



final report

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Equivalence mapping of mandated training in major overseas markets

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1 Background

Worldwide meat industry regulators and customers such as supermarkets and fast food outlets are starting to mandate a range of training for meat processing industry personnel. Some of these bodies mandate in terms of a general course outline or competency outcomes. This is the way most bodies prescribe or mandate training and examples of this include the FSIS requirements for HACCP training and the EC notice on meat inspector training). However some regulatory bodies have mandated specific courses for such things as meat inspection.

2 Project Purpose

As this trend develops it is increasingly important that the Australian red meat industry both monitor and manage it in a proactive fashion. It is the objective of this project to identify the relevant courses and establish equivalence in content and outcomes before the market or customers demand this. Where appropriate and advantageous to Australia we can negotiate licensing of overseas course delivery here.

This project has built upon the initial work undertaken by the MINTRAC international study tour team, by further researching applicable overseas meat industry training in areas that had been mandated by regulators, Assurance schemes and customers.

By mapping overseas qualifications and training against the relevant Australian accredited training it is hoped that the industry will be able to demonstrate to overseas auditors the nature and relevance of the training undertaken by Australian meat industry employees.

The project looked to identify training that has been mandated by regulators, specific customers or assurance schemes. An initial review indicated that these areas of training were principally focused on:

- HACCP
- AW
- Auditing
- Livestock transport

Australia already delivers a significant amount of training in this area with a large number of accredited Units to meet the industries needs (see **Attachment 1**).

The project sought to identify the meat industry training being undertaken in the following countries

- New Zealand
- USA
- Canada
- UK
- EU
- Brazil

2.1 Project requirements

The project has the following milestone requirements:

Achievement Criteria	Due Date
Provide a research paper which: <ol style="list-style-type: none"> 1. identifies the amount of training being mandated, where, why and by whom 2. maps Australian courses against the courses run overseas: 3. analyses in detail the skills, knowledge and assessment components of the training 4. documents any gaps in the Australian courses 5. notes the accreditation and delivery strategies associated with the overseas courses 6. identifies strategies to fill any identified gaps. 7. identifies licensing opportunities for the delivery of joint or cross accredited courses here in Australia 8. provides a dissemination plan 9. makes recommendations for future initiatives 	11-Apr-2008

The project consisted of three distinct phases

- Firstly there was an extensive search of the training programs available in the nominated countries
- Secondly the training programs were sorted by country, topic and mandated versus non-mandated then broadly matched to Australian Units of competency
- Thirdly overseas training courses were mapped against Australian Units and any short comings in the Australian courses identified.

Phase One was undertaken by Dr Leisha Hewitt from Murdoch University In Western Australia. Until recently Dr Hewitt was employed by the Bristol University delivering animal welfare programs in the UK, Europe, Asia and South America. Principally these programs were designed to meet the requirements of UK and European food assurance schemes. Prior to this she worked as an animal health and behavioral scientist and food safety practitioner designing HACCP programs and certification programs for supermarket Assurance Schemes.

Phase two involved MINTRAC identifying the relevant overseas courses and aligning them with the relevant qualification or course(s) delivered in Australia.

Phase Three involved detailed mapping by MINTRAC against both course elements and training materials. This was in many case difficult to achieve this mapping because obtaining detailed curriculum or access to training materials was very difficult and in many cases was only possible because of personal contacts. This is principally because virtually none of the training delivered overseas is accredited and available to the public in the same way that Australian training programs and materials are available.

2.2 Objective 1: Identify the amount of training being mandated, where, why and by whom.

Dr Hewitt's work is documented in the accompanying CD and contains

- an executive summary of her report which also forms **Attachment 2** to this Report
- an excel spread sheet which presents her research findings in terms of training and relevant Assurance schemes that are largely driving the training
- a large number of documents that detail the requirements of Assurance schemes around the world that impact on red meat producers and processors.

In general Dr Hewitt found that

- animal welfare training programs are operating in all the countries looked at
- that the main driver for the uptake of AW training was the assurance systems and the requirements of individual customers such as McDonalds
- HACCP training is required for red meat processing industry personnel by regulators but the training is mandated in broad rather than specific terms
- Specific QA auditing courses seem to have been mandated overseas either by a national Quality Standards Body or by the various Assurance schemes.

2.3 Objective 2 : Map Australian courses against the courses run overseas:

Attachment 3 to this report matches Australian qualifications and courses to training programs overseas on a country by country basis. Australia has a good generic match with these training programs except for a formal animal welfare auditing or assessment training program.

2.4 Objective 3: Analyses in detail the skills, knowledge and assessment components of the training

A detailed analysis of overseas training on an element by element basis and a comparison with Australian accredited training Units has been completed and forms **Attachment 4** to this report.

This is a valuable analysis that has revealed some short comings in the Australian courses that can be remedied readily. The upgrading of the Australian materials will be completed as part of the animal handling program being undertaken by MINTRAC and can be completed by MINTRAC in late September 2008.

2.5 Objective 4: Documents any gaps in the Australian courses

As noted previously the only noticeable course from the Australian Training Package is that related to Animal Welfare Assessment or Auditing. A course of this nature is available in all the other countries.

In addition the following specific content areas need revisiting in the Australian Units and training support materials:

- Animal behaviour as it relates to livestock handlers
- Assessing a potential breach of company or regulatory AW requirements and how to respond to any such breach

- Assessing facilities and determining what may be wrong in a set of yards
- Calculating loads for stock trucks and planning trips
- Pen densities in trucks
- Stock truck inspection
- Handling techniques in yards
- Meeting code of practice requirements for transporting livestock

2.6 Objective 5: Notes the accreditation and delivery strategies associated with the overseas courses

Tables in **Attachment 5** identify courses that have been recommended or mandated and the assessment and accreditation status of these courses. Much more detail is available re these courses by referring to the Excel spreadsheet on the CD that accompanies this report.

2.7 Objective 6: Identifies strategies to fill any identified gaps.

The gaps that appear to exist are centered around the livestock transport Units and animal handling. These can be addressed relatively simply. MINTRAC is currently updating the animal handling training materials and the short comings identified by this exercise can be addressed in the next 3 months as part of that MLA funded project at no additional cost.

The livestock transport industry is currently addressing the issue of training of drivers and this report will be referred to Animal Health Australia .who are lead agency in this matter. There are two Units that MINTRAC has developed which deal with transport and unloading of livestock and they are MTMP2009AUnload livestock and TDTD2097B Care for livestock in transit. MINTRAC has the copyright for these materials and they can be easily modified to address the identified shortcomings and this can be done as part of the Training Managers Network Project for 2008/9.

2.8 Objective 7: Identifies licensing opportunities for the delivery of joint or cross accredited courses here in Australia

There appears to be little opportunity for cross-recognition of overseas training since none of the identified overseas courses had a comprehensive assessment process and none were government accredited

2.9 Objective 8: Provide a dissemination plan for the outcomes

The information gathered and analysed in this project will be of most use to QA managers who may be called on to establish the equivalence of the training delivered to their staff compared to that delivered overseas. For that reason it will best be if the documents summarizing the training equivalence exercise are distributed to the QA managers via the QA Managers Networks.

Additionally AQIS and AMIC may well find the information useful if training becomes an issue in market access arguments. The information will be made available to the relevant officers in both organizations.

2.10 Objective 9: Make recommendations for future initiatives

MINTRAC should as part of its QA network management role maintain a watching brief when it comes to overseas training. Meat industry personnel can be encouraged along with AQIS personnel to continue to collect information on training and forward it to MINTRAC.

For its part MINTRAC should as part of its core business maintain this register of overseas training and where possible match it to Units of training delivered in Australia.

