

JUNE 2015



Welcome to the  
**RED MEAT  
ABATTOIR**  
Association

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## Investigation into the Abattoir Sector, South Africa.

The Department of Labour published in the Government Gazette no. 38788 on 12 May 2015 in terms of the Basic Conditions of Employment ACT, no 75 of 1997 to investigate conditions of employment and wages in the Abattoir Sector, South Africa.

The industry take note of the intended investigation and are committed to comply with all the requirements of the applicable law.

The legislature must constantly take into account the interests of both employees and employers.

The industry is of the opinion that the background of any investigation that may lead to new legislation should be communicated to the industry. In this regard it should be kept in mind that there is already legislation specifically for this industry. Additional legislation will be a further administrative burden, resulting in possible financial implications. It should be kept in mind that the additional guidelines should not lead to job losses. The abattoir legislation already provides for the operation of low throughput and rural abattoirs, mostly in rural areas.

Employers play a very important role in the creation and maintenance of employment opportunities thus contributing to the quality of life in the community. It must be emphasized that employers in the industry has committed to comply with applicable legislation in the industry. This includes the development of skills in order to provide a safe product to the industry and the consumers.

If the legislation results in the employers losing competitiveness the industry will no longer be able to create new employment opportunities and / or protect and maintain the current employment within the industry.

The Red Meat Abattoir Association and their members are willing to consult with industry experts, experts in the field of labour law, as well as to consult with the Department of Labour, in order to find sustainable solutions.

**Although the association received proposed dates for visits to the individual abattoirs in the respective provinces, no dates for the public hearing has yet been determined.**

The Government Gazette and the press release of the Department are below.

Please contact me should you require additional information

## Onderzoek na die Abattoir Sektor, Suid-Afrika

Die Departement van Arbeid het in die Staatskoerant no. 38788 op 12 Mei 2015 gepubliseer in terme van die Basiese Diensvoorwaardes, Wet 75 van 1997 om die diensvoorwaardes en lone in die Abattoir Sektor, te ondersoek.”

Die bedryf neem kennis van voorgenome ondersoek en is reeds daartoe verbind om aan al die vereistes van toepaslike wetgewing te voldoen.

Die wetgewer moet deurlopend die belange van beide werknemers en werkgewers in ag geneem.

Die bedryf is van die opinie dat die agtergrond van enige ondersoek wat moontlik kan lei tot nuwe wetgewing sinvol aan die bedryf gekommunikeer behoort te word. In hierdie verband moet daar in gedagte gehou word dat daar reeds wetgewing bestaan wat spesifiek toepassing vind op hierdie bedryf. Bykomende wetgewing gaan 'n verdere administratiewe las, met moontlike finansiële implikasies, tot gevolg hê. Daar moet deurlopend in gedagte gehou word dat die bykomende riglyn nie tot werkverliese moet lei nie. Die abattoir wetgewing maak alreeds voorsiening vir die bedryf van lae deurset en landelike abattoirs, meesal in plattelandse areas.

Werkgewers speel 'n baie belangrike rol ten einde werkgeleenthede te skep en in stand te hou, waardeur 'n belangrike bydrae tot die kwaliteit van lewe van die gemeenskap in breë gemaak word. Dit word weereens beklemtoon dat werkgewers in die bedryf reeds daartoe verbind is om aan toepaslike wetgewing in die bedryf te voldoen. Dit sluit die ontwikkeling van vaardighede in om 'n veilige produk aan die bedryf te verskaf en dus die verbruiker.

Indien wetgewing daartoe bydra dat werkgewers in hierdie bedryf se besighede nie meer kompetender kan wees nie en dus die vermoë om mededingend op te tree verloor, sal die bedryf dit moeiliker vind om nuwe werkgeleenthede te skep en/of bestaande werkgeleenthede te beskerm en te behou.

Die Rooivleis Abattoir Vereniging en sy lede is bereid om met kundiges in die bedryf, met kundiges op die gebied van arbeidsreg, asook met die Departement van Arbeid te konsulteer, ten einde volhoubare oplossings te vind.

**Die Vereniging het die voorgestelde datums ontvang vir die besoeke aan die individuele abattoirs in die onderskeie provinsies, maar het nog geen datums vir die publieke verhoore nie.**

Die Staatskoerant en die persverklaring van die Departement is hier onder.

Kontak my asseblief indien u meer inligting benodig

Vriendelike groete

**DR GERHARD NEETHLING**

## GOVERNMENT NOTICE

## DEPARTMENT OF LABOUR

No. 387

12 May 2015

## BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997

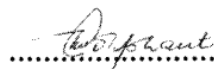
## INVESTIGATION INTO THE ABATTOIR SECTOR, SOUTH AFRICA

I, Mildred Nelisiwe Oliphant, Minister of Labour, give notice in terms of section 52 (3) of the Basic Conditions of Employment Act, 75 of 1997 , of the commencement of an investigation into wages and conditions of employment in the Abattoir Sector, South Africa.

The terms of reference for this investigation shall be:

*“to investigate conditions of employment and wages in the Abattoir Sector, South Africa”.*

Interested persons are hereby given the opportunity of making written representations. Such representations should reach the Director: Employment Standards Directorate, Department of Labour, Private Bag X 117, Pretoria, 0001, within 60 days of the publication of this notice.

  
.....

**M. N. OLIPHANT, MP  
MINISTER OF LABOUR**

DATE: *23/04/2015*  
.....

**labour**Department:  
Labour  
REPUBLIC OF SOUTH AFRICA*Issued by Department of Labour  
29 May 2015***Department of Labour investigates feasibility of introducing sectoral determination to regulate minimum wage in Abattoir Sector**

The struggle for social justice is an ongoing endeavour. In an effort to realise this, the Department of Labour has following a notice by Labour Minister Mildred Oliphant decided to institute an investigation into wages and conditions of employment in the Abattoir Sector in South Africa.

