

# Meat Industry Training Network 2017-2019

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## 1.0 EXECUTIVE SUMMARY

The Training Networks provide a means of ensuring that R&D outcomes with implications for attracting, retaining and developing industry personnel are communicated and potentially utilised by industry. They are also a means for ensuring that relevant R&D outcomes, innovation, new regulatory requirements and industry requirements become embedded into the meat industry training system and are delivered and assessed in a manner which is consistent across the industry. The networks also provide the means of ensuring that meat industry current and emerging training requirements and priorities are communicated to industry, State and Federal Training Authorities.

The primary target for the Meat Industry Training Network is industry personnel. Other stakeholders participate in the network meetings as appropriate including broader industry personnel, researchers, regulators and RTOs, HR managers, meat industry trainers, AMPC researchers, State Training Authorities, peak bodies, auditors and state-based industry training advisory board representatives.

Funding for this project includes fourteen state-based network meetings per year, including all States and territories except the ACT.

In between meetings, the MINTRAC Project Officer for this project is also available on a daily basis to answer queries from RTOs, the AISC, Meat Industry Reference Committee, Skills Impact, industry peak organizations, processing plants, State Training Authorities and the Australian Skills Quality Agency.

MINTRAC management of the program for each year includes:

- / organisation and running of two network meetings in each of Queensland, Victoria, South Australia and Western Australia and four network meetings in New South Wales (two in the north and two in the south);
- / organisation of one joint Training and MI&QA network forum in each of Tasmania and the Northern Territory;
- / development of communication channels between the various parties involved including industry, regulators, research agencies and training institutions;
- / availability of the MINTRAC Project Officer for this project to address queries from RTOs, processing plants, State Training Authorities and the Australian Skills Quality Agency on a daily basis;
- / inclusion at each meeting of information about current and completed AMPC projects as provided by AMPC;
- / promoting the incorporation of AMPC R&D outcomes into training arrangements;
- / ensuring that new requirements and practices are incorporated into the nationally accredited qualifications;

- / monitoring on-plant and trainer uptake of knowledge, practices and products featured through the network;
- / advising on training materials that need modification due to changes in regulations, research outcomes, new technologies etc.;
- / collection and analysis of data to determine the success of the networks in meeting their objectives;
- / ensure ongoing professional development requirements for RTO staff are addressed; and
- / providing a forum for STAs to explain the changes in policy and gather feedback from industry.

Thirty Network meetings were held during the course of this project. Annual attendances have nearly doubled since 2010. The period 2017-2018 saw an increase of 32 over the previous year, and a further increase of 54 was experienced in 2019-2019.

A wide range of issues were discussed over the two years, including:

- / Calculation of PUSH hours in Victoria
- / Industry priorities for state funding in all states
- / Traineeship and apprenticeship reviews in all States
- / Warehousing training requirements
- / The need for funded Skill Sets in all States
- / Issues relating to approval of Traineeship training contracts in Western Australia
- / Webinar options for attending meetings
- / Impact of automation on the slaughtering qualifications
- / Review of Units with fewer than 10 enrolments in three years
- / Pre-employment training options and funding
- / Training for trainer and assessors training and assessing work instructions in the workplace
- / Access to drought support funding for retraining in Qld
- / Regional reports – inaccurate data affecting RTO ability to attract funding in Victoria
- / New Commonwealth incentives for apprentices.

During 2018 the network was expanded to include Human Resources and Work Health and Safety topics. Feedback from the Network meetings indicates that attendees have appreciated the broadened agendas. However, while attendances increased overall, there was no significant change in the mix of attendees.

The first two hours of each 2018 meeting were used by AMPC to conduct a consultative workshop as part of the Strategic Planning process. AMPC demonstrated how the input was collated and utilized during the 2019 round of meetings.

The AMPC presentations highlighting the current progress of 2-3 key research and development projects are always well received. MINTRAC also included a presentation on a range of new electronic and paper-based products which had recently become available as a result of completed AMPC projects. This presentation is made available on the MINTRAC website and we have noticed spikes in requests for access to various resources immediately following each meeting.

