;
- Implementation of HMS;
- The documentation required for the implementation of HMS;
- The auditing requirements for the HMS.

During discussions of the unit standard “Implement and maintain a HACCP system in a food processing facility”, learners are taken step by step through the implementation of the twelve HACCP stages theoretically as well as practically during group exercises in class.

The Unit Standard for HMS, "Demonstrate Knowledge of Abattoir Hygiene and Meat Safety Standards", is being reviewed.

In order to ensure safe meat products with exceptional quality within the meat industry as a whole, government has established an act and regulations to govern the processes to ensure that this takes place. A food safety system needs to be implemented by everybody in the meat industry in order to adhere to the act and regulations as provided by government. The unit standard allows any food safety management system to be based on the specific outcomes and criteria that form part of the unit standard, and in so doing meeting the requirements. It is aimed at persons dealing with the monitoring of these food safety management systems who are responsible for decision making in terms of corrective actions to be taken in times of non-conformances. This unit standard was drafted to provide training regarding the implementation of the Hygiene Management System in terms of the Regulations under the Meat Safety Act, 2000 (Act no. 40 of 2000).

No	Date	Abattoir	Amount of people trained	Province
1	12-15 Feb 2008	VPH Limpopo Potgietersrus Lab	15	LP

<b>Amount of training programs</b>	1
<b>Amount of people trained</b>	15

## 2.4 Basic Business Principles

The aim of the program is to ensure that learners will have knowledge of basic business principles as was identified during the needs analysis that was conducted by the RMAA in 2004. This programme is of paramount importance for new venture creation (entrepreneurs) and to build better understanding of business principles in the industry. This will result in better customer relations, greater awareness of costs and higher profits to owners and stakeholders. Running Business Today was contracted to provide the training.

During discussion of Unit standard 8 000 "Apply Basic Business Principles" the following aspects are discussed:

- Income statement and analysis thereof
- Balance sheet and analysis thereof
- Debtor/ creditor analysis
- Vertical trend analysis
- Profit tri-angles
- Impact of customer service
- Different types of enterprises
- Identification of non-compliance of working standards
- Analysis of budget (own budget)
- Methods to improve cost items on budget

## 2.5 Animal Handling and Beef Slaughter

These programs address skills as follows:

### Animal Handling

- Identify and respond to abnormalities in slaughtered stock
- Handle slaughter animals ante mortem
- Prepare animals for slaughter
- Apply hygiene awareness in the work environment

No	Date	Abattoir	Amount of people trained	Province
1	4-6 Feb 2008	Heuwelkor II	5	FS
2	11-14 Feb 2008	MVB	5	GP
3	18-21 Feb 2008	Bull Brand	4	GP
4	25-27 Feb 2008	Country Meat	3	FS
5	25-27 Feb 2008	Loanda Meats	5	MP
6	25-27 Feb 2008	East London	5	EC
7	3-5 March 2008	Chamdor	5	GP
8	4-6 March 2008	RMAA	3	GP
9	3-5 March 2008	RTV	4	GP
10	10-12 March 2008	Beefmaster	5	NC
11	10-12 March 2008	Karan Beef	5	MP
12	11-13 March 2008	Sparta	3	FS

<b>Amount of abattoirs receiving training</b>	12
<b>Amount of slaughter operators trained</b>	53

### Beef Slaughter

- Demonstrate a basic understanding of the abattoir industry
- Identify and respond to abnormalities in slaughtered stock
- Slaughter and dress beef
- Handle and maintain utensils and equipment
- Apply hygiene awareness in the work environment

No	Date	Abattoir	Amount of people trained	Province
1	4-6 Feb 2008	Heuwelkor II	5	FS
2	11-14 Feb 2008	MVB	5	GP
3	18-21 Feb 2008	Bull Brand	5	GP
4	25-27 Feb 2008	Country Meat	3	FS
5	25-27 Feb 2008	Loanda Meats	5	MP
6	25-27 Feb 2008	East London	5	EC
7	3-5 March 2008	Chamdor	5	GP
8	4-6 March 2008	RMAA	3	GP
9	3-5 March 2008	RTV	4	GP
10	10-12 March 2008	Beefmaster	5	NC
11	10-12 March 2008	Karan Beef	5	MP
12	11-13 March 2008	Sparta	6	FS

<b>Amount of abattoirs receiving training</b>	12
<b>Amount of slaughter operators trained</b>	56

## 2.6 HACCP Awareness

The RMAA is currently in the process of developing a skills program to address the need in the abattoir industry regarding HACCP Awareness. This training program will be registered at AgriSETA as a skills program based on the Unit Standard 120239 "Monitor Critical Control Points (CCP's) as part of a Hazard Analysis Critical Control Point (HACCP) system. This unit standard is at NQF level 3 with 6 credits. The program will be facilitated over 1 day and a knowledge test will be written at the end of the program. To complete the assessment, learners will be expected to complete practical training at various control points on the production line.

