



Vereniging Φ Association

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INVESTIGATION INTO SALARY SCALES IN THE RED MEAT ABATTOIR INDUSTRY

During the past the RMAA has received a number of requests to assist with salary scales at abattoirs.

The Association has developed a set of guidelines to categorize the various work positions in the abattoir.

The questionnaire attached aims to gather applicable information and abattoir owners are kindly requested to complete and return it to this office to luna@rmaa.co.za or fax no 012 – 3491240 before 30th November 2009.

This information will be available to participating abattoirs in January 2010.

We have also used this opportunity to determine the extent of training coverage in the sector to

- firstly be able to provide feedback on the expenditure of training funds
- secondly determine the needs within the sector
- thirdly to determine possible candidates (employer) who may qualify for funding in terms of the "Training Layoff Scheme".

ONDERSOEK NA SALARISSKALE IN DIE ROOIVLEIS ABATTOIRBEDRYF

Die RVAV ontvang gereeld versoeke om behulpsaam te wees met die bepaling van salarisskale in die abattoirbedryf.

Die RVAV het 'n stel riglyne saamgestel ten einde die verskillende werkstasies in die abattoir te kategoriseer.

Die aangehegte vraelys het ten doel om toepaslike inligting te versamel en abattoireienaars word vriendelik versoek om dit te voltooi en voor 30 November 2009 aan hierdie kantoor terug te stuur na luna@rvav.co.za of faks na 012 – 3491240.

Hierdie inligting sal in Januarie 2010 aan deelnemende abattoirs beskikbaar gestel word.

Hierdie vraelys poog ook om die omvang van opleiding in die bedryf te bepaal ten einde

- terugvoer te verskaf t.o.v. die spandering van opleidingsfondse
- die behoeftes binne die sektor te bepaal
- die moontlike kandidate (werkgewers) wat mag kwalifiseer vir befondsing in terme van die "Training Layoff Scheme" te identifiseer

**THE RED MEAT ABATTOIR ASSOCIATION
HUMAN RESOURCE SURVEY: NOVEMBER 2009**

WAGE/SALARY SURVEY: ABATTOIR

INTRODUCTION

1. PREVIEW

There exists a huge need for the results of this survey. The comprehensiveness and comparability of the results depends on the amount of participants. Please supply your inputs to ensure a proper report.

2. PARTICIPATION AND CONFIDENTIALITY

ALL INPUTS WILL BE HANDLED AS STRICTLY CONFIDENTIAL

Please supply information to all the questions.
A report will be submitted with comparable tables.
The name of your abattoir will not be mentioned in the report.

Please send your completed questionnaire to the Red Meat Abattoir Association via e-mail to info@rmaa.co.za or fax for attention: Luna Lamprecht

PART 1

Please complete the following:

ABATTOIR INFORMATION		
NAME OF ABATTOIR		
REGISTRATION NO		
POSTAL ADDRESS		
PROVINCE		
CONTACT PERSON		
TELEPHONE NUMBER	CODE:	NUMBER:
FAX NUMBER	CODE:	NUMBER:
E-MAIL ADDRESS		

**THE CLOSING DATE FOR RECEIPT OF THE QUESTIONNAIRE AT THE RED MEAT
ABATTOIR ASSOCIATION: 30 NOVEMBER 2009**

PART 2

2.1 Please supply the following information based on cash wages/salaries **per week/month**, for each job grade where applicable (thirteenth cheque excluded) as on **31 October 2009**.

FOR JOB GRADES AND DESCRIPTIONS REFER TO ANNEXURE A

PERMANENT EMPLOYEES:

(As on 31 October 2009)

Job grade	Minimum Wage/salary (Rand)	Maximum Wage/salary (Rand)	Fringe Benefits as indicated in table 2.2 (Rand value)	Amount of employees in position	Weekly (W) Monthly (M)
A 1					
A 2					
A 3					
B 1					
B 2					
B 3					
C2					
C4					

If, in your opinion, you have workers in job grades not mentioned in the above table, record such workers in job grades B3, C2 or C4. Explain shortly.