The importance of the networks as a consultative forum for changes to be made to the national training system continues to be critical. The very fact that this level of consultative process is available is often a key factor in acceptance of development projects by the Australian Industry and Skills Committee. That the networks enable such penetration across the industry means that the meat industry is unique in its understanding, ownership and use of the national training system, and has direct control of the direction of its Training Package. Over the course of the two years a wide range of new developments were initiated and discussed through the networks, and these are detailed in the report.

The introduction of the combined network meetings in Tasmania and the NT continues to pay dividends. These Network meetings are very well attended, and the opportunity to address state-specific issues has been appreciated. In 2018, after the Livingstone Plant in Darwin closed, no meeting was held in the NT and a meeting at Rockhampton was trialled, with mixed success.

The travel demands associated with attending a full round of the networks are often underestimated. If attendance is not given a high priority by presenters there can be gaps left in the agendas, and attendees receive mixed messages about the importance of their own attendance. As a back-up, we sometimes connect presenters by telephone, but this significantly reduces the level of interaction with attendees.

All recommendations made in June 2018 were fully addressed. As MINTRAC will have no further involvement in the running of the Networks, and a significant restructure is proposed, no recommendations are made from the current year.

### **Final comment**

MINTRAC commenced running Training Network meetings on behalf of the industry in 2002. The very first meeting was prompted by the disastrous Strategic Audit of meat industry training in NSW, where the meat industry very nearly lost access to state funding due to poor performance.

In the seventeen years since this first meeting, the Training Networks have served to foster a quality of training and excellence across the meat industry that is unequalled in other industries. Not only has the industry retained access to State funding as a result of these networks, it continues to gain ground in ensuring that industry priorities are recognized and addressed and has ready access to funding under special State initiatives.

With this level of access and recognition currently so readily available, there is also a risk of complacency. Such access can only be retained when even the poorest performer is monitored and issues quickly addressed by the industry. MINTRAC will no longer be involved in the organization of

Network meetings, and we urge that close attention be given to the role and purpose of these meetings so that the advantages gained over the past seventeen years are not lost.

## **2.0 INTRODUCTION**

The Training Networks provide a means of ensuring that R&D outcomes with implications for attracting, retaining and developing industry personnel are communicated and potentially utilised by industry. They are also a means for ensuring that relevant R&D outcomes, innovation, new regulatory requirements and industry requirements become embedded into the meat industry training system and are delivered and assessed in a manner which is consistent across the industry. The networks also provide the means of ensuring that meat industry current and emerging training requirements and priorities are communicated to industry, State and Federal Training Authorities.

The primary target for the Meat Industry Training Network is industry personnel. Other stakeholders participate in the network meetings as appropriate including broader industry personnel, researchers, regulators and RTOs, HR managers, meat industry trainers, AMPC researchers, State Training Authorities, peak bodies, auditors and state-based industry training advisory board representatives.

Funding for this project includes fourteen state-based network meetings per year, including all States and territories except the ACT.

In between meetings, the MINTRAC Project Officer for this project is also available on a daily basis to answer queries from RTOs, the AISC, Meat Industry Reference Committee, Skills Impact, industry peak organizations, processing plants, State Training Authorities and the Australian Skills Quality Agency.

## **3.0 PROJECT OBJECTIVES**

The objectives of the project are to:

- / facilitate the transfer of knowledge from research outcomes to training programs as part of the uptake of innovation in the meat processing industry;
- / ensure that the meat industry training system meets the business and strategic requirements of the industry;
- / ensure that the training personnel of the meat industry have currency of knowledge and skills;
- / provide accurate and current advice to State Training Authorities to ensure that public funding of training for the meat industry continues to address industry priorities and requirements;
- / ensure that the meat industry receives equitable and adequate access to funding for training; and
- / ensure that the national training system and delivery strategies remain current and relevant to industry requirements.

## 4.0 METHODOLOGY

This project is a two-year program.