3 Attachments

3.1 Attachment 1

Identification of relevant Australian training programs

Australian Units of training relevant to Animal Welfare and HACCP

Animal Welfare and handling training

Operator training

MTMP 2002B	Prepare animals for slaughter
MTMP 2004A	Feed race
MTMP 2005A	Restrain animal
MTMP 2006A	Apply animal welfare and handling requirements
MTMP2007A	Perform emergency kill
MTMP2009A	Unload livestock
TDTD2097B	Care for livestock in transit
MTMP3001B	Knock and stun animal
MTMP3002B	Stick and bleed animal
	Supervisor/management training
MTMMP84C	Oversee humane handling of animals
MTMP 07	Animal Welfare Officer Skills Set
TAADEL301A	Provide training through instruction and demonstration of work skills

Personnel hygiene and Quality Assurance training

Operator training

MTMMP1C	Maintain personal equipment
MTMMP2C	Apply hygiene and sanitation practices
MTMMP3C	Apply Quality Assurance practices

Supervisor/management training

MTMCOR402B	Facilitate Quality Assurance process
MTMMP72C	Facilitate hygiene and sanitation performance
MTMMP79C	Participate in ongoing development and implementation of a HACCP and Quality Assurance system
FDFFSACA	Assess compliance with food safety programs
FDFFSCHZA	Identify, evaluate and control food safety hazards
FDFFSCOMA	Conduct food safety audits
MTMMP90C	Manage/oversee an external audit of the establishment's quality system
MTMMP46C	Develop and implement Quality Assurance program for a rendering plant
MTMP402A	Implement a Meat Hygiene Assessment program
MTMP403A	Oversee plant compliance with the Australian Standards for meat processing
MTMP5063B	Develop, manage and maintain quality systems
MTMP5061B	Design and manage the food safety systems

3.2 Attachment 2

Identification of relevant overseas training programs

Executive Summary March 2008

Equivalence Mapping of Mandated Training with Major Overseas Markets

Project No. A.MIN.0066

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- *Points of interest*
- *Course syllabus*

Mandated training

Introduction

The UK and EU

- Animal Welfare Training
- Food Safety and QA Training
- Summary - UK and EU

Brazil

- Animal Welfare Training
- Food Safety and QA Training
- Summary - Brazil

USA

- Animal Welfare Training
- Food Safety and QA Training
- Summary - USA

Canada

- Animal Welfare Training
- Food Safety and QA Training
- Summary - Canada

New Zealand

- Animal Welfare Training
- Food Safety and QA Training
- Summary - New Zealand

References

1. Background

Scope of the Project

The project will

- study the rationale behind the implementation of mandated training by regulators and customers of the red meat industry
- document those customer standards or QA programs that have mandated courses or specified the training requirements for the staff of suppliers
- identify mandated or highly recommended course structures and assessment methods and will provide detailed syllabi where available.

Countries included in the project

The countries included in the project are those which are significant markets and/or competitors for the Australian red meat industry. Countries that are currently developing and implementing training courses that are likely to be mandated in the future are also included.

The countries included in this project are:

- UK and EU
- USA
- Brazil
- New Zealand
- Canada

Scope of personnel involved in mandated training

The study has identified that regulators but more commonly individual customers or quality programs have training requirements for the following personnel.

- Farmers and stockmen
- Livestock Transporters
- Vets
- Meat Inspectors
- QA Managers/Supervisors
- Animal Welfare Auxiliaries
- Auditors
- Slaughtermen
- Security Personnel

- Veterinary Officers
- Trainers

The focus of this report has been quality managers, veterinary staff, meat workers, designated animal welfare officers, meat inspectors and audit personnel.

Areas where training is mandated

The project focused on animal welfare and food safety training and the areas listed below were identified as the types of training perceived to be important by regulators and customers

- Animal Welfare management
- Animal welfare assessment and auditing
- HACCP
- Management for HACCP programs
- Sustainability
- Environmental
- Auditing of Quality systems

Excel Workbook

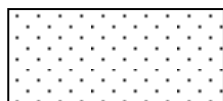
The excel workbook detailed in the CD which comes with this report provides an overview of mandated training in the countries listed above. It contains the scope, content and assessment of the training courses together with a syllabus if this information is available.

Mandated training and Farm assurance spreadsheets

The workbook is composed of two spreadsheets per country studied. The first spreadsheet details the mandated training, while the second spreadsheet provides a summary of the farm and quality assurance schemes in place within that particular country. The purpose of the farm/quality assurance spreadsheet is to highlight the impact of these schemes in relation to the requirements for training in animal welfare and food safety.



No **mandated** training in this subject area, though training courses may be available



Not significant, not applicable or information not available

The Farm Assurance Standards and associated documentation are provided as PDF word files as part of the project. However, it should be noted that some of the Farm Assurance and QA Standards were only available to registered producers/processors.

Glossary

The glossary section lists the abbreviations used elsewhere in the spreadsheet.

Points of interest

This section provides a summary of the spreadsheet information and can be used for quick reference.

Course syllabus

The course syllabus spreadsheet outlines the scope and content of a number of training courses. In this section, the courses that have been selected are those which are mandated by a number of countries and/or provide the most detailed syllabus.

Mandated Training

Introduction

The project focused on mandated training in the areas of animal welfare and food safety. Other areas, such as quality assurance, quality management/auditing, environmental standards and sustainability will be considered where applicable but are not within the scope of this project.

The consumer perception of food quality is not only determined by its overall nature and safety, but by the welfare standard of the animal. Animal welfare has been cited as an important attribute in the 'food quality concept' (Eurobarometer, 2005¹). Retailers have recognised that an effort to meet consumer concerns represents a business opportunity and as a result, welfare standards are being incorporated into the supply chain production strategy. There is also recognition that a strong correlation exists between poor welfare and product quality defects. Animal Welfare issues are increasingly present in the media, particularly in the USA and the UK. This leads to emerging consumer interest in ensuring good animal welfare in the production phase. Ironically, consumer interest in animal welfare is generally not reflected in consumption behaviour and purchase trends (Kjaernes and Lavik, 2007). Food safety continues to be one of the most important attributes of 'quality' cited by the consumer. Many of the existing quality assurance schemes in the UK and EU were introduced as a measure

to reinstate consumer confidence following a number of high profile food safety issues, such as BSE and E.coli 0157 in the early 1990s. Other factors resulting in the requirement for training programmes in food safety and animal welfare include:

- The role of animal welfare and animal ‘rights’ organisations
- The role of the veterinary profession and the introduction of animal health plans
- The role of government advisory committees
- The role of national consumer consultation
- The use of voluntary codes of practice
- The introduction of new legislation and guidance information
- The acknowledgement of animal-based assessment as a welfare measure
- The importance of stake-holder involvement and ‘ownership’
- The role of quality assurance schemes and retailer codes of practice
- The role of NGOs and the introduction of new research findings into the industry
- The impact of animal disease and ‘food scares’

The UK and EU

Animal Welfare Training

Formal training in animal welfare in the UK and EU is primarily mandated by legislation and associated COPs/guidance with specific courses being stipulated by the major food retailers (the main ones being Tesco Stores Ltd, Marks & Spencer and Waitrose in the UK) and Quality Assurance Schemes. Retailer COPs and Quality Assurance Schemes cover training on the farm, during transport and in the abattoir, in an attempt incorporate the whole food chain. Retailer initiatives concentrating particularly on animal welfare standards are much more rare and concentrated mainly in the UK. The retailers have become heavily involved with industry assurance schemes and by doing so are reducing the need for them to run their own assurance scheme through buying product exclusively from these assurance schemes. There is an attempt by the UK to harmonise national animal welfare standards within the EU. There is a strong focus on the assessment of animal welfare using animal-based measures rather than resource-based assessment. The EU countries are likely to adopt the new assessment criteria and training methodology after the completion of the WelfareQuality® Project in 2009. In the rest of the EU we find highly variable commercial strategies for animal welfare issues among retailers. Animal welfare represents a well established commercial strategy amongst British and Dutch retailers, and features as part of more quality-embedded strategies in France. Sweden is developing a commercial strategy comparable to the UK and Dutch model, whereas

animal welfare is emergent in Italy along similar lines to the French model (Roe 2007). The majority of the farm assurance and QA schemes stipulate that personnel auditing a scheme should be experienced and qualified in auditing and ideally they should be members of International Register of Certified Auditors.