The investigation to introduce Sectoral Determination, which governs the setting of minimum wages and conditions of employment in the Abattoir Sector is designed to protect vulnerable workers.

Vulnerable workers are in the main described as those workers that lack representation by trade unions to negotiate their rights. These workers often lack a proper work contract and a decent salary, are often discriminated against and denied social benefits like medical aid, pension/provident funds, and are also not covered by the Unemployment Insurance Fund and Compensation for Occupational Injuries and Diseases Act (COIDA).

In seeking to protect the vulnerable workers the government is guided by conventions of the International Labour Organisation (ILO).

In an effort to address this situation Labour Minister uses legislation to prescribe a Sectoral Determination which prescribes minimum wage and basic conditions of employment to ensure workers live with decency.

The Department ably assisted by the Employment Conditions Commission (ECC), which advises the Minister on Sectoral Determinations will use information gathered from the submissions and during site visits to decide on the nature of the sectoral determination.

During the site visits by Department of Labour officials of a selected Abattoirs spread across all nine provinces - workers and employers will be offered an opportunity to air their views.

The site visits to conduct an investigation into the Abattoir Sector will start simultaneously on 11 June 2015 in the Eastern Cape and KwaZulu-Natal, and will conclude on 12 July 2015 in the Western Cape.

Chapter 8 of the Basic Conditions of the Employment Act deals with Sectoral Determination. The Sectoral determination regulates employment conditions in the vulnerable sectors of the economy. The purpose of Sectoral Determination is to lay down conditions of employment for workers such as the minimum wage rates, hours of work, leave, termination of employment among others.

South Africa currently has no national, statutory minimum wage. Therefore, the power to institute a sectoral determination rests with Labour Minister.

South Africa now has sectoral determinations for Artistic and Cultural Activities; Children in the Performance of Advertising Sector, Civil Contract Cleaning Sector; Civil Engineering Sector; Domestic Worker Sector; Farm Worker Sector; Forestry Sector; Hospitality Sector; Learnerships; Private Security Sector; Taxi Sector; and Wholesale & Retail Sector.

The decision to investigate the possibility to introduce a Sectoral Determination in the Abattoir sector dates back 2010, following a request from the Hotel, Liquor, Catering, Commercial and Allied Workers Union (HOTELLICCA).

The Abattoir Sector site visits would seek to provide guidance on who set the minimum wage for the sector; at what level should the minimum wage be set; method of calculations; the rates of adjustments; frequency of the review; factors to consider when deciding on new wage; punitive measures for failure to comply and a host of other factors

An Abattoir also known as slaughterhouse, shamble, meatwork - is a facility where animals are killed for consumption as food. Abattoirs were historically places managed in a haphazard and unregulated manner, until in modern times following the twin health and social concerns.

Some of the workers who stand to gain from the introduction of Sectoral Determination include those working in boning room or meat boners, (meat) slicers, slaughterers, meat packers; samplers; sorters; testers and packagers.

***Issued by: Mokgadi Pela  
Acting Departmental Spokesman  
082 808 2168***

## The RMAA Conference and Congress 2015

The Red Meat Abattoir Association Conference and Congress was held on the 20—22nd May 2015 at The Lord Charles Hotel in Somerset West.

The Theme of the Conference was Managing a Changing Meat Safety Environment.

Abattoir owners, Industry organisations, associated members and Government officials attended the conference. A few of topics were about the red meat statutory levy, current and proposed changes to the classification system, independent meat inspection, feedback on the Animal Disease situation including our FMD status, and research in the red meat industry.

For further information and presentations please visit [www.rmaa.co.za](http://www.rmaa.co.za)



## Abattoirs - water shedding only 5 years away?

If efficient management of water resources and effluent water is not improved drastically South Africa will face water shedding within the next four to five years, said Prof Kobus van der Walt of the North West University.

At the 2015 Red Meat Abattoir Association (RMAA) conference which ended in Somerset West the 22<sup>nd</sup> May Professor van der Walt enlightened delegates with his in depth views on threats to the environment, energy and water supply to South Africa and the world.

He urged the South African abattoir industry to start thinking from an environmental perspective. "When it comes to its own high volume requirements for water and electricity the abattoir business has a huge responsibility. Waste products in abattoirs should instead of being washed away with liters of water be regarded as a self-generated energy resource," Professor van der Walt said.

He stated that current climate changes and the ineffective management of water as a scarce global resource need to be attended to as an urgent matter. Forty percent of effluent water in South Africa is already in a critical state and wasted as run-off into the oceans, van der Walt said.

At the conference Prof Mohammad Karaan, Dean of the Faculty of Agriculture at Stellenbosch University described the challenge of improved productivity in agricultural production, the related public service departments, entrepreneurial environment and the sector as an entity as an immediate challenge. "If we do not desire to see a much higher return on investment from labor in agriculture we may as well leave the industry," he stated.

According to Karaan it is time for all stakeholders to trust one another and implement the effective plans already on the table successfully. "We have the plans and now need to determine how to roll them out to the benefit of sustainable growth to all who are involved in the new agricultural dispensation", he said.

He mentioned that stakeholders in general agree on what to do to supply in the demand for affordable food. He suggested that the expectations of the "inconvenient youth on our university campuses" should be considered seriously as the new way of participation in leadership to direct the future when the reality of the economy and politics exceed the goals of the economic growth plan.

Earlier at the conference Minister Sensini Zokwana, the minister of Agriculture, Forestry and Fisheries ensured delegates that government is seriously working towards solutions to counteract the impact of the current electricity crisis on productivity in agriculture and at red meat abattoirs.

Minister Sensini Zokwana who opened the 2015 RMAA conference shared his concern about the negative trail of increasing stock theft problems around the country. He said that this is a drastic problem which is costing the industry and the country dearly and that urgent solutions need to be found in conjunction with the livestock industry and our safety and security departments.

