

Slaughter training

Formal training

Expression of interest in training form

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.

FORMAL TRAINING

If your company is an AgriSETA contributor you are eligible to receive funded training. Please complete the electronic "Expression of interest in Training form" on this website if you are interested in training offered by the RMAA.

SKILLS PROGRAMS

Skills programs are short courses designed to address critical needs in the industry. The programs are based on SAQA registered unit standards and competent learners achieve credits on the NQF (National Qualifications Framework). The credit value gives an indication of the amount of learning required and the NQF level an indication of the difficulty level within the field.

Programs available

Program	Duration	Credits	NQF Level
Animal handling	3 days	24	2
Beef slaughter	3 days	25	2
Hygiene awareness	0.5 day	4	2
Basic business principles	2.5 days	9	3
GMP & HACCP	4 days	25	4
HMS & HACCP	4 days	27	4
HACCP Awareness	1 day	6	3

LEARNERSHIPS

A learnership is a work-based route of achieving a qualification. It is a combination of structured work-place exposure (how), and theory learning (why), and culminates in a qualification that has been registered on the National Qualifications Framework (NQF). Successful candidates will achieve a nationally recognised qualification that signals occupational competence.

Learnerships are based on legally binding agreements between an employer, a learner and a training provider. This agreement spells out the tasks and duties of the employer, the learner and the training provider. It is designed to ensure the quality of the training and to protect the interests of each party.

Qualifications available

Title	SAQA ID	Learnership Registration Number
National Certificate in General abattoir processes	48655	22Q 220045 27 125 2
National Certificate in Abattoir slaughtering processes	48660	30Q 300018 26 130 2
Further Education and Training Certificate in Meat examination	48649	30Q 300029 23 160 4

- **Delivery**
- **Enrolment requirements**
- **Employer requirements**
- **Enrolling workers**
- **Claiming tax incentives**

Animal Handling

The aim of this program is to provide learners with competencies in the field of animal handling. The program is intended for workers involved with handling of animals. In the Unit standards "Identify and respond to abnormalities in slaughtered stock", "Ante mortem handling of Slaughter Animals", "Demonstrate knowledge of hygiene awareness in a food production facility" and "Prepare animals for slaughter" the following aspects are addressed:

- Anatomy and physiology
- Diseases and conditions
- Lairaging
- Protective clothing
- Documentation
- Care for animals
- Hygiene awareness
- Stunning and bleeding
- Electrical stimulation

Beef Slaughter

The aim of this program is to provide learners with knowledge in the slaughter and dressing of beef in accordance with statutory requirements and operational procedures to ensure optimal quality of the end product. The learner is expected to perform the specific outcomes as reflected in the unit standards with supervision, but with access to work-site procedures, operating instructions and statutory requirements. The program is intended for workers who are involved in beef slaughter.

In the Unit standards “Identify and respond to abnormalities in slaughtered stock”, “Slaughter and dress beef”, “Demonstrate knowledge of hygiene awareness in a food production facility”, “Handle and maintain utensils and equipment “, and “Basic understanding of the abattoir industry” the following aspects are addressed:

- Anatomy and physiology
- Diseases and conditions
- Corrective actions and control measures
- Slaughter process
- Hygiene awareness
- Induction programs
- Documentation
- Facilities and equipment
- Animal welfare
- Pest control
- Meat quality and safety
- Cleaning and sanitising

Hygiene Awareness Training

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. The program is intended for all abattoir workers.

In the Unit Standard “Demonstrate knowledge of Hygiene Awareness in a food production facility” the following aspects are addressed:

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

Basic business principles

The aim of the program is to ensure that learners will have an 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. The program is intended for anyone with at least grade 9 (standard 7), supervisors and heads of departments.

In the Unit standard “Apply Basic Business Principles” the following aspects are addressed:

- 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

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

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 educate learners in 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. The program is intended for workers in the food safety and quality field who have completed standard 8 (grade 10) and are at supervisory level and higher. The ideal candidates will have been employed in the food safety/ quality field for at least six months and include quality assurance/ control personnel, meat inspectors/ examiners, veterinary personnel, supervisors and middle management.

In the Unit Standard "Implement Good Manufacturing Practices in food processing" the following aspects are addressed:

- Personnel practices
- Cleaning and sanitation
- Pest control,
- Construction and maintenance and
- Production and process controls.