The requirement for training in different sectors of the meat industry in the UK has also been highlighted in a recent report by the Farm Animal Welfare Council. The Farm Animal Welfare Council (FAWC) is an independent advisory body established by the Government in 1979. Its terms of reference are to keep under review the welfare of farm animals on agricultural land, at market, in transit and at the place of slaughter; and to advise the Government of any legislative or other changes that may be necessary. The emphasis of the report with regard to training was that of veterinary personnel, slaughtermen, designated animal welfare officers and animal welfare auxiliaries. It is currently a legislative requirement that before designation, Official Veterinarians (OVs) have attended and successfully completed a recognised training course. Two courses are currently available in the UK, they are at Glasgow and Bristol University. The official duties of most Meat Hygiene Inspectors (MHIs) do not include animal welfare. However, in addition to the basic animal welfare training that MHIs receive prior to qualification, the MHS makes available to all MHIs a continuing professional development module on animal welfare. The UK government stipulates that slaughterhouse operators are encouraged either to establish internal training programmes for staff on animal welfare responsibilities, or to send staff on external training courses.

The Welfare of Animals (Slaughter or Killing) Regulations 1995 (WASK) requires that all persons engaged in the restraint, stunning, slaughter, killing, pithing, shackling or hoisting and bleeding of any animal have the appropriate licence attesting to their competence.

Food Safety Training

In the UK and EU, food safety training is determined predominantly by legislative requirements. From 1 January 2006 new food hygiene regulations came into force in all EU Member States. The hygiene regulations replaced 17 directives, including eight relating specifically to meat. Regulation 852/2004 details the pre-requisites (Good hygienic practices) and associated training requirements for the implementation of a HACCP plan. The combination of these pre-requisites and HACCP form the basis of the operators 'Food Safety Management System'. Regulation 854/2004 includes the specific requirements for inspection and auditing duties of official veterinarians (OVs) and official auxiliaries (meat inspectors in UK). The MHS and DARD Manuals for Official Controls contain operational instructions for staff,

including the task of auditing of HACCP and good hygiene practices (GHP). As a minimum, one person in the business must have adequate training in the application of HACCP principles. Training is available from local colleges, food safety training companies and consultants, or may be provided in-house. The FSA Meat Plant HACCP Manual includes a syllabus for a 2 day training course (Reference: Meat Industry Guide - 82). UK and EU universities and meat training colleges deliver a wide range of QA courses including HACCP, auditing, sampling, though these are not mandated.

Summary – UK and EU

Mandated training - specific courses

- Veterinary Public Health
- Official Veterinarian Training Course
- Animal Welfare Officer Training Course
- Animal Welfare Assessor Training Course
- Animal Welfare Masterclass
- Meat Plant Managers Hygiene and HACCP Training
- Meat Inspector Training Course

Mandated training - though courses not specified

- Livestock Transporter Training
- Slaughterman
- Lead Auditor/Assessor
- HACCP/GHP

Likely to be mandated in the future

- MSc Meat Science
- Animal Welfare Auxiliary Training Course
- Slaughterman Training Course
- Animal Welfare Assessor (WelfareQuality® criteria)

Brazil

Animal Welfare Training

Animal welfare training in Brazil appears to be following the trends set by the UK, with major UK and EU retailers introducing standards of production and processing to their supply base. Aggressive marketing efforts by some of the major Brazilian companies have had the affect of presenting Brazilian beef as high welfare, grass fed and high quality product, resulting in a

desire to introduce external animal welfare training courses to add further value. Animal Welfare Officer Training is predominantly carried out by Bristol University to comply with the Tesco Stores Ltd Agricultural Code of Practice, though there has been supplementary training by Temple Grandin to satisfy USDA audit requirements. In 2007, some of the major retailers introduced Animal Welfare Masterclass training in animal handling and effective mechanical stunning.

Food Safety Training

Recent United States Department of Agriculture (USDA) audit reports were critical of the food safety and meat inspection regime in Brazil. They stated that the Brazilian industry did not have an effective training strategy to implement the meat inspection programme to the standard required by the USA. The establishments audited against FSIS regulatory requirements and equivalence determinants made for Brazil had deficiencies in SSOP and HACCP implementation. Brazil currently implements HACCP and GHP training courses to satisfy USDA guidelines and since the inspection, Brazil has trained its veterinary inspection staff in the principles of ISO 9000 audit training.

Summary - Brazil

Mandated training - specific courses

- Animal Welfare Officer Training Course
- Animal Welfare Training Course - The Train the Trainers Programme
- Animal Welfare Masterclass

Mandated training - though courses not specified

- HACCP/GHP

USA

Animal Welfare Training

The Restaurant led mandated training resulted in the production of animal welfare guidelines by the National Council of Chain Restaurants (NCCR) and the FMI. These guidelines were originally based on the McDonalds model (2000) and Burger King (2001). AMI have produced humane handling guidelines, the bases of which are the Temple Grandin welfare audits. There has been approximately 10 years of restaurant mandated animal welfare audits in the USA. The USA has a number of animal welfare based farm assurance schemes. These schemes include requirements for training, though they do not specify individual animal welfare/handling training courses.

Food Safety and QA Training

USDA standards require a fully implemented HACCP plan and for personnel to be trained in their roles and responsibilities. Countries exporting to USA comply with FSIS requirements for HACCP, SSOP, E. coli and salmonella testing. They are evaluated according to the criteria employed in the USA domestic program. There are 15 Schools of Public Health in the US offering veterinary focused public health training. All Veterinarians complete a computer-based training, and an exam on antemortem inspection and humane slaughter. All slaughter line inspectors complete classroom training, and an exam on antemortem inspection and humane slaughter. A training video for humane slaughter has been developed (through FSIS) for education of new personnel and continuing education of veteran inspection personnel. The FSIS has mandated attendance at a basic HACCP course for meat workers managing HACCP systems. Meat inspectors are trained and assessed on the job by the regulatory authority. In addition courses in advanced HACCP, internal auditing and Good Manufacturing Practice (GMP) are delivered by a number of training providers, those these are not mandated.

Summary – USA

Mandated training - specific courses

- Meat Plant Welfare Auditor

Mandated training - though courses not specified

- Meat inspection
- HACCP/GHP

Canada

Animal Welfare Training

Canada has introduced a number of HACCP based farm assurance schemes in the beef sector. A large proportion of the standards covers product traceability and meat hygiene with, until recently, very little focus on animal welfare. There are pronounced differences in the degree of animal welfare training between the different provinces. For example, Alberta has an established programme of animal welfare training, whilst provinces such as Newfoundland and Labrador have no documented animal welfare training programmes. The CFIA are considering changes in the livestock transport industry. It is likely that there will be a requirement for formal training of livestock hauliers in the near future.