Regarding the concerns of consumers about the safety of red meat on the shelves Minister Sensini Zokwana mentioned that issues surrounding deceiving labels which do not always describe sources of meat and quality control accurately are also attended to.

He said notwithstanding various challenges the future of the red meat industry seem to be bright and that various other countries are learning from South Africa, especially as far as the high veterinary and meat safety standards are concerned.

## Honourable Minister Zokwana

Honourable Minister Zokwana opened the RMAA Conference and Congress on the 21st May 2015. Minister Zokwana addressed the program, director and delegates and stated that if they can recall last year the Honourable Minister Zokwana reported that the country regained its Foot and Mouth Disease or FMD free zone status in February 2014. The Department reported in Parliament that our country's FMD free zone status was reconfirmed by the World Organisation for Animal Health, the OIE in February 2015. Our retained FMD status allows us an opportunity to grow the livestock industry which is conservatively estimated to be worth around R50 billion. Our FMD free status has enabled us to negotiate market access for our cloven-hoofed animal products. We are in the process of negotiating the export of game meat to the European Union and beef to the Middle East. Your Association has to utilise this opportunity to explore value addition and export of our products.

Honourable Minister Zokwana regarded our Association within the Livestock Industry a key stakeholder; and stated that it was therefore an honour to be invited to open the congress.



### **Estelle van Reenen—RMAA Chairperson**

The RMAA is a representative forum for abattoir owners in South Africa. The abattoir industry is responsible for the conversion of livestock to meat. This process remains critical to ensure a safe and wholesome product to consumers.

The Meat Safety Act addresses measures to promote the safety of meat and animal products and to establish and maintain Essential National Standards in respect of Abattoirs.

Food safety and food security is of critical importance in any country. Therefore it is essential that all the role players in the industry engage and participate in achieving this goal.

At this conference the exchange of knowledge and information between the role players assists us in achieving this goal.

The flow of information should also enlighten government and the suppliers to our industry as to the challenges and needs in the industry.

In the past year we have experienced many challenges in our industry.

It was also the year that we achieved record prices for most of our meat products. It would appear that with the opening of our borders for export the pricing of our products are more inclined to follow international trends. Meat is an international commodity and the pricing has followed.

The above has proved to us how jealously we must guard our export status. If we want to grow our industry we must export. The higher prices that the abattoirs with export status achieve, will also impact positively on the smaller abattoirs without export status.

If we wish to continue with exports we have to maintain our foot and mouth free status. We request that the government will take note of this and assist industry in this regard.

Independent Meat inspection is also a burning issue to be addressed if we wish to maintain and continue with our exports. The PVS report referred to the lack of independent meat inspection in our country. Importing countries have also asked questions in this regard.

The proposed legislation re the importation of calves from Namibia could have far reaching implications for our industry. Some of the proposed procedures will in effect lead to a ban on the direct slaughter of calves at our abattoirs.

Other factors influencing our industry and of which we must take note are; environmental legislation and residue monitoring.

Water and electricity are factors that have had a huge impact on our businesses, interruptions in water and electricity supply has been something we have had to learn to live with. The direct man hours lost when production is halted can be calculated, but we cannot begin to calculate the losses as a result of decline in the quality of our meat. Generators are very costly to run.

The nature and the desired outcomes of the challenges are different for different role players.

Our business is to convert livestock into meat. Livestock farming is very extensive and land reform will inevitably influence our business. While we all understand that there must be change, it is the uncertainty that influences our approach to business and to the possible expansion of our businesses.

We have attempted today to get a group of speakers that will address many of our challenges. We hope that after today you will go home with renewed energy and enthusiasm to lead in your businesses.



## Dr Tembile Songabe

National Executive Officer (NEO) Directorate: Veterinary Public Health Department of Agriculture, Forestry & Fisheries confirmed in his feedback during the congress of the RMAA on Friday that cabinet has approved the Agriculture Policy Action Plan (APAP) in April 2015. Independent Meat Inspection was included and this will assist to secure funding. An in-principle approval for the implementation of the Proposal for Meat Inspection in South Africa has been granted and NEO & PEOs are developing an Implementation Plan.

Dr Songabe summarized the way forward to be for the implementation plan to be completed by the end June 2015, DAFF to consult with the Industry before hand through IMI Work Group in order to reach consensus. In addition the Existing Draft Guidelines for Assignees are to be published along with the Proposal for Meat Inspection in South Africa for the industry to commence with reconfiguration. Urgent interim measures are also to be implemented in order to recognise/ legitimise the current service providers.

## Recognition given to Abattoirs

The Association also recognized the exceptional standards of abattoirs during the conference. The introduction of the Red Meat Regulations introduced an evaluation system, the Hygiene Assessment System or HAS to the abattoir industry. This audit system evaluate the degree of compliance to the regulations. Three provinces currently use this system to provide a Provincial abattoir Rating Scheme (PARS ). The overall best abattoir in Gauteng was Chalmar Beef. The certificate is here presented by the guest artist Mathys Roets to Pat Wethmar.



## Michelle de Lange (RMIF)

Industry had faced some challenges over the past year and Honourable Minister Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries appealed to Industry to discuss and debate the issues and to address these challenges. The Red Meat Industry Forum (“the Forum”) was and is very much party to consultations, deliberations and debate. The Forum is the eyes and the conscience of our Industry.

The Red Meat Industry Forum represents the entire value chain from the primary producer right through to the consumer. It is a very complex value chain and it can be testified that members of the Forum often have competing interests. However, we are the consensus voice of the Red Meat Industry and we pursue general matters escalated to Forum level that impacts on the entire Industry and we negotiate to the benefit of the greater Industry. The Forum is the collective momentum of the Industry.