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CASUAL WORKERS:

(As on 31 October 2009)

Please indicate the following tariffs paid to casual workers:

Minimum Tariff per day:	R
Maximum Tariff per day:	R

2.2 What is the throughput of your abattoir according to your **Certificate of approval**?

<p>.....</p> <p>.....</p>

2.3 Which of the following fringe benefits do you supply?

Please mark the Fringe Benefits with “x” unless differently indicated next to the specific fringe benefit.

FRINGE BENEFIT	JOB GRADE		
	A1 – A3	B1 – B3	C2,C4
MEDICAL FUND - % Contribution by Employer			
PENSION FUND - % Contribution by Employer			
PROVIDENT FUND - % Contribution by Employer			
FREE HOUSING			
HOUSING SUBSIDY			
ELECTRICITY			
RATION			
TRANSPORT TO WORK AND BACK			
USE OF MOTOR VEHICLE			
TRANSPORT ALLOWANCE			
TELEPHONE ALLOWANCE			
YEARLY BONUSES			
CLINIC			
OTHER – SPECIFY:			

2.4 Which functions are subcontracted and how many workers / employees per function?

FUNCTION	AMOUNT OF WORKERS

2.5 During which month/s do you normally give increases?

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2.6 Indicate the amount of learners/employees already trained

Formally trained Certificate issued by the training institution.		Informally trained On the job training, records available.	
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2.7 Training layoff scheme

Do you foresee any potential retrenchments at your abattoir during the next year due to decrease in production activities.

If so: Indicate the amount of employees per job grade.

A1	A2	A3	B1	B2	B3	C2	C4

Indicate whether you would be interested in funding of these employees for a period of 3 months to be trained in new skills and to keep them employed.

I am interested		I am not interested	
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2.8 Which unions are involved in your organisation?

2.9 Did you have any industrial action during 2009? (Mark your choice with “x”)

Yes		No	
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If “Yes” How many man days were lost?	
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2.10 What issues do you foresee would possibly need to be addressed next year (2010) in union discussions?

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RECOMMENDATIONS FOR FUTURE SURVEYS

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“THANK YOU FOR YOUR PARTICIPATION”

**DIE ROOIVLEIS ABATTOIR VERENIGING
MENSLIKEHULPBRONOPNAME: NOVEMBER 2009**

LOON EN SALARIS OPNAME: ABATTOIR

INLEIDING

1. VOORWOORD

Daar bestaan 'n groot behoefte na die resultate van hierdie opname. Die volledigheid en vergelykbaarheid van die resultate is afhanklik van die getal deelnemers. U word vriendelik versoek om u insette te verskaf sodat behoorlik verslag gedoen kan word..

2. DEELNAME EN VERTROULIKHEID

ALLE INSETTE WAT VERSKAF WORD SAL AS STRENG VERTROULIK HANTEER WORD

Verskaf asseblief sover moontlik die informasie op al die vrae. Die resultate van die opname sal aan u verskaf word in die vorm van 'n verslag met vergelykende tabelle. Die naam van u abattoir sal te alle tye anoniem bly.

Stuur asseblief die voltooide vraelys terug na die Rooivleis Abattoir Vereniging via e-pos na info@rvav.co.za of faksvir aandag: Luna Lamprecht

DEEL 1

Voltooi asseblief die volgende:

ABATTOIR INLIGTING		
NAAM VAN ABATTOIR		
REGISTRASIE NO		
POSADRES		
PROVINSIE		
KONTAKPERSOON		
TELEFOONNOMMER	KODE:	NOMMER
FAKSNOMMER	KODE:	NOMMER
E-POS		

**DIE SLUITINGSDATUM VIR DIE ONTVANGS VAN DIE VRAELYS BY DIE ROOIVLEIS
ABATTOIR VERENING IS: 30 NOVEMBER 2009**

DEEL 2

2.1 Verskaf die volgende inligting ten opsigte van **kontant lone/salarisse per week/maand**, vir elke posgraad waar van toepassing (Dertiende tjem uitgesluit) **soos op 31 Oktober 2009**.