Food Safety and QA Training

The FSIS/USDA audit (2007) for export to USA, noted that inspection personnel were not well trained in the performance of their inspection tasks (ante mortem, post mortem and restricted product controls). A new inspection and reporting system, Compliance Verification System (CVS) is scheduled for introduction in early 2008. CVS will integrate HACCP into compliance verification activities. It will also implement a Quality Management System (QMS). All inspection staff are scheduled to receive in-class training in the verification of CVS activities. Canadian Food Inspection Authority (CFIA) developed the FSEP (Food Safety Enhancement Programme) as the HACCP standard. The CFIA has the mandate to oversee recognition of HACCP systems. Training is offered to satisfy these requirements.

Summary – Canada

Mandated training - specific courses

- Certified Livestock Transporter
- Animal Welfare Officer Training Course
- Meat Plant Welfare Auditor
- CVS Training Course

Mandated training - though courses not specified

- Slaughterman
- Meat Inspection
- HACCP/GHP

Likely to be mandated in the future

- Livestock transporter training to comply with changes made to transport industry

New Zealand

Animal Welfare Training

New Zealand has one mandated animal welfare course, designed for Technical Supervisors in the abattoir. There are numerous other animal welfare training programmes in New Zealand, though these are not mandated.

Food Safety Training

Mandated meat inspection forms a large portion of AsureQuality business activity. They have up to 900 Meat Inspectors, across approximately 80 meat processing plants throughout New Zealand. AsureQuality inspectors are assigned to the slaughter/processing establishments.

There are also personnel from the NZFSA Verification Authority (abbreviated to VA) present during inspection activities. VA are required to verify that ASURE employees are effectively delivering their mandatory functions and that establishments are in compliance with all NZ and FSIS requirements. AsureQuality inspection staff are trained by AsureQuality. There is no mandated training in HACCP or QA, though this training is provided by AsureQuality. NZFSA has not mandated any particular HACCP or QA training, though courses are available from a number of training providers.

Summary – New Zealand

Mandated training - specific courses

- Animal Welfare Training Course
- Meat Inspector Training Course

Mandated training - though courses not specified

- HACCP/GHP

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3.3 Attachment 3

tables in this attachment map Australian courses against the courses run overseas
Overseas Meat Industry Courses and equivalent Australian Qualifications

Meat Industry Courses in the UK	Equivalent Australian Course(s)
Animal Welfare Officer Training Course	Animal Welfare Officer Skills Set
Animal Welfare Masterclass A species specific AW course	Animal Welfare Officer Skills Set
Animal Welfare Assessor Course	Largely covered in Animal Welfare Officer Skills Set
Haulier Training	TDTD2097B Care for livestock in transit RTE2136A Load and Unload Livestock
Slaughterman Training Course	MTMP3001B Knock and stun animal MTMP3002B Stick and bleed animal
Programme (also known as 'the construct, training the trainers programme')	TAADEL301A Provide training through instruction and demonstration of work skills Animal Welfare Officer Skills Set
Meat Plant Managers Hygiene and HACCP Course	MTMP5061B Design and manage the food safety systems
Level 3 Certificate in Meat Hygiene and Inspection (RSPH Qualification)	Certificate III In Meat Processing (Meat safety)
Level 3 Diploma in Meat Hygiene and Inspection (RSPH Qualification)	Certificate IV In Meat Processing (Meat safety)
Lead Auditor/ Assessor in Quality Management Systems Training Course	FDFFSCHZA Identify, evaluate and control food safety hazards FDFFSCOMA Conduct food safety audits
MSc Meat Science	

Meat Industry Courses in Brazil	Equivalent Australian Course
Animal Welfare Officer Training Course	Animal Welfare Officer Skills Set
Animal Welfare Training Course	MTMP 2006A Apply animal welfare and handling requirements
Animal Welfare Training Programme (training the trainers programme)	TAADEL301A Provide training through instruction and demonstration of work skills Animal Welfare Officer Skills Set

Meat Industry Courses in the EU	Equivalent Australian Course
Animal Welfare Officer Training Course	Animal Welfare Officer Skills Set
Animal Welfare Assessor Course	Largely covered in Animal Welfare Officer Skills Set
Livestockwise Animal Welfare Training	Animal Welfare Officer Skills Set

HACCP - based on Codex Alimentarius	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system
Meat Plant Managers Hygiene and HACCP Course	MTMP5061B Design and manage the food safety systems
Lead Auditor/ Assessor in Quality Management Systems Training Course	FDFFSCHZA Identify, evaluate and control food safety hazards FDFFSCOMA Conduct food safety audits
Veterinary Auxiliary (meat inspection)	Certificate III In Meat Processing (Meat safety)

Meat Industry Courses in the USA	Equivalent Australian Course
Animal Welfare Training Course	Animal Welfare Officer Skills Set
Meat Plant Welfare Auditor	Largely covered in Animal Welfare Officer Skills Set
Master Cattle Transporter	TDTD2097B Care for livestock in transit RTE2136ALoad and Unload Livestock
HACCP Plan, development and implementation (Accredited by The International HACCP Alliance & fulfils all USDA/FSIS and FDA requirements for HACCP Training.)	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system
Advanced HACCP Course (Auditing and Validation)	FDFFSCHZA Identify, evaluate and control food safety hazards FDFFSCOMA Conduct food safety audits

Meat Industry Courses in Canada	Equivalent Australian Course
Certified Livestock Transporter	TDTD2097B Care for livestock in transit RTE2136ALoad and Unload Livestock
Animal Welfare Officer Training Course	Animal Welfare Officer Skills Set
Transport Course	TDTD2097B Care for livestock in transit RTE2136ALoad and Unload Livestock
Animal Welfare Training Course	MTMP 2006A Apply animal welfare and handling requirements
Meat Plant Welfare Auditor	Largely covered in Animal Welfare Officer Skills Set
HACCP I	MTMCOR402B Facilitate Quality Assurance process
HACCP II	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system Or

	MTMP5061B Design and manage the food safety systems
Meat Inspector Training	Certificate III In Meat Processing (Meat safety)
CVS Training. Compliance Verification System.	

Meat Industry Courses in New Zealand	Equivalent Australian Course
Animal Welfare Training Course	Animal Welfare Officer Skills Set
Meat Inspector Training Course	Certificate III In Meat Processing (Meat safety)
JAS-ANZ (Joint Standards Australia and New Zealand body in accordance with ISO) accredited Lead Auditing Course	FDFFSCHZA Identify, evaluate and control food safety hazards FDFFSCOMA Conduct food safety audits
NZ Qualifications Authority Unit Standard 8084 - Audit Quality Systems for Compliance to Quality Standards	FDFFSACA Assess compliance with food safety programs
New Zealand Qualifications Authority Unit Standard 4098 (Assessment of Adult Learning)	TAAASS401A Plan and organise assessment TAAASS402A Assess competence
Coordinate the development and/or verification of a HACCP Plan or verification application for a meat processing operation	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system
Monitor a meat processing operation under a HACCP system	MTMP402A Implement a Meat Hygiene Assessment program
Supervise a meat processing operation under a HACCP system	MTMCOR402B Facilitate Quality Assurance process
Explain the operation of a HACCP system in a meat processing operation	MTMMP3C Apply Quality Assurance practices

3.4 Attachment 4

the tables in this attachment compare the skills, knowledge and assessment components of the overseas training courses to equivalent courses run in Australia

CANADA

Animal Welfare

Course Title: Certified Livestock Transporter

Mandated by : Government CFIA

Personnel: OSPCA Inspectors, CFIA Inspectors

Course Providers: Alberta Farm Animal Care Association (AFAC)

Course Summary: CLT is species-specific customized training on livestock handling, loading and biosecurity (beef & dairy, hogs, poultry, sheep, equine, bison & elk). The one day classroom session is a skills-based instructional program that certifies the ability of the participant to perform the necessary job functions of a qualified livestock transporter. The session also includes an instructional DVD and group discussion is encouraged. The course reinforces the transporter's right to refuse to load unfit or unhealthy animals by supplying industry with AFAC comprehensive Guidelines for the Handling of Unfit Livestock (beef, dairy, swine, sheep).