Members of the Forum have mutually agreed on 7 essential functions to maintain a viable industry, namely:

1. Compliance to legislation;
2. Consumer Assurance;
3. Consumer Education;
4. Industry and International Liaison;
5. Production Development;
6. Capitalizing on the benefits of Red Meat Research & Development; and
7. Transformation.

The key purpose of the Red Meat Industry Forum is:

1. To negotiate for an enabling regulatory environment;
2. To formulate industry policy;
3. To facilitate compliance to legislation;
4. To appoint Compliance Committee;
5. To address non-compliance to industry related legislation;
6. To decide on industry strategy;
7. To guide and monitor progress of strategy;



Table 1:

Cattle Slaughtering	2,798,328 heads
Sheep Slaughtering	5,721,407 heads
Abattoirs (358)	
Meat Processors (17)	74,067 tons
Tanneries (7)	56,096 tons
Levy on Commission Earned (51 Livestock Agents)	R 397,974
Hide Exports (10)	30,147 tons
Meat Traders (2572)	
Importers (68)	3460 containers

## Transformation

The 4<sup>th</sup> Statutory Levy and Statutory Measures application approved by the Minister included business plans and budgets to execute on transformation in the Red Meat Industry. Subsequent to the approval of the 4<sup>th</sup> Levy Period the NAMC announced amended transformation guidelines which excluded training, consumer education, research and development as transformation. The Forum appointed a transformation sub-committee who compiled a transformation business plan for the 1<sup>st</sup> year of the 4<sup>th</sup> Levy Period. However, the NAMC were still not 100% satisfied with the proposed transformation projects, but agreed that the business plan be approved as time was of the essence.

### *Transformation Expenditure Budget by Service Provider by Activity 5 Nov 2014 - 4 Nov 2015:*

Table 4:

<b>Transformation Activities</b>	<b>TOTAL</b>
3.1.1.1 NERPO Farmer Training and Mentorship	R 2 235 613
3.1.1.2 NERPO Production Development	R 1 573 017
3.1.2 RPO Production Development	R 75 000
3.2.1 RMAA Technology transfer in HAS, HACCP and auditing	R 179 130
3.2.2 SAMIC Levy Inspection Function	R 562 478
3.2.3 NFMT Meat Cutting Technician Training	R 242 550
3.2.4 RPO Red Meat Culinary Training Academy	R 774 459
3.2.5 SAFA The Red Meat Chefs Academy	R 774 459
<b>Total Budgeted</b>	<b>R 6 416 705</b>

The Forum obtained Senior Council opinion on the legal standing of the NAMC in terms of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996). The opinion stated that the Levy Application as approved by the Minister was law. The Levy Application provided for 20% of funds to be ring-fenced and spent towards transformation. The NAMC was an advisory committee to the Minister. The Forum needed to submit a new transformation business plan 3 months prior to the end of the financial year i.e. by November 2014.

### **OIE PVS & GAP, Animal Disease Management Plan, Agricultural Policy Action Plan & Value Chain Round Table Concept**

The Forum was part and parcel of the OIE PVS Evaluation process; the PVS Evaluation Report was published and the Forum commented on the report and participated in the Stakeholder Workshop that followed. Then the OIE Gap Analysis process followed. Again the Forum actively participated commenting on the OIE Gap Analysis report and participating in the Stakeholder Workshop to arrive at a draft Veterinary Strategy. The Forum gave input into the drafting of the Animal Disease Management Plan (ADMP) by means of written comment and participation in the Stakeholder Workshop that followed. The ADMP was a very concise report and Industry agreed with Prof Mohammed Karaan that all parties agreed on what needed to be done, but that we lacked the enabling environment and execution on the concise needs.

The Forum commented that the ADMP was a very comprehensive, long term plan and industry was looking forward to it being implemented. The ADMP based a transformed veterinary strategic framework on four pillars;

A strong and capable veterinary authority for better governance;

Addressing societal needs through improving access to veterinary services;

Scientific ability to undertake effective disease investigation and reporting; and

Access to markets and food security.

The Forum was looking forward to these issues being prioritised for effective implementation.

The Forum was party to compiling the Agricultural Policy Action Plan (APAP) on behalf of the Red Meat Industry. A meeting was held recently specifically for the Red Meat Industry which was poorly attended by key DAFF officials. At this meeting the DAFF proposed compiling a Value Chain Round Table-like structure to address issues highlighted in the APAP and deficiencies in the industry. The Red Meat Industry would have a co-chair to round table meetings and all Red Meat Industry organizations, role-players and stakeholders were expected to attend such meetings. The Chairman undertook to discuss the proposal at the next Forum meeting and to revert thereafter. The Forum agreed to establish the exact objective and to liaise with other industries who have successfully utilized the platform. APAP was also on the agenda for discussion at the CEO Forum meeting on 27 May 2015 where the RMIF would be represented.

## Department of Labour

The congress took note of the Investigation into the Abattoir Sector in South Africa from the Department of Labour and requested the Association to assist in this matter. Association response to follow newsletter.

### RMAA Board Members 2015—2016

Chairman:	Estelle van Reenen
Vice Chairman:	Kobus le Riche
Gauteng:	Kobus le Riche
Gauteng Sekundi:	Dirk Groenewald
Mpumalanga:	Anton Appleton
Mpumalanga Sekundi:	Vacant
Limpopo:	Callie Calitz
Limpopo Sekundi:	Pieter le Roux
Free State:	Dave Muller
Free State Sekundi:	Vacant
KwaZulu-Natal:	Patrick Friend
KwaZulu-Natal Sekundi:	Paras Maharaj
Western Cape:	Laurie Terblanche
Western Cape Sekundi:	Hennie de Bod
Northern Cape:	Albert Grundlingh
Northern Cape Sekundi:	Albie van der Heenver
Eastern Cape:	Rupert Gerber
Eastern Cape Sekundi:	Gary Moorcroft
North West:	Vacant
North West Sekundi:	Vacant

The RMAA elected a new executive management at its annual general meeting at the event. Ms Estelle van Reenen has again been appointed as chairperson, with Kabols le Riche vice chairperson. Other members are: Hennie Venter, Rupert Gerber, Laurie Terblanche, Anton Appleton, Dave Muller, Patrick Friend & Dirk Groenewald. Dr Gerhard Neethling will serve as General Manager.