VIR POSGRADE EN BESKRYWINGS KYK AANHANGSEL A

PERMANENTE WERKERS

(Soos op 31 Oktober 2009)

Pos graad	Minimum loon/salaris (RAND)	Maksimum Loon/salaris (RAND)	Byvoordele soos aangedui in tabel 2.2 (Rand waarde)	Getal werknemers in pos	Weekliks (W) Maande Liks (M)
A 1					
A 2					
A 3					
B 1					
B 2					
B 3					
C2					
C4					

Sou u na u opinie werkers in posgrade hê wat nie in bogenoemde tabel aangedui is nie, kan u sodanige werkers in posgrade B3, C2 of C4 plaas.
Verduidelik kortliks.

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TYDELIKE/LOSWERKERS (“CASUAL”) WERKERS

(Soos op 31 Oktober 2009)

Dui asb. aan wat die volgende tariewe is wat u aan u tydelike werkers betaal:

Minimum Tarief per dag:	R
Maksimum Tarief per dag:	R

2.2 Wat is die deurstel van u abattoir volgens u **Sertifikaat van goedkeuring?**

<p>.....</p>

2.3 Watter van die volgende byvoordele verskaf u?

Merk die byvoordeel hieronder tensy anders aangedui langs die spesifieke byvoordeel.

BYVOORDEEL	POSGRADE		
	A1 – A3	B1 – B3	C2 - C4
MEDIESEFONDS (% Bydrae deur Werkgewer)			
PENSIOENFONDS (% Bydrae deur Werkgewer)			
VOORSORGFONDS (% Bydrae deur Werkgewer)			
GRATIS BEHUISING			
BEHUISING SUBSIDIE			
ELEKTRISITEIT			
RANTSOEN			
VERVOER WERK TOE EN TERUG			
GEBRUIK VAN MOTOR VOERTUIG			
MOTORTOELAAG			
TELEFOONTOELAAG			
JAARLIKSE BONUS			
KLINIEK			
ANDER – SPESIFISEER:			

2.4 Watter funksies is by u uitgekonnekteer en hoeveel werkers per funksie?

FUNKSIE	GETAL WERKERS

2.5 Watter maand/e gee u normaalweg verhogings?

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2.6 Dui aan die getal leeders/werknemers reeds opgelei.

Formeel opgelei Sertifikaat uitgereik deur opleidingsinstansie.		Informeel opgelei Indiensopleiding waarvoor rekords beskikbaar is.	
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2.7 Aflegging opleidingskema

Voorsien u enige potensiele afleggings by u abattoir gedurende die volgende jaar agv. afskaal van produksie aktiwiteite.

Indien wel: Dui aan die aantal werknemers per posvlak.

A1	A2	A3	B1	B2	B3	C2	C4

Dui aan of u sou belangstel in befondsing ten einde hierdie werknemers vir 'n periode van 3 maande in nuwe kundigheid op te lei en in diens te hou.

Ek stel belang.	JA		NEE	
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2.8 Watter vakbonde is by u organisasie betrokke?

2.9 Het u enige industriële aksie gehad gedurende 2009? (Merk u keuse met "x")

Ja		Nee		Indien "JA" Hoeveel mandae het u verloor?	
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2.10 Wat voorsien u gaan in volgende jaar (2010) 'n problem wees tydens vakbond onderhandelinge.