Duration: One-day Classroom Training Session and practical evaluation

Assessment: In the on-site Practical Evaluation each participant will demonstrate their practical skills and basic knowledge of loading, transporting and unloading live animals in a controlled environment.

Outcome: The CLT evaluator will complete an assessment of the demonstration

Links: <http://livestocktransport.ca/training/structure.htm#Practical>

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Role of the Livestock Transporter	TDT2097B Care for animals in Transit	Skills and Knowledge	TDT2097B Care for animals in Transit
About the Certified Livestock Transporter (CLT) Program	N/A		
Benefits of CLT Certification	N/A		
Testing, Evaluation & Certification	N/A		
<i>Livestock Transporter Skills & Knowledge Base</i>		Skills and Knowledge	
How the Livestock Transport Sector Works		No	No
Understanding the Relocation Process		No	No
Fundamental Logistics		No	No
Biosecurity Protocols		2.2	
Professionalism & Client Relations		No	No
Livestock Transport Flow Chart		No	No
<i>Laws, Regulations and Codes of Practice</i>		Skills and Knowledge	
CFIA Inspection		Equivalent 2.1	22-24
Recommended Codes of Practice - Transportation		Equivalent 2.2	24
United States Federal & State Laws	N/A		
Risk Factors and Planning		In part in Skills and Knowledge	
Trip Preparation		1.1 & 1.3	
Emergency Procedures		2.3 & 2.4	
Incident Response		2.3 & 2.4	
Operating the Transport Vehicle		No	No
Mechanical Aptitude, Pre-Trip Inspection		No	No
Loading Calculation – proper weight & density	RTE2136A Load and Unload Livestock	No	No
Course Content	Comparable	Element/Performance	Training

	Australian Unit	Criteria, Required Skills and knowledge	Materials Reference
Driving Skills Specific To Hauling Live Animals		No	No
Step-by-Step Formula for Loading & Transporting Large Animals	RTE2136ALoad and Unload Livestock	2.1,2.4	22-24
Exploring Behaviour Variables of Livestock		Specific Knowledge	
In the on-site Practical Evaluation each participant will demonstrate their practical skills and basic knowledge of loading, transporting and unloading live animals in a controlled environment. The CLT evaluator will complete an assessment of the demonstration		Specific Skills	

United Kingdom

Course Title: Animal Welfare Officer Training

Mandated by: Retailer, inspection body, certification body, farm assurance scheme
Tesco, Waitrose, Integra Food Secure, EFSIS, British Meat Processors Association (BMPA)

Personnel: Technical Managers (from the retailers), Inspectors, designated Animal Welfare Officers (from processing plants)

Course Providers: University of Bristol

Course Summary: Welfare of cattle, sheep and pigs from leaving the farm to slaughter and impacts on meat quality. Taught by University Lecturers. Underpinned by legislative requirements in UK and research findings.

Duration: 2 days

Assessment: No formal assessment. A certificate of attendance is issued at the end of the course. Delegates are expected to contribute to discussion groups.

Outcome: Delegates receive a certificate of attendance. Retailers require a minimum of two trained AWOs. There is currently no requirement for the qualification to be updated or for the delegate to attend refresher training. Course not accredited. Retailer standards stipulate attendance on this course or an equivalent. The course is mandated in their UK and international Agricultural Codes of Practice.

Links: www.awtraining.com

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Introduction to animal welfare	MTMP2006A MTMP84C	1.2,2.1 1.1	3-13
The 'five freedoms'	MTMP84c	1.1	3
The red meat cycle			

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Stockmanship	MTMP2006A MTMP84C	2.1, 3.1, 3.2, 6.1, 6.2 1.2	14-21
Human behaviour	MTMP2006A	1.2, 6.1, 6.2, 6.3,	
Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Animal behaviour	MTMP84C	1.2,1.3	
Transport and fitness to travel	MTMP2006A MTMP84C	1.2,1.3 1.1	
Arrival at the lairage	MTMP2006A MTMP84C	1.3 1.1	
Loading and Unloading	N/A		N/A
Lairage conditions	MTMP2006A MTMP84C	1.3 1.1	
Animal handling	MTMP2006A MTMP84C	1.2,1.3	18-20
Restraint	MTMP84c	2.1	18-23
Pre-slaughter stunning	MTMP84c	2.1	26-29
Mechanical stunning of cattle, sheep and pigs - Introduction and equipment	MTMP84c	2.1	25-29
Understanding the law - mechanical stunning	MTMP84c	1.1	29-32
Effective and ineffective mechanical stunning	MTMP84c	2.1	7-11
Stockmanship and stunning	MTMP84c	2.1	29-32 45-46
AWO responsibilities - Mechanical stunning	MTMP84c	2.1	45-46

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Electrical stunning - Introduction and review of stockmanship	MTMP84c	1.1	32-35
Understanding the law - electrical stunning	MTMP84c	1.1	7-11
Application of electrodes - Head only	MTMP84c	2.1	32-35
Application of electrodes - Head to back	MTMP84c	2.1	32-35
Recognising effective and ineffective electrical stunning	MTMP84c	2.1	45-46
New electrical stunning technologies	N/A		
AWO responsibilities - electrical stunning - Back-up stunning	MTMP84c	2.1	7-12
Gas killing - Pigs	MTMP84c	2.1	36
Understanding the law - gas killing	MTMP84c	1.1	7-12
Operation of the gas chamber	MTMP84c	2.1	36
Different gas mixtures - Carbon Dioxide, Argon	N/A		N/A

United Kingdom

Course Title: Animal Welfare Assessor Course

Mandated by : Retailers

Personnel:

Course Providers: University of Bristol, UK

Course Summary: Assessment skills , Management of disease, Animal behaviour, ventilation and housing systems, Assessing stockmanship, Assurance schemes, Social behaviour,

Duration: 2 Days

Assessment: N/A

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Assessment skills	MTMMP84C Oversee humane handling of animals	Skills and Knowledge	120-122 and more to be added
Management of disease		3.1	79-81 86-88
Abnormal behaviour		2.1, 2.2	73-74
Ventilation and housing systems		2.1	72-73
Assessing stockmanship		1.2, 1.3	See AWO notes
Assurance schemes		1.1	See AWO notes
Social behaviour		1.2	See AWO notes

USA

Course Title: Animal Handling

Mandated by :

Personnel:

Course Providers: Temple Grandin

Course Summary: Cattle handling to reduce stress
 Pork and beef handling in meat plants
 Facility distractions that impede animal movement
 See what animals are looking at
 Yard and curved chute layout
 Simple techniques to improve facilities
 Basic animal behaviour principles
 How to reduce electric prod use
 Proper, consistent humane stunning to achieve 100% insensibility

 Practical advice for captive bolt and electrical stunning
 How to ensure that the head is dead
 Stunning of cattle
 Implementing animal handling and auditing programs
 Religious Slaughter

Duration: Variable

Assessment: Unknown

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Cattle handling to reduce stress	MTMMP84C Oversee humane handling of animals & MTMP 2006A Apply animal welfare and handling requirements	1.2 & 2.1 6.1	68-84 35-42