### 3. LEARNERSHIPS

A learnership takes 1 year to complete and combines theory and practical work experience, culminating in a qualification that is registered with SAQA. A person who successfully completes a learnership acquires a qualification that signifies occupational competence and is nationally recognized.

#### 3.1 Learnerships 2006

The learnerships (General Abattoir Processes as well as Abattoir Slaughtering Processes 2006) granted by AgriSETA for the **2005-2006** year as allocated below have been completed and the final invoices submitted:

Venue	Qualification	Learners	Start Date
LAW Upington	NC: General abattoir processes (NQF 2 Credits 120)	20	20 April 2006
George	NC: General abattoir processes (NQF 2 Credits 120)	10	20 April 2006
East Londen	NC: General abattoir processes (NQF 2 Credits 120)	12	10 July 2006
Sparta Welkom	NC: General abattoir processes (NQF 2 Credits 120)	14	20 April 2006
Mosstrich	NC: General abattoir processes (NQF 2 Credits 120)	10	20 April 2006
Bullbrand	NC: Abattoir slaughtering processes (NQF 2 Credits 125)	12	18 July 2006
Chamdor	NC: Abattoir slaughtering processes (NQF 2 Credits 125)	12	27 July 2006
Heuwelkor II	NC: Abattoir slaughtering processes (NQF 2 Credits 125)	10	15 August 2006
National	FETC: Meat examination (NQF 4 Credits 156) (ME 2006)	20	March 2007
	<b>TOTAL</b>	<b>120</b>	

#### Meat Examination (ME) 2006

- Brits 1 (Resigned)
- RMAA 1 (Will finish end March 2008)
- Kimberley 2 (Completed core & elective learning. Will finish end March 2008)
- KZN (VPH) 4 (Busy with core practicum's & assessments. Will finish mid April 2008)

It is envisaged that the remaining ME 2006 learnerships will be completed by the end May 2008.

#### 3.2 Learnerships 2007

130 learnerships were allocated by AgriSETA for the 2007-2008 year. These were distributed between the learnerships for General Abattoir Processes and Meat Examination, and some were converted to skills programs since only 30% of the requested skills program funding was approved. FoodBev also allocated learnerships to Roelcor.

#### General Abattoir Processes (GAP) 2007 (AgriSETA)

The learnerships were allocated and pre-assessment tests were used to identify potential learners. Due to the late confirmation of the approval of the funding from AgriSETA, the rollout of the learnerships was delayed. Karan Beef learners only started in November 2007.

<b>Learnership distribution</b>				
<b>Venue</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Started</b>	<b>Current</b>
EPLA	10		10	0
Country Meat Kroonstad	8		8	6
Upington	10		10	4
Beefmaster (KCS Kimberley)	7	6	13	13
Vereeniging	11		11	4
Bull Brand	11		11	11
RTV	6	6	4	2
Karan Beef	1	5	6	6
<b>TOTAL:</b>			<b>73</b>	<b>54</b>

A number of learners have terminated their participation in the learnerships. Although facilitation and assessments are arranged with each individual abattoir according to a roll-out schedule, not enough time is made available for practical work due to production pressures. In the planning of the rollout, provision is made that approximately 2 learners per venue will terminate every quarter.

- Country Meat abattoir replaced 4 learners in October 2007
- At Upington abattoir 6 learners terminated
- At Vereeniging 3 learners terminated

When EPLA decided to close down we requested AgriSETA to convert the employed learners to unemployed, so that we could attempt to complete the learnership. We were able to make contact with 6 of the 10 learners. Most had already found other employment and only one learner was willing to continue as he is still employed by EPLA.