MINTRAC management of the program for each year includes:

- / organisation and running of two network meetings in each of Queensland, Victoria, South Australia and Western Australia and four network meetings in New South Wales (two in the north and two in the south);
- / organisation of one joint Training and MI&QA network forum in each of Tasmania and the Northern Territory;
- / development of communication channels between the various parties involved including industry, regulators, research agencies and training institutions;
- / availability of the MINTRAC Project Officer for this project to address queries from RTOs, processing plants, State Training Authorities and the Australian Skills Quality Agency on a daily basis;
- / inclusion at each meeting of information about current and completed AMPC projects as provided by AMPC;
- / promoting the incorporation of AMPC R&D outcomes into training arrangements;
- / ensuring that new requirements and practices are incorporated into the nationally accredited qualifications;
- / monitoring on-plant and trainer uptake of knowledge, practices and products featured through the network;
- / advising on training materials that need modification due to changes in regulations, research outcomes, new technologies etc.;
- / collection and analysis of data to determine the success of the networks in meeting their objectives;
- / ensure ongoing professional development requirements for RTO staff are addressed; and
- / providing a forum for STAs to explain the changes in policy and gather feedback from industry.

## 5.0 PROJECT OUTCOMES

### 5.1 Meetings Held

Thirty Network meetings were held during the course of this project.

State	Meeting 1	Meeting 2	Meeting 3	Meeting 4
Victoria	9 August 2017 Melbourne	28 February 2018 Melbourne	Wednesday 12 September 2018	Wednesday 1 May 2019
Northern Territory	Combined meeting 16-17 August 2017 Darwin			
Rockhampton	Wednesday/Thursday 22-23 August Combined meeting			
Queensland	23 August 2017 Brisbane	7 March 2018 Brisbane	Wednesday 8 August 2018	Wednesday 27 February 2019
Western Australia	6 September 2017 Perth	14 March 2018 Perth	Wednesday 26 September 2018	Wednesday 15 May 2019
Wagga Wagga	13 September 2017 Wagga Wagga	2 May 2018 Wagga Wagga	Wednesday 19 September 2018	Wednesday 8 May 2019
South Australia	20 September 2017 Adelaide	9 May 2018 Adelaide	Wednesday 29 August 2018	Wednesday 6 March 2019
Tasmania	2 November 2017 Combined meeting Tasmania	Thursday 8 November 2018 Combined meeting		
Tamworth NSW	15 November 2017 Tamworth	23 May 2018 Tamworth	Wednesday 21 November 2018	Wednesday 29 May 2019



National webinar meeting	Wednesday	Wednesday		
	28 November 2018	5 June 2019		

## 5.2 Meeting Attendances

The table below shows the record of attendances at these Network meetings since 2010. Annual attendances have nearly doubled during that time. The period 2017-2018 saw an increase of 32 over the previous year, and a further increase of 54 was experienced in 2019-2019. Greater detail, including company/RTO etc., was included in the Milestone 4 and 9 Reports.

State	Location	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
QLD	Brisbane	40	45	39	56	37	34	30	38	59
VIC	Melbourne	41	52	35	37	38	49	40	42	34
WA	Perth	26	23	25	22	20	22	19	33	29
SA	Adelaide	26	30	36	29	20	25	25	22	43
NSW	Tamworth	29	32	26	25	24	26	24	29	35
NSW	Wagga	25	22	26	30	26	27	25	32	31
Tas						18	19	22	23	
NT						24	17	19	17	14
Rock.										13
Webinar										32
<b>Meeting totals</b>		<b>187</b>	<b>204</b>	<b>197</b>	<b>199</b>	<b>207</b>	<b>219</b>	<b>204</b>	<b>236</b>	<b>290</b>

## 5.3 Issues raised/discussed

Issue	Raised at...	Current status
<b>2017-2018</b>		
<b>Calculation of PUSH hours (continuation from previous meetings)</b>	Victorian Network meeting	JK raised the issue at a Victorian Industry Advisory Group (IAG) meeting.  RTOs advised to have good underpinning documentation to support their calculation of PUSH  Will continue to monitor in light of ASQA Unduly Short Courses report.
<b>Pest Control Skill</b>	All meetings	Feedback from meeting attendees, as well as post-meeting comments received, were incorporated