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Pork and beef handling in meat plants)	MTMMP84C Oversee humane handling of animals & MTMP 2006A Apply animal welfare and handling requirements	1.2 & 2.1 6.1	68-84 35-42
Facility distractions that impede animal movement	MTMMP84C Oversee humane handling of animals	2.1	Pg 84-85
See what animals are looking at		No	
Yard and curved chute layout		No	
Simple techniques to improve facilities		No	
Basic animal behaviour principles	MTMP 2006A Apply animal welfare and handling requirements	6.1 & Skills and Knowledge	35 -41
How to reduce electric prod use	MTMP 2006A Apply animal welfare and handling requirements	Skills and Knowledge	Pg 34 and more to be added
Proper, consistent humane stunning to achieve 100% insensibility	MTMMP84C Oversee humane handling of animals MTMP3001B Knock and stun animal	1.2 3.1	26-42
Practical advice for captive bolt and electrical stunning	MTMMP84C Oversee humane handling of animals MTMP3001B Knock and stun animal	1.2 3.1,3.2,3.3	26-39

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
How to ensure that the head is dead	MTMP3001B Knock and stun animal	3.1 & 3.3	26-32
Implementing animal handling and auditing programs (pork and beef)	MTMP 2006A Apply animal welfare and handling requirements	1.2	
Religious Slaughter	MTMMP84C Oversee humane handling of animals	Skills and Knowledge	90-91

USA

Course Title: Master Cattle Transporter

Mandated by : N/A

Recommended by: Retailers, Quality assurance scheme

Personnel:

Course Providers: BQA

Course Summary: DVD and manual cover cattle handling, loading, hauling techniques, reducing stress, emergency situations.

Duration: 45 minute DVD and manual

Assessment: No

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Cattle flight zone	MTMP 2006A Apply animal welfare and handling requirements	Skills and Knowledge	Pg 35-37
How to empty a pen	No	No	No
Livestock weather safety index	MTMMP84C Oversee humane handling of animals	2.1	Pg 82
Point of balance	MTMP 2006A Apply animal welfare and handling requirements	Skills and Knowledge	Pg 35-37
Loading densities	RTE2136A Load and Unload Livestock	No	No
Veterinary guide to euthanasia	MTMMP84C Oversee humane handling of animals	3.1	Pg 80
Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Cattle behaviour	MTMP 2006A Apply animal welfare and handling requirements	Skills and knowledge	Pg35-37
Handling	RTE2136A Load	2.1	

	and Unload Livestock		
Loading	RTE2136A Load and Unload Livestock	2.1,2.4	
Facilities	RTE2136A Load and Unload Livestock		
Truck considerations	No	No	No
Driving aids	MTMP 2006A Apply animal welfare and handling requirements	6.1	Pg 33-34
Injured, unfit cattle	RTE2136A Load and Unload Livestock TDT2097B Care for animals in Transit	4.2 2a	Pg31-33
Travelling	TDT2097B Care for animals in Transit	2a-2d	Pg29-35
Unloading	RTE2136A Load and Unload Livestock	3.1	
Biosecurity	RTE2136A Load and Unload Livestock TDT2097B Care for animals in Transit	4.2 3a	Pg 28
Emergencies	TDT2097B Care for animals in Transit	2c & 2d	Pg29-35

United Kingdom

Course Title: Haulier Training

Mandated by : Government organisation
 From 5th January 2008 transporters of livestock on a journey of over 65km (40 miles) will need to hold a Certificate of Competence issued by an independent body. It is important to note that the 65km (40 miles) is the actual distance travelled and not distance as the crow flies. The Certificate of Competence is like a driving licence, and is valid for life.

Personnel: Drivers and attendants

Course Providers: The training bodies must be approved by the authorities.

Course Summary: The Certificate of Competence for journeys of over 65km (40 miles) and under 8 hours can be obtained by sitting and passing a multiple choice test. Those drivers hauling livestock on a journey of over 8 hours are required to take the Long Journey Test. For this, in addition to a multiple choice test, there is a practical assessment of their competence which includes driving and animal handling skills. The competency certificates are awarded by the National Proficiency Testing Council, Lantra Awards and the Scottish Skills Testing Service.

Duration: Varies

Assessment: Not required

Link: www.defra.gov.uk/animalh/welfare/farmed/transport/training.htm

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
fitness for travel	RTE2136A Load and Unload Livestock TDT2097B Care for animals in Transit	4.2 4a & 4b	27
the means of transport	No	No	No
use of its facilities	RTE2136A Load and Unload Livestock	1.1, 1.2	25

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
loading, unloading and handling	RTE2136ALoad and Unload	2.1 , 2.4	24-27
watering and feeding intervals	TDT2097B Care for animals in Transit	1c	
journey times and rest periods	TDT2097B Care for animals in Transit	2a	N0
space allowances	No	No	No
Documentation	TDT2097B Care for animals in Transit RTE2136ALoad and Unload Livestock	1.a.6 2.3, 3.2	27

United States and Canada

Course Title: Meat Plant Welfare Auditor

Mandated by: Audit Companies such as Silliker

Personnel: Abattoir Auditors

Course Providers: Professional Animal Auditor Certification Organization (PAACO)

Course Summary: Auditing cattle and sheep systems

Duration: 2 days

Assessment: Written examination. "provisional certified auditor" would conduct and complete no less than three swine, cattle or sheep plant audits under the supervision of a PAACO certified auditor of their choice. Upon the completion of satisfactory ratings by all the certified auditors in Step 3, an official endorsement as a PAACO "Certified Plant Animal Welfare Auditor" will be issued and your information included in a data base of certified auditors.

Outcome: Meat Welfare Auditor - 06

Links: <http://www.animalauditor.org/>

UNITED STATES OF AMERICA

Course Title: Animal Welfare Abattoir Auditors

Mandated by :

Personnel:

Course Providers: Temple Grandin

Course Summary: **Pigs** - Problem based situations
 Stunning
 Insensibility
 Receiving yards
 Auditor protocols and procedures
Cattle - Problem based situations
 Stunning
 Insensibility
 Receiving yards
 Auditor protocols and procedures

Duration: 2 days

Assessment: 1 hour exam

Links: <http://www.grandin.com/interpreting.ami.guidelines.html>, Animal Welfare Audits - 40. AMI Animal Handling Guidelines 2007 - 41

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Stunning	MTMMP84C Oversee humane handling of animals	1.2 , 2.1	52-61
Insensibility		1.2 , 2.1	52-61
Receiving yards		1.2 , 2.1	35-41
Auditor protocols and procedures		1.2 , 2.1	120-121

United Kingdom

Course Title: Livestockwise Animal Welfare Training

Mandated by : Farm assurance scheme, certification body BMPA, EFSIS
BMPA request that animal welfare training is either performed by the University of Bristol or by Livestockwise Ltd. EFSIS has now developed the next level of training aimed as a top up or refresher for those with the Animal Welfare Officer(AWO)

Personnel: Designated Animal Welfare Officers

Course Providers: Livestockwise Ltd - Miriam Parker

Course Summary: Animal Welfare and animal requirements, tailored to individual abattoirs, industry standards and legislation

Duration: 1 day in-house training

Assessment: Short oral assessment a few weeks after the training cou

Outcome: In-house training with certificated personnel. Course not accredited. Delegates are issued are certificate to state that they are a trained Animal Welfare Officer (AWO) .

Links: www.efsisis.com/

BRAZIL

Course Title: Animal Welfare Training for abattoir personnel

Mandated by : McDonalds. JBS-Friboi have stipulated that the principles of Temple Grandin's training course be part of their animal welfare training programme.

Personnel: Abattoir Auditors

Course Providers: Temple Grandin

Course Summary: Welfare of cattle, sheep and pigs at the abattoir, with particular attention paid to pre-slaughter handling.

Duration: Can vary

Assessment: No formal assessment.