**PHOTO:** The new executive management of the Red Meat Abattoir Association of South Africa as elected at the annual general meeting in Somerset West on 22 May are back left to right: Hennie Venter, Rupert Gerber, Laurie Terblanche, Dave Muller, Patrick Friend and Dirk Groenewald. Front left to right: Albert Gründlingh, Estelle van Reenen (chairperson) Kabols le Riche (vice chairperson) and Dr Gerhard Neethling (General Manager). Absent from the photo is Anton Appleton.



For further press releases please visit our website [www.rmaa.co.za](http://www.rmaa.co.za)

All inquiries for participation and attendance may be directed to Dr Gerhard Neethling (RMAA) on +27 (0)82 551 7232 / Tel: +27 (12) 349 1238.

**NARS Winners**

**Mpumalunga**

**High throughput red meat**

Ramburg Beef

**Low throughput red meat**

Super D

**Gauteng**

**High throughput red meat**

Chalmar Beef

**Low throughput red meat**

Leeuwkop

**North West**

**High throughput red meat**

Doornplaat abattoir

**Low throughput red meat**

Kareespruit abattoir

**AgriSETA Winners**

**High throughput**

Cavalier abattoir

R 20,000.00

Robertson

R 20,000.00

**Low throughput**

Saamstaan

R 15,000.00

Drakenstein abattoir

R 15,000.00

**Rural throughput**

Zuluwaters

R 7,000.00

**Best learner**

Winelands Pork

R 8,000.00

Timbavati game reserve

R 8,000.00

**Animal welfare**

NSPCA Andries Venter

R 7,000.00

**Grand Total R 100,000.00**

For more information please see below



# The RMAA Conference and Congress 2015—Photos

For more photos please visit our website [www.rmaa.co.za](http://www.rmaa.co.za)





## The RMAA Conference and Congress 2015—Speakers

The RMAA would like to thank all the speakers for sharing their wisdom.  
Herewith a few of the Speakers



# The RMAA Conference and Congress 2015—Sponsors



# The RMAA Conference and Congress 2015—Exhibitors



agriculture,  
forestry & fisheries

Department:  
Agriculture, Forestry and Fisheries  
REPUBLIC OF SOUTH AFRICA





The AgriSETA sponsored funding to promote training and acknowledge contributing abattoirs. These funds has been awarded to abattoirs in the High throughput, Low throughput, Rural throughput as well as to best performing learner categories to be utilised for training.

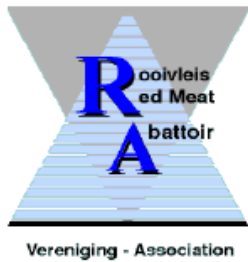
Criteria taken into account during the evaluation were:

- AgriSETA contributors
- Active RMAA membership
- Submission of ATR and WSP
- Throughput of abattoir
- Financial contribution towards formal training

Recognition was awarded to those who have excelled within the training environment at a gala function held on the on the 21<sup>st</sup> of May 2015 during the annual RMAA congress & conference.

Category winners were:

- Cavalier abattoir – High throughput
- Robertson abattoir – High throughput
- Saamstaan abattoir – Low throughput
- Drakenstein abattoir – Low throughput
- Zuluwaters – Rural throughput
- NSPCA – Animal welfare
- Jacques Theron (Agency for Food safety) – Best performing learner, HMS HACCP
- Almero Bosch – Best performing learner, Red meat examiners



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[info@maa.co.za](mailto:info@maa.co.za)  
[www.maa.co.za](http://www.maa.co.za)

28 May 2015

Dear Abattoir Owner,

### SUBSIDISED SKILLS PROGRAM TRAINING

The RMAA acquired funding from the AgriSETA to provide critical industry skills training to the abattoir industry. The three training programs available in this project are listed in the table below. **While funding is available the programmes will be subsidised by 50%.** A minimum of 6 learners are required per programme. The training can also be reported in your Annual Workplace Skills Plan. Limited funding is available and applications will be handled on a "first come first serve" basis. Reserve your training by sending an email to [ast@rvav.co.za](mailto:ast@rvav.co.za). Broader details of the programs are attached hereto.

Geagte Abattoir Eienaar,

### GESUBSIDIEERDE VAARDIGHEIDSPROGRAM OPLEIDING

Die RVAV het befondsing van die AgriSETA ontvang om kritiese vaardigheidsprogram opleiding aan die abattoir bedryf te kan verskaf. Die drie opleidingsprogramme beskikbaar in hierdie projek word in die onderstaande tabel gelys. **Terwyl befondsing beskikbaar is sal die programkoste met 50% gesubsidieer word.** 'n Minimum van 6 leerders per program word benodig. Die opleiding kan ook in u jaarlikse vakvaardigheidsplan ("WSP") deurgegee word. Aansoeke sal op n basis van eerste aansoek voorkeur hanteer word. Reserveer u opleiding deur 'n e-pos te stuur na [ast@rvav.co.za](mailto:ast@rvav.co.za). Meer gedetailleerde inligting oor die programme is hierby aangeheg.