There have been a large number of terminations for the 2007-2008 learnerships and the reasons for this appear to be:

- Incorrect selection of learners by the abattoirs
- Lack of support by abattoir personnel and management
- Lack of sufficient time to complete practical work as well as learner workbooks
- Learners feel under pressure and decide that it is not worth the effort
- Some learners resign for better paying positions

#### **Meat Examination (ME) 2007 (AgriSETA)**

The current enrollment of learners is as follows:

<b>Venue</b>	<b>Total amount of learners (all employed)</b>
1. IMQAS - Crafcor Cato Ridge	5
2. IMQAS - Renbro	1 (Terminated)
3. Chamdor	2
<b>TOTAL</b>	<b>7</b>

Learners at Crafcor completed all the communication fundamentals and are currently busy with core learning. They have completed most of the practical work required and have been re-deployed in order to allow them access to an abattoir to complete the required practical work.

## General Abattoir Processes (GAP) 2007 (FoodBev SETA)

The following learnerships were granted to Roelcor by **FoodBev** for the **2006-2007** year and the RMAA was requested to handle the implementation thereof:

Venue	Learners	Current status
Malmesbury	8	7 (1 termination)
George	6	3 (3 terminations)

## General Abattoir Processes (GAP) 2008 (FoodBev SETA) Bullbrand

The RMAA received short notice of funding that Foodbev SETA has available for learnerships implemented before March 2008. Bullbrand have indicated that they would be able to take up 20 learnerships for General abattoir processes. The grant application is in the submission process and, pending final approval, these learnerships will commence on the 1<sup>st</sup> of April 2008.

## 4. Food Safety Management

Abattoir owners must provide the provincial executive officer with a documented Hygiene Management System (HMS) in terms of the Meat Safety Act, 2000 (Act no. 40 of 2000).

The HMS comprises the following components:

- Control measures or programmes to monitor identified control points
- Methods of monitoring or checking these control points
- Relevant records of observations, checks, measurements or results
- Sampling programmes for laboratory analyses
- Corrective actions
- Hygiene Assessment System (HAS) reports
- Hygiene Management Programs (HMP's) for the respective operational procedures at the abattoir

The RMAA assists abattoirs with the preparation for the implementation of a HMS in accordance with the regulations and the operating practices at the abattoir by rendering pre-assessment, implementation and verification services.

No	Date	Abattoir	Province
1	31 March – 4 April 2008	Belfast	MP
<b>Total pre-assessments</b>			1
<b>Total implementation/ support</b>			

## 5. Summary of training in the reporting period

Description		Number of abattoirs/ venues	Number of personnel
<b>Routine slaughter training</b>	Routine slaughter training	74 * <sup>1</sup>	1 041
	Evaluations	25	NA
<b>AgriSETA Skills programs</b>	Hygiene Awareness	9	96
	GMP & HACCP	1	6
	HMS & HACCP	1	15
	Basic Business Principles	0	0
	Animal Handling	12	53
	Beef Slaughter	12	56
<b>AgriSETA Learnerships</b>	General Abattoir Processes 2006	5 * <sup>2</sup>	54
	Abattoir Slaughtering Processes 2006	3 * <sup>2</sup>	23
	Meat Examination 2006	3 * <sup>2</sup>	7
	General Abattoir Processes (AgriSETA) 2007	8	54
	Meat Examination 2007	2	7
<b>FoodBev Learnerships</b>	General Abattoir Processes 2007	2	10

\*1 Demographics: Approximately 90% of these learners are black slaughter operators

\*2 Please note that this figure does not indicate the number of visits per abattoir/ venue

## 6. Mpumalanga Agri-Skills Development and Training (MASDT)

During January 2007, the RMAA created a Business Plan in collaboration with Mpumalanga Agri Skills Development and Training (Pty) Ltd trading as MASDT for submission to the Department of Labour. MASDT is an Association not for gain, incorporated in terms of Section 21 of the Companies Act Reg Number 2005/021019/08. They are also Accredited with AgriSETA (ACCSET TSP00008) and Registered with Department of Labour (0136558700). Their NSF Provider ID is 2871.

It is envisaged that the Department will make national skills funds available for use during the launch and implementation of skills programs at all low and high throughput abattoirs in MP. These skills programs will develop the abattoir personnel in whole and will provide applicable training to secure standards of meat safety and quality of the red meat industry and to the consumer.