Outcome:

Links: <http://www.grandin.com/interpreting.ami.guidelines.html>

BRAZIL

Course Title: Animal Welfare Train the Trainer for abattoir personnel (also known as 'the construct, training the trainers programme)

Mandated by: Processing plants supplying UK retailers This programme is likely to be mandated by an increasing number of organisations in the future as it represents an opportunity for long term change and sustainability.

Course Providers: University of Bristol

Personnel: Employees from South American companies such as Seara, Friboi, Perdigao

Course Summary: The aim of the course is to train trainers from basic animal welfare principles through to abattoir welfare assessment of personnel and product assurance.

Duration: Each module takes 2 days theory and then an evening practical assessment in an abattoir environment

Assessment: No formal assessment, though delegates are expected to perform various exercises, such as abattoir welfare assessments, training activities, auditing activities and assessment of personnel and procedures, whilst being monitored by lecturers

Outcome: Certified 'Animal Welfare Trainers'

Links: www.awtraining.com

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Module 0 - Welfare assessment, Fact Finding and Training Needs Analysis	Insufficient Information available to map		
Confidential media and information is gathered. The information covers current training, production, transport, stunning, slaughter, killing and quality. A training needs analysis is conducted to outline the program structure and target audience.	Insufficient Information available to map		
Module 1 - Understanding Welfare and Quality			
Introduction to concepts , moral and ethical arguments of animal welfare during production, transport, stunning and slaughter and there effect on carcass, meat quality and assurance.	MTMMP84C Oversee humane handling of animals	Skills and Knowledge	Pg65-68
Module 2 - Understanding Stockmanship and Restraint	MTMP2006A Apply animal welfare requirements	Skills and Knowledge	Pg 69-83' 91-94
Module 3 - Understanding Unconsciousness, Stunning and Slaughter	MTMP3001B Knock and Stun	Skills and knowledge	Pg 94-111
Module 4 - Abattoir Welfare Assessment	MTMMP84C Oversee humane handling of animals	1.2, 2.1	Pg 120-122 More currently being added
Module 5 - Understanding Codes of Practice and Assurance	MTMMP84C Oversee humane handling of animals	1.1	Pg 66-68
Module 6 - Welfare Program Development 1	Insufficient Information available		
Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Module 7 - Welfare Program Development 2	Insufficient Information available		
Module 8 - Welfare Program Assessment	Insufficient Information available		

New Zealand

Course Title: Demonstrate knowledge of the Animal Welfare Act in relation to the meat processing industry

Mandated by European retailers and other customers

Personnel: Stockyard personnel involved in managing the receipt and processing of animals for slaughter, stock buyers involved in the purchasing of animals for slaughter and any person responsible for overseeing the procurement and delivery of animals for slaughter

Course Providers: Asure and other training providers

Course Summary: An Animal Welfare training course designed for those people responsible for ensuring the compliance of others within the work area. It provides the knowledge to monitor and effectively handle livestock as documented in organisational quality systems and in response to legislative and international market requirements..

Duration: 1 day

Assessment: Formal assessment. A certificate of attainment is issued.

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
The definition of animal welfare provided for under the Animal Welfare Act 1999 is explained.	MTMMP84C Oversee humane handling of animals	Equivalent 1.1	66-68
The importance of animal welfare to the meat processing industry is explained.		Skills and Knowledge	65 -66
Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
The obligations for owners and persons responsible for the care of animals under the Animal Welfare Act are outlined.	Error! No text of specified style in document. Error! Use the Home tab to apply CompName to the text that you want to appear here.	1.1	25-27
The different views on animal welfare that exist within the community are identified.	MTMMP84C Oversee humane handling of animals	1.1	No
The function of the Codes of Practice and the National Animal Welfare Advisory Committee are explained.	Error! No text of specified style in document. Error! Use the Home tab to apply CompName to the text that you want	2.1	25-27

	to appear here.		
The freedoms provided for under the Animal Welfare Act are explained.	N/A		
The consequences of failing to comply with the relevant legislation are explained in terms of enforcement and penalties.	Error! No text of specified style in document. Error! Use the Home tab to apply CompName to the text that you want to appear here.	2.1	No
The actions an individual can take if they suspect a possible animal welfare issue exists are described in terms of legislative requirements.	Error! No text of specified style in document. Error! Use the Home tab to apply CompName to the text that you want to appear here. MTMMP84C Oversee humane handling of animals	Skills and Knowledge	No Pg 85
Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
The five freedoms identified under the Act are explained in terms of their impact on a farm operator, transport operator, meat processing operator	N/A	2.1	Pg 25
An unsatisfactory physical, health and behavioural needs situation for an animal is described in terms of the Animal Welfare Act 1999	MTMMP84C Oversee humane handling of animals	Equivalent in Skills and Knowledge	Pg 76-88
The general principles for recognising a possible breach of animal welfare good practice is explained.	MTMMP84C Oversee humane handling of animals	Equivalent in Skills and Knowledge	No
Reportable conditions for farmed animals are described in terms of the Animal Welfare Act 1999.	MTMMP84C Oversee humane handling of animals	Equivalent in Skills and Knowledge	No

Canada

Course Title: HACCP 1

Mandated by : Canadian Food Inspection Agency (CFIA)

Personnel: HACCP Coordinators, QA/QC Personnel, Food Technologists, Production Managers and Supervisors

Course Providers: Multiple Universities and Colleges

Course Summary: HACCP course for production supervisors

Duration: Two days

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
HACCP plan development.	MTMCOR402B Facilitate Quality Assurance process MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Elements 1.2, 2.1 Elements 1,2,3	
the key components of the six HACCP Prerequisite Programs	MTMCOR402B Facilitate Quality Assurance process MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 1 Element 2	
Documentation templates and examples of "approved" generic programs	MTMCOR402B Facilitate Quality Assurance process	Element 2	
Use of plant layouts/blueprints for food safety considerations and GMPs.	MTMCOR402B Facilitate Quality Assurance process	Element 1	
Design and implementation of document control practices	MTMCOR402B Facilitate Quality Assurance process	Element 2	

Canada

Course Title: HACCP 2

Mandated by : Canadian Food Inspection Agency (CFIA)

Personnel: QA/QC Managers, Technicians & Supervisors, Production Managers, HACCP Coordinators, Quality Systems Coordinators, Food Safety Coordinators

Course Providers: Multiple Universities and Colleges

Course Summary: Course for quality assurance managers, food technologists and senior managers

Duration: Three Days

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Development of a HACCP plan from Product Description to the Master HACCP documents	MTMMP79C Participate ongoing development and implementation of a HACCP and Quality Assurance system	Elements 1, 2, 3.	
HACCP system implementation		Elements 1, 2	
Hazard Analysis on one of your product lines		Element 3	
CFIA hazard database and review completed generic models	N/A		
Determining Critical Control Points (CCPs)		Element 3	
Determining critical limits, monitoring procedures, and corrective action, with accurate record-keeping and verification processes		Element 3	
Understand how government and third parties will recognize and accredit your HACCP system		Element 1 & Skills and Knowledge	

UK and EU

Course Title: Meat Plant Managers Hygiene and HACCP course

Mandated by : European Commission

Personnel: Meat Plant Managers Hygiene and HACCP Coordinators

Course Providers: Multiple Universities , Colleges and training providers

Course Summary: HACCP course for production supervisors

Duration: Two days

Assessment: Yes

Outcome: Certificate from Training provider

Links:

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Food safety and management	MTMMP79C Participate in ongoing development and implementation of a HACCP a Quality Assurance system	Element 1	
Principles of food safety and management		Element 1&2	
Hazards in a meat plant		Element 3	
Control measures		Element 3	
Legislation		Element 1	
Building the HACCP plan		Element 1,2 ,3	

New Zealand

Course Titles: Monitor a meat processing operation under a HACCP system. Supervise a meat processing operation under a HACCP system (15 credits).