Course	Duration	Normal cost	Subsidised cost
Introductory Abattoir Hygiene	1 ½ Days	R 2200.00	R 1100.00
Food Safety Management System Awareness	1 Day	R 1100.00	R 550.00
Hygiene Awareness	1 Day	R 750.00	R 375.00

Neels Nell  
 Betsuurder Opleiding  
 Roivleis Abattoir Vereniging

# Commodity funding roll out 2015

## Introductory Abattoir Hygiene

Bad hygiene practices affect every abattoir and can have a major impact on the financial bottom line due to product losses and returns. The lack of understanding of the industry contributes to the behaviour of employees. Providing your workers with skills and knowledge in hygiene principles and practices as well as industry background, will give them the tools to adjust their behaviour in order to contribute to the maintenance of standards and production of a high quality product. The following areas of learning are addressed:

- Personal hygiene principles and practices
- Micro-organisms
- Sources of contamination
- Cleaning and sanitation
- Basic principles in the abattoir industry
- Safety procedures and work ethics

1.5 Days  
11 Credits  
NQF 2



## Food Safety Management Systems Awareness

Workers who don't understand the importance of food safety and quality systems and the operation of a hygiene management system can be a hindrance to the successful implementation of these systems as well as to the overall operation of the facility. By providing workers with the basic awareness of a HACCP system and the necessity of recording data and findings on checklists workers will be more inclined to adhere to the requirements of these food safety and quality systems and compliment the operation of system. The following areas of learning are addressed:

- Food safety principles
- Introduction to the Hygiene Management System
- Monitoring and control of CCP's

1 Day  
6 Credits  
NQF 3



## Hygiene Awareness

Hygiene is vital part of a safe and quality product. Providing your workers with skills and knowledge regarding their personal hygiene as well as general hygiene practices will contribute to the safety and quality of your products. All workers should undergo the Hygiene Awareness programme.

1 Day  
4 Credits  
NQF 2



# Meat Examiner Course 2015

## Red meat and Game



The Red Meat Abattoir Association, is proudly offering a Meat examiner course in collaboration with IMQAS.

The course duration is 6 months during which time the learner will be exposed to knowledge and skills that will allow the learner to practice as a red meat examiner.

Entry requirements: Grade 10



### Learning areas covered

- Meat Inspection
- Anatomy and physiology
- Microbiology
- Pathology
- Meat Quality & Safety
- Abattoir Layout
- Personal Hygiene
- Pest Control
- Cleaning and sanitation
- Waste management
- Slaughter & Dressing
- Condemned material

### Contact us

Phone: (012) 349-1237/8

Fax: (012) 349-1240

E-mail: [ast@rvav.co.za](mailto:ast@rvav.co.za)

Website: [www.rmaa.co.za](http://www.rmaa.co.za)

### Accreditation

Accredited Training provider—AgriSETA

Accredited Provider—Umalusi

**Closing date for  
enrollment  
3 July 2015**

**Cost: R 8000 (Excl VAT)**

Includes study guides, facilitation, practical's, assessments and certification

## NSPCA Stunning and Bleeding

Abattoir Skills Training received a special request from the NSPCA to conduct a training course focusing on stunning and bleeding.

The following formed part of the training course:

- Slaughter flow diagram  
The flow diagram showing the process from off loading to out loading was discussed giving the learners an overview of the whole process
- Plan and prepare the stunning area  
The standard operating procedure of stunning and maintenance of equipment was discussed. The identification & reporting of deviations and the required corrective actions were highlighted.
- Perform the stunning  
The stunning procedure was discussed which included highlighting the 2 forms of stunning along with the required bleeding time for each species and the benefits of effective stunning.
- Personal Hygiene  
Hygiene remains a critical aspect in any abattoir. The focus of the section was that of protective clothing, hand washing, boot and apron washing and finally the cleaning and sanitation of equipment

The outcomes of the course were:

- Understanding of the process and procedures related to stunning and bleeding
- Effective stunning techniques as per SOP
- Improved hygiene practices





## Comments from the Learners

The course was very informative.

To Captive bolt in a stun box at a abattoir is just so much more difficult as to how it's done in the field, because we normally Captive Bolt sick or injured animals in the areas.

I will recommend that it is a full day course, because the information was a lot to take in, in a half day. The facilitators' were very professional, helpful and friendly.

**Andre Baartman**

Die kursus was in my opinie baie goed aangebied. Die aanbieder was baie duidelik en kon vlot Engels en Afrikaans praat.

Ek het beslis daaruit geleer. Alhoewel die hoof fokus vir hulle is om goeie gehalte vleis te produseer het hulle ook die diere se welsyn gedek.

**Salome Bruyns**

Ek het die kursus interessant gevind en het definitief iets geleer. Ek dink regtig dat die kursus die moeite werd was.

Dankie

**Henrico Pypers**

Die kursus was professioneel en baie leersaam aangebied.

Daar is n groot verskil om self in die Abatoir by die stunbox te werk , teenoor van die kantlyn as inspekteur.

Ek het n hele nuwe perspektief gekry.

**Gerda Reynders**

Beide **Robbie en Mfundu** van die George tak het die kursus baie interessant en leersaam gevind.

**Whitey** van die Mosselbaai tak vind die kursus baie leersaam. Die "toets" was bietjie 'n onvoorbereide skrik maar hy het dit geniet.

Ek het die kursus baie leersaam gevind, en meer kennis bekom. Dit het my beter insig gegee t.o.v. die abattoir inspeksies en wat 'n uitdaging elke geval is.

**Mynie Mynhardt**

The course was very informative and challenging to stun animals in a stun box. I learned a lot.

**Luyanda Renge**

Die kursus was leersaam maar ek het dit moeilik gevind om die dier te captive bolt in die boks.

**Mariska Jacobs**

## Food HACCP

Meat is often assumed as the reason for outbreaks of food poisoning or cases thereof. In the latest FoodHACCP newsletter the list of Top ten riskiest food appear as published by the Center for Food Science.

The meat industry have well established regulatory programs in place to control the risk of contamination at abattoirs. Given the suggestions listed below there should however be no reason not to include vegetables and salads in a balanced diet from time to time!