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VOORSTELLE VIR TOEKOMSTIGE OPNAMES

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“BAIE DANKIE VIR U SAMEWERKING”

ANNEXURE A

Task	Brief description of function	Level
General labourer	Entry level worker, truck washer, terrain worker, cleaner, offal worker, hide handler, strapper, loader, chiller worker, head and feet worker, dispatch worker.	A1
Lairage worker	Ensure a constant supply of animals to the stunning operator	A2
Stunning	Bovines are stunned by means of a pneumatic bolt pistol. Ensure that the pistol is in good working order. The person doing the stunning must stand above and behind the head of the animal. The point of stunning is roughly on the intersection of imaginary lines drawn from the eyes to the horns. The pistol must be pressed firmly against the forehead, angled slightly in the direction of the spine, and fired. The stunning pistol shoots out a hollow rod, which penetrates the skull and brain before retracting. If effectively stunned, the animal will collapse onto the bottom of the stunning box. The eye reflex test may be done to ensure effective stunning before the gate is opened. The stunning box is opened, allowing the animal to roll out onto the dry landing area.	A3
Shackle carcass	The animal is shackled by wrapping the chain of the shackle around the left hind foot just above the hock joint, and securing it by inserting the hook into one of the chain links. The hook should point towards the carcass to ensure that it does not come loose while being hoisted. Anal soiling is hosed off at this stage.	A2
Hoist carcass	The animal is steered while being hoisted, so that the roller may be placed on the bleeding rail. The carcass is pushed and positioned over the bleeding trough.	A2
Exanguination	The bleeding knife should be used to make the throat cut from ear to ear. The neck skin is cut through, then the trachea and oesophagus, and then further until the two main arteries have been severed, stopping before damaging the spine. Bleeding should take place within 60 seconds of stunning to facilitate maximum bleeding.	A3
Sticking (Beef)	A spear cut is made, extending from the neck up to the brisket. Sever the main artery in one cut by inserting the knife and cutting downward	A3
Sticking (Pigs)		A3
Electrical stimulation (Beef and Sheep)	When the main volume of blood has drained from the carcass, the metal clamp of the stimulator is attached to the throat of the animal. The stimulator is activated. After the stimulation cycle, the carcass will relax and the clamp can be removed. The clamp is then washed and sterilised before being applied to the next carcass.	A2
Horn cutter	Clip the horns with the cutter and use a hand knife to sever and transfer to the container provided for that purpose	A3
Transfer front legs onto dressing line (Sheep)	Hook the front feet in the dressing gambrel and transfer onto the dressing line.	A2
Determine age (Beef and Sheep)	Determine age of animal for classification and mark carcass accordingly.	A3
Y cuts left (Sheep)	Pull the hide of the brisket towards the belly. Starting from the neck, insert the tip of the knife under the hide at the middle of the neck. While cutting from the inside to the outside, extend the spear cut to the brisket and then to the carpus joint. Open the hide around the carpus joint.	A3
Y cuts right (Sheep)	Extend the spear cut from the brisket to the carpus joint, cutting from the inside to the outside.	A3
Prepare pigs for cleaning		A3
Wash and shave (Pigs)		A2
1st leg spear cut	The first hind leg comprises of the hoof, hock and round which is not attached to the bleeding shackle and is hanging free. Make a small incision through the anus skin. Make a spear cut cross incision just above the tail brush and with the knifepoint make a spear cut, from under the skin, around the anus, between the legs, past the inguinal area (around the scrotum or udder) on the central opening line. Ring the hide of the hock at the first joint.	A3
Remove udders and testis	Lactating udders and scrotums is removed by cutting.	A3