Mandated by : N/A

Personnel: Supervisors, Plant Management, QA/QC Staff

Course Providers: Asure and other training providers

Course Summary: HACCP course for production supervisors

Duration: One day

Assessment: Yes

Outcome: Certificate from Training provider

Links:

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Describe the content of a HACCP plan for a meat processing operation.	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 1	24-27
Describe the supportive programmes relevant to the meat processing operation under supervision.		Element 2	26

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Supervise a meat processing operation in accordance with the HACCP plan.	MTMCOR402B Facilitate Quality Assurance process	Elements 1, 2, 3, 4,	
Take corrective actions for situations documented in a HACCP plan in a meat processing operation.		Elements 3 & 4	
Describe corrective actions for circumstances in a meat processing operation not documented in the HACCP plan.		Elements 3 & 4	
Describe the requirements of HACCP in relation to food safety in a meat processing operation.	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 1	27-45
Make observations and measurements in a meat processing operation using HACCP principles	MTMCOR402B Facilitate Quality Assurance process	Elements 3&4	33-42
Take corrective actions according to a HACCP plan in a meat processing operation.	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Elements 3&4	53-55

New Zealand

Course Title: Coordinate the development and/or verification of a HACCP plan or application for a meat processing operation

Mandated by : N/A

Personnel: Supervisors, Plant Management, QA/QC Staff

Course Providers: Asure and other training providers

Course Summary: AsureQuality's Advanced HACCP training course is a programme designed specifically to meet the needs of meat processing industry operations, NZFSA, and the outcomes for NZQA unit standard qualifications

Duration: Two days

Assessment: Yes

Outcome: Certificate from Training provider

Links:

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Explain the elements for the application of HACCP principles to achieve food safety in a meat processing operation.	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 1	21-27
Outline the initial steps involved in developing a HACCP plan or application in a meat processing operation.		Elements 1,2 &3	28-33

United States of America
Course Title: HACCP Training

Mandated by: FSIS requirement is for the employee managing the HACCP plan to “ have successfully completed a course of instruction in the application of the seven HACCP principles to meat or poultry product processing, including a segment on the development of a HACCP plan for a specific product and on record review”.

Personnel: Meat Packing Plant Staff

Course Providers: International HACCP Alliance members and other training providers

Course Summary: Alliance Approved Curricula for an Introductory Course for Development of HACCP Plans

Duration: Two days

Assessment: No

Outcome: Certificate from Training provider

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Introduction to Food Safety and the HACCP System	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 1	21-27
Review of HACCP Pre-Requisite Programs		Elements 2 & 3	25-26
Discuss Hazards		Element 3	28-46
Presentation of HACCP Principles		Elements 1 & 2	28-65
How to Implement HACCP		Elements 1, 2 & 3	28-33
Regulatory Issues		Element 1	21-24

United States of America

Course Title: Advanced HACCP course on verification and validation

Mandated by: N/A

Personnel: Meat Packing Plant Staff

Course Providers: International HACCP Alliance members and other training providers

Course Summary: Alliance Approved Curricula for an course on HACCP Plans

Duration: Two days

Assessment: No

Outcome: Certificate from Training provider

Course Content	Comparable Australian Unit	Element/Performance Criteria, Required Skills and knowledge	Training Materials Reference
Differentiate between Verification and Validation Activities	MTMMP79C Participate in ongoing development and implementation of a HACCP and Quality Assurance system	Element 5	55
Identify the Components of Prerequisite Program Verification		Element 4	27-28
Identify the Components of CCP Verification		Element 5	55
Identify the Components of HACCP System Verification		Element 5	58-59
Identify the Components of HACCP Plan Validation		Element 5	56-58
Identify Regulatory Requirements for Verification and Validation		Skills and Knowledge	limited

3.5 Attachment 5

Identification of accredited and assessable training overseas

Meat Industry Courses in the UK	Assessable	Government Accredited Course	Mandated by
Animal Welfare Officer Training Course	NO	NO	Customer/Assurance Scheme
Animal Welfare Masterclass A species specific AW course	NO	NO	Customer/Assurance Scheme
Animal Welfare Assessor Course	NO	NO	Customer/Assurance Scheme
Haulier Training		YES	Government regulator
Slaughterman Training Course			Government regulator
Programme (also known as 'the construct, training the trainers programme')	NO	NO	
Meat Plant Managers Hygiene and HACCP Course	YES	YES	Recommended by Government regulator
Level 3 Certificate in Meat Hygiene and Inspection (RSPH Qualification)	YES	YES	Government regulator
Level 3 Diploma in Meat Hygiene and Inspection (RSPH Qualification)	YES	YES	Government regulator
MSc Meat Science	YES	YES	
Meat Industry Courses in New Zealand			
Animal Welfare Training Course	YES	YES	Government regulator
Meat Inspector Training Course	YES	YES	Government regulator
JAS-ANZ (Joint Standards Australia and New Zealand body in accordance with ISO) accredited Lead Auditing Course	YES	YES	Customer/Assurance Scheme
NZ Qualifications Authority Unit Standard 8084 - Audit Quality Systems for Compliance to Quality Standards	YES	YES	
New Zealand Qualifications Authority Unit Standard 4098 (Assessment of Adult Learning)	YES	YES	
Coordinate the development and/or verification of a HACCP Plan or verification application for a meat processing operation	YES	YES	

Monitor a meat processing operation under a HACCP system	YES	YES	
Supervise a meat processing operation under a HACCP system	YES	YES	
Explain the operation of a HACCP system in a meat processing operation	YES	YES	
Meat Industry Courses in Canada			
Certified Livestock Transporter	YES	NO	Government regulator
Animal Welfare Officer Training Course	NO	NO	Customer/Assurance Scheme
Animal Welfare Training Course	NO	NO	Customer/Assurance Scheme
Slaughtering	YES	YES	Government regulator
Meat Plant Welfare Auditor	NO	NO	Customer/Assurance Scheme
HACCP I	YES	NO	Government regulator
HACCP II	YES	NO	Government regulator
Meat Inspector Training	YES	YES	Government regulator
CVS Training. Compliance Verification System.	YES	NO	Government regulator
Meat Industry Courses in the EU			
Animal Welfare Officer Training Course	NO	NO	Customer/Assurance Scheme
Animal Welfare Assessor Course	NO	NO	Recommended by Customer/Assurance Scheme
Livestockwise Animal Welfare Training	NO	NO	No
Slaughterman	YES	YES	Government regulator
Lead Auditor/ Assessor in Quality Management Systems Training Course	YES	NO	Customer/Assurance Scheme
Veterinary Auxiliary (meat inspection)	YES	YES	Government regulator
Meat Industry Courses in the USA			

Animal Welfare Training Course	NO	NO	Customer/Assurance Scheme
Meat Plant Welfare Auditor	YES	NO	Customer/Assurance Scheme
Master Cattle Transporter	NO	NO	Recommended by Customer/Assurance Scheme
HACCP Plan, development and implementation (Accredited by The International HACCP Alliance & fulfils all USDA/FSIS and FDA requirements for HACCP Training.)	NO	NO	Government Agency
Advanced HACCP Course (Auditing and Validation)			
Meat Industry Courses in Brazil			
Animal Welfare Officer Training Course	NO	NO	Customer/Assurance Scheme
Animal Welfare Training Course	NO	NO	Customer/Assurance Scheme
Animal Welfare Training Programme (training the trainers programme)	NO	NO	