In the unit standard "Implement and maintain a HACCP system in a food processing facility" the following aspects are addressed:

- Identification of hazards
- Identification of critical control points
- Design of the procedures to control and monitor CCP's
- Design of necessary documentation
- Implementation
- Auditing

Hygiene Management Systems and Hazard Analysis Critical Control Points (HMS & 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. The program will not only address this need but will also provide theoretical and practical training in the principles of HACCP. The program is intended for workers in the food safety and quality field who have completed standard 8 (grade 10) and are at supervisory level and higher. The ideal candidates will have been employed in the food safety/ quality field for at least six months and include quality assurance/ control personnel, meat inspectors/ examiners, veterinary personnel, supervisors and middle management.

In the Unit Standard "Implement a Hygiene Management System in a Meat Fabrication Plant" 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” the following aspects are addressed:

- Identification of hazards
- Identification of critical control points
- Design of the procedures to control and monitor CCP’s
- Design of necessary documentation
- Implementation
- Auditing

HACCP Awareness

The skills program addresses the need in the abattoir industry regarding HACCP Awareness. It is focused at workers at lower levels than supervisory level. 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.

Delivery

Learnerships have a duration of 1 year. The training is a combination of structured work-place-, theory learning. The training includes the fundamental unit standards as well as core (technical) unit standards. Depending on the number of learners, the training could be conducted at your facility or alternatively at a central venue, in combination with other groups. Training will proceed according to a rollout schedule that is compiled in consultation with the abattoir management.

Enrolment requirements

Any worker, employed or unemployed, with appropriate levels of competence in Communication, Languages, and Numeracy equivalent to NQF 1 (Grade 9) can enrol for these learnerships. Provided that the requirements of the qualification are met, no one is excluded from enrolling. However, there is a learner selection process to ensure that only the most suitable learners are selected.

Employer requirements

In order for employers to register learners the following is required:

- Employers need to contribute skills development levies to a relevant SETA
- Work place skills plans must have been submitted to the SETA
- Facilities have to be available for theoretical training (Classroom)
- Learners have to be on NQF 1 level (To be determined during the pre assessment)
- Unemployed learners can be accommodated.

Furthermore, once an employer is involved in a learnership, the employer needs to identify an on-site mentor. This person will guide the learner and help her/him to deal with any work-related problems

Enrolling workers

Upon receipt of the completed letter of commitment and the application form (available from the RMAA) to enrol learners, arrangements will be made for a pre-assessment of the identified nominees. The number of allocated learnerships can be selected from the list of suitable candidates and will then enter the learnership.

Claiming tax incentives

In order to claim the tax incentive, you will need to complete a declaration for the purpose of claiming a deduction for an allowance in respect of a learnership agreement. The official document is available on the SARS website.

Benefits of learnerships

Firstly it is a way to get more skilled people. Skilled workers make better workers as they:

- Are more likely to do the correct thing the first time and make fewer mistakes
- Are more likely to 'get the best' out of their equipment
- Tend to be more independent workers
- Are more motivated because they know why what they are doing is important to the overall business and might also be less likely to leave their jobs

Secondly, registering learners entitles you to a tax credit (up to R 20 000 per an employed learner and up to R 25 000 per unemployed learner) and an additional credit (up to R 30 000 per learner) on successful completion of the learnership (subject to SARS regulations).

Furthermore, if you give an unemployed learner the opportunity to participate on the learnership, the SETA will pay those unemployed learners an allowance of R 150 (Seta Regulated) per week and you will have the choice to offer employment to successful candidates by the end of the learnership.

There are a number of benefits for the learners (employed or unemployed):

- Undergoes training at no cost to him/herself
- Receive a nationally recognised qualification
- Opens doors for career opportunities

EXPRESSION OF INTEREST IN TRAINING/ SERVICES

Please complete and fax back to RMAA (012) 349 1240.

Abattoir: _____

Contact person: _____

Telephone: _____ Cell: _____ Fax: _____

E mail: _____

Do you contribute Skills Development Levy (SDL)? _____ To which SETA? _____

	Number of workers	
Slaughter Training		
Formal Training		
Skills Programs		
Animal Handling		
Beef Slaughter		
Hygiene Awareness		
Basic Business Principles		
GMP & HACCP		
HMS & HACCP		
HACCP Awareness		
Learnerships	Number of workers (Minimum 8)	
Please indicate how many employed and or unemployeds you can accommodate	Employed	Unemployeds
National Certificate in General Abattoir Processes		
National Certificate in Abattoir Slaughtering Processes		
Further Education and Training Certificate in Meat Examination		