### Top ten riskiest foods

Source : [http://msue.anr.msu.edu/news/top\\_ten\\_riskiest\\_foods](http://msue.anr.msu.edu/news/top_ten_riskiest_foods)

By Jeannie Nichols (June 12, 2015)

The Center for Science in the Public Interest recently compiled a list of the top ten riskiest foods (pdf) that the Food and Drug Administration (FDA) regulates based on FDA foodborne illness reports. Each of the foods involved have thousands of reported cases of illness.

On the list are foods that most of us eat on a fairly regular basis.

1. Leafy greens
2. Eggs
3. Tuna
4. Oysters
5. Potatoes
6. Cheese
7. Ice cream
8. Tomatoes
9. Sprouts
10. Berries

Pathogens, microscopic organisms that can make us sick, found in or on these foods cause sickness that can range from just having stomach cramps and diarrhea to death. Certain high risk groups are even more susceptible to life threatening results when eating contaminated food.

These groups include infants and preschool children, adults 65 years old and older, pregnant women, and immuno-compromised children and adults are considered at high-risk. These people may get sick sooner, have more serious symptoms or need medical care.

Pathogens that are often linked to meat and poultry are Salmonella and E.coli 0157:H7 and both have been linked to many of the food items listed above. Salmonella was the cause of 33% of the outbreaks associated with these foods.

Other pathogens associated with these top ten foods include Campylobacter, Scrombrotoxin, Vibrio and Norovirus.

Michigan State University Extension offers these suggestions to help consumers control pathogens:

- ◆ Practice good personal hygiene. This includes good hand washing practices as well as keeping kitchen work areas clean.
- ◆ Thoroughly rinsing fruits and vegetables and scrubbing them with a vegetable brush when possible.
- ◆ Keep raw foods and ready to eat food separate.
- ◆ Cook foods thoroughly.
- ◆ Store food properly. Do not leave cooked food at room temperature for more than two hours and for only one hour in the summer, when the temperatures may be warmer than normal.

Unfortunately, sometimes we have no control over the pathogens that make us sick. However, the precautions listed above have been proven to help in cases when the consumer does have some control.



# **NUUSVRYSTELLING**

(vir onmiddellik vrystelling)

## **VEEDIEFSTAL IS 'N EKONOMIESE EN EMOSIONELE MISDAAD**

Die Nasionale Veediefstal Voorkomingsforum doen 'n beroep op alle rolspelers binne die rooivleisbedryf om saam te werk om veediefstal te voorkom deur aan die bestaande wette te voldoen. Veediefstal is 'n ekonomiese en 'n hoogs emosionele misdaad. Navorsing bewys dat veediefstal baie afgeneem het sedert die Wet op die Identifikasie van Diere, Wet 6 van 2002, in werking gestel is.

Gedurende die 2013/2014 tydperk het R509 miljoen vir die ekonomie verlore gegaan weens die diefstal van bokke ter waarde van R43 miljoen, die diefstal van skape ter waarde van R100 miljoen en die diefstal van beeste ter waarde van R366 miljoen. Navorsing wat namens die Rooivleisbedryfstrust deur die Universiteit van die Vrystaat onderneem is, dui daarop dat die omvang van veediefstal tans onderskat word met soveel as 75% en dat die syfers in der waarheid nader aan R2 biljoen per jaar is.

Dié plaag hou 'n bedreiging vir die land se kommersiële én opkomende boerderysektore in. Aspekte wat nie altyd in aanmerking geneem word wanneer vee gesteel word nie, is die uitwerking wat dit op die werksekerheid van werkers het, asook die feit dat baie mense op die veebedryf aangewese is vir voedsel en ekonomiese oorlewing.

Volgens die laaste misdaadverslag het veediefstal met 6,5% gedaal, maar geen navorsing is gedoen om die redes hiervoor vas te stel nie. Die voorkoms van veediefstal kan nie net aan die SAPD se aktiwiteite toegeskryf word nie, maar ook aan rolspelers in die rooivleisbedryf wat nie aan wetgewing voldoen nie en nie toesien dat vee behoorlik geïdentifiseer is nie.

Veekopers soos boere, spekulante, afslaers, voerkrale en abattoirs kan onwetend en is onwetend, die ontvangers van gesteelde vee omdat hulle nie seker maak dat die vee wat hulle koop aan die voorskrifte van die wet voldoen nie. In die proses word wette oortree en strawwe boetes kan opgelê word of die oortreder kan vervolg word.

Die Wet op die Identifikasie van Diere, Wet 6 van 2002, maak voorsiening vir die verpligte merk van vee en die Veediefstalwet, Wet 57 van 1959, beheer die beweging van lewende hawe. Albei dié wette is in plek geplaas om die bedryf en die SAPD te ondersteun in die stryd teen veediefstal en maak dit makliker om gesteelde vee terug te vind. Dit blyk dat 'n groot gedeelte van die veehandel nie aan die voorskrifte van die wet voloen nie en ook nie aan die basiese vereistes voldoen om veediefstal te voorkom nie.

Die Nasionale Veediefstal Voorkomingsforum versoek:

- Dat alle vee-eienaars 'n unieke brandmerk in hul name registreer en dit aan al die vee in hul besit toedien in die voorgeskrewe manier soos omskryf in die Wet op die Identifikasie van Diere.
- Die voltooiing en indiening van die *identifikasiedokument* en *veeverwyderingsertifikaat* met alle transaksies.
- Dat alle veehandelaars, veilings, voerkale en abattoirs eienaarskap bevestig en weier om vee te aanvaar wat nie gemerk is nie en waar die *identifikasiedokument* en *veeverwyderingsertifikaat* nie voorsien is nie.
- Dat alle *identifikasiedokumente* vir 12 maande op rekord gehou word.

Die Nasionale Veediefstal Voorkomingsforum versoek dat alle rolspelers in die rooivleisbedryf 'n aktiewe rol in die voorkoming van veediefstal speel. Veediefstaleenhede word versoek om die Wet op die Identifikasie van Diere en die Veediefstalwet op alle kopers van lewendehawe toe te pas sonder uitsondering.