Task	Brief description of function	Level
1st inside leg	The carcass is rotated and the inner leg is flayed	A3
1st outside leg	The skin of the anus is flayed. The carcass is rotated and the outer leg or "round" is flayed down to below the tail, in the lumbar area.	A3
Transfer 2nd leg up	Insert the hook of a dressing roller through the sinew of the hock and hoist the leg up. Transfer to dressing line	A3
Cut hock	Cut through the hock joint, leaving the hock attached to the hide.	A3
Transfer 1st leg down	Lower the first leg. Release the bleeding chain and hook the chain up for return.	A3
2nd leg spear cut	Make a small incision through the skin between the hoof and the first joint. Make a spear cut from this incision towards the middle opening line between the legs. Ring the hide of the hock at the first joint.	A3
2nd inside leg	Flay the inner leg and hock	A3
2nd outside leg	Flay the outside leg to below the tail in the lumbar region. Flay the outer hock.	A3
Remove hind trotters	Cut through the hock joint, leaving the hock attached to the hide. Sever both trotters and transfer to the chute provided for this purpose.	A3
Transfer 2nd leg up	A dressing roller is inserted through the sinew of the hock, and the roller is hoisted onto the dressing rail.	A3
Open high flanks	The high flanks are flayed open in order to remove lactating udders	A3
Loosen head	With the hand knife, make an incision between the head and the last neck vertebra. Cut through and let it hang by a piece of hide.	A3
Demask	With a hand knife, the hide of the head is cut off	A3
Remove trotters	The front trotters are severed at the first joint	A2
Transfer trotters	Transfer trotters to line tray	A2
Loosen tongue	Remove the tongue by cutting loose the connecting tissues and severing the tongue root including two cartilage structures at the base of the tongue. Pull the tongue out from the mouth cavity.	A3
Transfer head	Transfer head to dressing line or room	A2
Weasand rodding	The cut made for sticking is extended downwards, opening the inside of the neck. The trachea is loosened, and the clip is attached as per manufacturer's guidelines.	A3
Rump and loin L	The hide is pulled tight, upwards to indicate the flaying line, and the rump is flayed up to the loin area	A3
Rump and loin R	The hide is pulled tight, upwards to indicate the flaying line, and the rump is flayed up to the loin area	A3
High flanks (L+R)	The high flanks are now flayed up to the point where the red meat becomes very thin	A3
Low flanks and Brisket L	The central opening line spear cut is now extended up to the navel.	A3
Low flanks and Brisket R	The lower flanks are flayed until the elbows are exposed	A3
Front leg R	The front leg spear cut is extended. Flay the outside of the front leg.	A3
Front leg L	The front leg spear cut is extended. Flay the outside of the front leg.	A3
Shoulders and low flank L	Extend the central opening line with a spear cut down to the end of the hide (throat cut). Flay the shoulder and then the neck, leaving the fore quarter hide hanging loose on the region of the first neck vertebra. The hide, still being held up by the tail, is pulled tight upwards while the neck region is flayed. Continue flaying up to the area under the shoulders (hump).	A3
Shoulders and low flank R	Flay the shoulder and then the neck, leaving the fore quarter hide hanging loose on the region of the first neck vertebra. The hide, still being held up by the tail, is pulled tight upwards while the neck region is flayed. Continue flaying up to the area under the shoulders (hump).	A3
Neck and hump L	Flay the neck and hump until completely loose	A3
Neck and hump R	Flay the neck and hump until completely loose	A3
Ring anus and cover	A hand knife is used to cut around the anus, loosening it and taking care not to damage the tract. While holding the anus cover with a plastic bag and secure the bag with a rubber band.	A3