The aim is to accomplish the above by providing training in the following fields:

- **Personal Hygiene** to improve personal hygiene practices for each individual at a domestic level which can be shared with family members and friends in order to improve the hygiene status of the community at large.
- **Abattoir Hygiene Awareness** to serve as the basis for prevention of food contamination and food poisoning. Making learners aware of the sources of contamination, the means of spreading bacteria and the ways in which to prevent the spread and growth of bacteria. Microbiological screening by means of ultraviolet light detection is an effective way to demonstrate bacterial contamination of the hands and to demonstrate the effectiveness of hand washing.
- **An Introduction to the Abattoir Industry** to enable the individual to understand the concept of abattoir practices and procedures and to visualise where he/ she fits into the broader picture of the abattoir industry.
- **Basic Business Principles** to lay a sound foundation for understanding income statements, balance sheets, budgets and the analysis thereof. Among others it will teach the learners the importance of good customer service to ultimately benefit the company and the workers. The compilation of own budgets will enable learners to work wisely with their own money in that way ensuring their own financial freedom.
- **HIV/ Aids** training and counselling to provide learners with the necessary knowledge to prevent contracting the disease as well as the skills to deal with being HIV positive themselves and having

friends and colleagues with an HIV positive status. Having access to counselling when diagnosed with HIV.

- **Personal finance** to enable the learners to manage their own finances.

The RMAA will present Abattoir Hygiene Awareness, an Introduction to the Abattoir Industry and Basic Business Principles while MASDT will facilitate the rest of the skills programs. It is envisaged to start at the high throughput abattoirs with the RMAA programs and at the low throughput abattoirs with the MASDT programs. All the abattoirs would have been reached by November 2008. Nelspruit, Piet Retief and Mataffin abattoirs identified learners to participate in this training.

In order to enable the RMAA to render services funded by the NSF (National skills fund) we have submitted an application to register the RMAA as a provider with the Department of Labour. We are currently in the process of registering the RMAA / MASDT skills program on the DoL database. Once this has been completed the project will be rolled out.

## **7. PERSONNEL**

Mr. Herman Waterboer joined the RMAA in January 2008 in the position of training instructor. He is currently undergoing in house training. We would like to congratulate him on his appointment and welcome him as part of the training team.

Mr. Ben Walkenshaw resigned from the RMAA to join Kimberley Cold Storage as a Slaughter Floor Supervisor. He will commence duty on the 1<sup>st</sup> of May 2008. We wish him well with his new venture.

Ms Theresa Diogo was appointed in the position of Training Administrator while Ms Mariana Du Toit was transferred into the position of Training Official. The change was implemented from 1 April 2008.

# HYGIENE MANAGEMENT SYSTEM (HMS)

HMS is an acronym used when referring to the Hygiene Management System. Abattoir owners must provide the provincial executive officer with a documented HMS in terms of the Meat Safety Act, 2000 (Act no. 40 of 2000).

The HMS comprises the following components:

- Control measures or programmes to monitor identified control points
- Methods of monitoring or checking these control points
- Relevant records of observations, checks, measurements or results
- Sampling programmes for laboratory analyses
- Corrective actions
- Hygiene Assessment System (HAS) reports
- Hygiene Management Programs (HMP's) for the respective operational procedures at the abattoir

The RMAA can assist abattoirs with the preparation for the implementation of a HMS in accordance with the regulations and the operating practices at the abattoir.

## (1) Pre-assessment

Existing documentation is assessed and grouped according to the framework of the HMS. Shortcomings are identified and a pre-assessment report is compiled.

## (2) Implementation/ support

Assistance is rendered with the preparation of various policies, procedures and checklists. It may include assistance with the writing or adaptation of existing documents or example documents.

## (3) Verification

A follow-up verification audit is required to identify final shortcomings.

### Duration

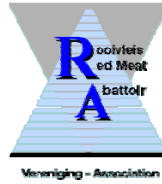
Approximately 6 days will be spent at the abattoir (5 days pre-assessment and preparation) and 1-2 days for verification approximately 30-60 days later.

### Estimated costs

	RMAA members	Non-members
Low throughput	R 8 000	R 10 000
High throughput (< 80 units)	R 11 000	R 15 000
High throughput (> 80 units)	R 15 000	R 20 000

- Prices include Vat.
- Travel and accommodation costs are excluded

Final costing depends on individual requirements. If you require this service please complete the attached form and submit or contact the training department.



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Please contact me with regard to HMS implementation

<b>Name of abattoir</b>	
<b>RC number of abattoir</b>	
<b>Contact person</b>	
<b>Telephone</b>	
<b>Fax</b>	
<b>Cell</b>	
<b>E mail</b>	



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