Wetgewing is beskikbaar by [www.redmeatsa.co.za](http://www.redmeatsa.co.za)

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## **MEDIA RELEASE**

(for immediate release)

# **STOCK THEFT AN ECONOMICAL AND EMOTIONAL CRIME**

The National Stock Theft Prevention Forum urges all role players within the red meat industry to co-operate in the prevention of stock theft which is a highly economical and emotional crime by abiding by existing laws. Research has proven that since the adoption of the Animal Identification Act, Act 6 of 2002, stock theft decreased immensely.

Stock theft stripped the economy of R509 million during the 2013/2014 period with goats to the value of R43 million, sheep to the value of R100 million and cattle to the value of R366 million, stolen. Research done by the University of the Free State on behalf of the Red Meat Industry Trust has found that these official statistics are currently under-estimated to the extent of 75% and that these figures should be closer to 2 billion rand.

This scourge threatens both the commercial farming sector as well as the emergent farming sector in most of the country. Aspects that are not always taken into account when livestock is stolen are the impact of job security of workers and the dependence of people of the livestock for food and economic survival.

In the current crime report year stock theft declined by 6.5% but no research to determine the reasons for the decrease, has been conducted. The prevalence of stock theft cannot be attributed only to the activities of SAPS, but also to the non-compliance by role-players in the red meat industry who do not see that livestock are properly identified.

Livestock buyers such as farmers, speculators, stock-auctions, feedlots and abattoirs can be or are unknowingly, recipients of stolen livestock as they do not ensure that the livestock they purchase comply with the provisions of the law. In the process the laws are transgressed and heavy fines can be imposed or a perpetrator can be prosecuted.

The Animal Identification Act, Act 6 of 2002, makes provision for the compulsory marking of livestock and the Stock Theft Act, Act 57 of 1959, controls the movement of livestock. Both these Acts have been put in place to support the industry and SAPS to combat stock theft and make it easier to recover stolen livestock. It appears that a large part of the livestock trade does not comply by the provisions of these Acts and does not comply with the basic requirements to prevent stock theft.

The National Stock Theft Prevention Forum requests:

That all livestock owners register a unique brand mark in their name and to apply it to all livestock in their possession in the prescribed manner as described in the Animal Identification Act, Act 6 of 2002. The completion and submission of the 'Document of Identification' and 'Stock Removal Certificate' with all transactions.

That all livestock buyers, auctioneers, feedlots and abattoirs confirm livestock ownership and refuse to take ownership of livestock that are not marked or where the necessary 'Document of Identification' and 'Stock Removal Certificate' are not supplied.

That all 'Documents of Identification' be kept on record for 12 months.

The National Stock Theft Forum requests that all role players in the red meat industry urgently play an active role in stock theft prevention. Stock Theft Units are instructed to strictly apply the Animal Identification Act, Act 6 of 2002 and the Stock theft Act, Act 57 of 1959, to all buyers of livestock with zero tolerance.

Legislation available at [www.redmeatsa.co.za](http://www.redmeatsa.co.za)

DATE : 26 May 2015

#### ENQUIRIES

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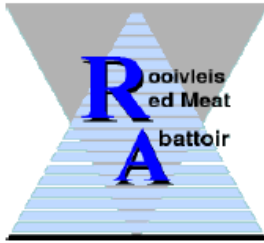
## NEELS NELL FAREWELL



Neels Nell the Red Meat Abattoir Association Training Manager has worked for the Association for over 16 years but sadly we have to see him move on to another stage in his life. We sincerely appreciate all your hard work and dedication shown towards the association in your time with us.

Congratulations on your new job. While we will miss you and have fond memories of working with you, we wish you well and hope you attain all the success you deserve. Your loyalty and work ethic have been an inspiration to us all.





Vereniging - Association

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## RMAA Database - Update

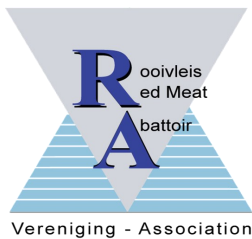
Abattoir				
RC Nr				
Seta				
Telephone	Tel Code		Tel no	
Fax	Fax Code		Fax no	
Municipality				
Owner				
Owner email				
Owner Cell				
Manager				
Manager email				
Manager Cell				
Training				
Training email				
Training Cell				
Accounts				
Account email				
Accounts Cell				
Kosher				
Halaal				
Tax Number				
Physical Address				

**PLEASE ATTACH A COPY OF YOUR LATEST ABATTOIR  
 REGISTRATION CERTIFICATE**



[www.rmaa.co.za](http://www.rmaa.co.za)

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The RMAA is an independent membership-based organisation, which was established in February 1991 with its primary aim being training at all abattoirs in South Africa. The Association is a representative forum for red meat abattoir owners in South Africa and aims to establish communication and co-operation between the members of the Association in order to determine a coordinated opinion on matters of general, as well as specific, importance. The Association provides members with specific and general information and technology regarding all aspects of the industry and related activities and renders services to advance and promote the industry.

**STRIVING TOWARDS MEAT SAFETY AND QUALITY**

### **ABATTOIR SKILLS TRAINING (AST)**

AST was established by the Association to adhere to the legislation and regulations of the Department of Higher Education and Training as a registered Further Education and Training College. AST conducts generic and specific food safety and quality training in the meat industry and other related industries.

Abattoir Skills Training is responsible for the formal training with the industry on behalf of the RMAA and is an accredited training provider registered with:

AgriSETA as a training provider (ETQA) – AGRI/c prov/027710  
Department of Education as a Further Education and Training College – 2011/FE07/010  
SAATCA accreditation for Lead auditors training  
AST has a Level 4 BBBEE rating with a B-BBEE Procurement Recognition level of 100%