Task	Brief description of function	Level
Remove tailbrush	The tail brush is severed and put into the container provided for that purpose	A3
Tail spearcut	A spearcut is made from the tip of the tail towards the anus.	A3
Pull brisket left (Sheep)	With a handknife, loosen the hide at the shoulder area. Pull the hide down upto the navel, exposing the brisket.	A3
Pull brisket right (Sheep)	With a handknife, loosen the hide at the shoulder area. Pull the hide down upto the navel, exposing the brisket.	A3
Punch left (Sheep)	Make sure hands are wet. Pull hide upwards with the one hand.Punch down with the other hand to the hindleg (perineum). Loosen the hide at the abdomen.	A2
Punch right (Sheep)	Make sure hands are wet. Pull hide upwards with the one hand.Punch down with the other hand to the hindleg (perineum). Loosen the hide at the abdomen.	A2
Final puller preparation (Sheep)	Loosen the hide in the inner pelvic area by punching left and right	A3
Attach chain to the hide (Sheep)	Take the hide at the neck area and front legs and attach it to the chain. Pull the chain tight to secure it.	A2
Hide puller (Sheep)	Pull the chain tight. Start the hide puller and check the carcass while pulling. If the fat starts to tear, stop the puller, and correct. Continue until the hide is completely separated from the carcass.	A3
Final hide removal	When completely loosened from the carcass, pull the hide off the tail and the hide will fall into the hide wheelbarrow.	A2
Wash head and tongue	Wash the tongue and place the barcode on the inside of the head.	A2
Cut brisket guideline	With a hand knife, make an incision through the fat and meat onto the bone of the brisket. Split the cartilage on the top end of the breastbone	A2
Saw brisket	Split the breast bone with a breast bone saw	A2
Loosen the oesophagus & Trachea	Ensure that the oesophagus has been completely separated from the trachea	A2
Eviscerate stomach and intestines	Make an incision in the abdominal wall (on the central opening line) in the inguinal area. Insert the knife into this opening, handle inside and blade pointing outward, extending the incision downwards carefully by applying pressure on the knife. The incision extends to the start of the breastbone (which has been split previously). Reach inside the abdominal cavity, cut the omentum (net fat) loose, and place it into a container. Remove the spleen and hang it on a hook. Loosen the rectum while carefully pulling the anus down with the left hand. Be careful not to cut into the rectum, which causes contamination or into the fillet, which will cause damage to a prime cut. Pull the rectum and anus down towards the uterus (in cows) loosen reproduction organs and bladder making sure no leakage occurs and place it in the bin provided. Separate the kidney fat and kidneys from the intestines so that these parts stay in the carcass. Loosen the rumen which will now fall down, being held only by the oesophagus, which is then severed about 20 cm from the rumen where it passes through the diaphragm. The stomach will now drop down into a container or evisceration table	A3
Eviscerate pluck	Incisions are made into the diaphragm first on the left and then on the right while pushing the liver to one side as you work to prevent puncturing the gall bladder. Lift the kidneys and kidney fat in order to cut the liver loose from top to bottom. Grasp the pluck between the liver and the lungs, taking care not to drag it on the floor, and pull out, letting it hang on the carcass.	A3
Transfer pluck	Remove the pluck and hang on a hook presenting it for inspection.	A2
Transfer tail	Severe the tail where it is still attached to the carcass and transfer to the offal inspection line.	A2

Task	Brief description of function	Level
Split carcass	The splitting of the carcass is an exacting task as the two halves must be of equal size and weight for trading purposes, economical cuts and easy handling of carcasses. Band saws are most frequently used. The operator is positioned behind the carcass and starts sawing by placing the blade on the vertebra which is visible between the hind legs. The blade guides should be pressed against the carcass surface while sawing to prevent the blade from bending.	A3
Trimmer - Top	The spinal cord is removed from the spinal column. Leftover pieces of membranes and arteries are removed.	A2
Trimmer - Bottom	Final finishing includes removal of pieces of membranes and arteries etc. from the inside neck area. The front legs can be picked up a few times to pump blood out of the shoulder area	A2
Final carcass wash	Bone splinters from sawing and possible blood marks on the inside of the carcass may be washed off, but it should not be necessary to wash the outside of the carcass.	A2
Transfer and sort carcasses	Transfer carcasses to cradles according to sorting procedure	A3
Load chillers	Transfer cradles onto chiller frame with hoist and move into chiller	A2
Junior supervisor/technical	Technically experienced and competent in 3 or more A3 tasks and/or a junior supervisor over a team.	B1
Supervisor/technical	Technically experienced and competent in all A3 tasks and/or supervisor over a team.	B2
Senior supervisor/foreman	Technically experienced and competent in all slaughter floor tasks. Dispose over management skills, supervising more than one team.	B3
Junior quality/hygiene mngr	Complete theoretical and practical knowledge of system, trade, process, can make diagnoses, function independent but with assistance.	C2
Quality, hygiene manager	Coordinate different trades/systems/processes or dispose of highly specialised knowledge. Have C level grades reporting to him/her.	C4