Issue	Raised at...	Current status
<b>2017-2018</b>		
<b>Set</b>		into Case for Change, which has now been approved for development by the Australian Industry Skills Committee (AISC)
<b>Victorian Funded Course List (FCL)</b>	Victorian Network meeting	Concern was raised that low uptake may lead to removal of a course. All quals still listed on the FCL as at Nov 2017. JK is monitoring closely through the IAG.  Code change to the Food Services qualification does not appear to have been recorded – JK to refer to IAG. <b>NOTE – this has now been updated</b>
<b>Victorian Apprenticeship and Traineeship review</b>	Victorian Network meeting	JK met with the Victorian Skills Commissioner and provided an overview and written summary of all feedback received directly from meat industry enterprises and from the Network meeting.  The Victorian Report has now been released.
<b>Warehousing training requirements</b>	All networks	Feedback received both from the meetings and subsequently incorporated into a Case for Change application to the AISC. This has now been approved and we are awaiting a Work Order to commence.
<b>Accredited training in conducting workplace investigations</b>	All meetings	Mixed feedback was received during the discussions on this topic. The matter was listed on the Issues Register for Meat Industry Reference Committee decision, and a Case for Change submitted to the AISC. <b>Note: this has now been approved for development by the AISC</b>
<b>Need for funded Skill Sets</b>	Northern Territory	This matter was raised with Tim Nichol at the meeting, and also at a subsequent meeting with the Industry Skills Advisory Council (ISAC).
<b>Animal Welfare Officer Assistant Skill Set</b>	All meetings	This has now been endorsed and funding is available in NSW.
<b>Issues relating to approval of Traineeship training</b>	WA	Issues were raised with Philip Wyles at the meeting – had affected several processors including Harvey Beef; further issue occurred after the meeting and

Issue	Raised at...	Current status
<b>2017-2018</b>		
<b>contracts</b>		was taken straight to Philip Wyles and resolved.  This was followed up in 2018 meeting and no further issues have arisen.
<b>Part-qualification funding available in NSW</b>	Wagga Wagga and Tamworth	Processors encouraged to identify needs and discuss with RTOs before end June 2018.
<b>Webinar option for attending meetings</b>	South Australia	MINTRAC was currently investigating possible host sites in Adelaide. <b>Recommendation has now been made to host a national webinar - implemented.</b>
<b>Approval of the three new Traineeships in SA</b>	South Australia	Still awaiting advice from the AMIEU
<b>Workforce Development Grants</b>	Tasmania	MINTRAC to follow up with stakeholders to assess interest in developing an application in January 2018.  Not progressed as grants were not re-advertised.
<b>Supervising Apprentices and trainees workshop</b>	Tamworth	Request to schedule this workshop (offered through State Training Services) in association with the next meeting. Was deferred to November 2018 due to AMPC Strategic Plan workshops. <b>Note: This has now been completed</b>
<b>Impact of automation on the slaughtering qualifications</b>	Tamworth	Placed on the Issues Register and listed as a discussion item at upcoming meetings. Not universally a problem. However, will be raised as an Issues Register item with the Meat IRC.
<b>Units with fewer than 10 enrolments in three years</b>	All 2018 meetings	Review item. Evidence collected to provide rationale for retaining units.
<b>Subsidised Training List</b>	Qld 2018	List reviewed at the meeting. Small numbers in new qualifications – watching brief.
<b>Pre-employment training options and funding</b>	WA 2018	MINTRAC to get details of Vic models for further discussion at next meeting.

Issue	Raised at...	Current status
<b>2017-2018</b>		
State Priority Occupations List	WA 2018	Consultation occurred during the meeting to be passed to Govt by FFTITC
NSW Funded Course list	Tamworth 2018	Feedback required by June 1 – meeting affirmed the current scope is adequate
future-proof traineeships and apprenticeships in SA	SA 2018	MINTRAC to distribute report once received and collect feedback
Use next meeting to moderate SA questionnaire feedback	SA 2018	MINTRAC to negotiate possibility with Skills Commission. <b>Note this has now been completed.</b>

Issue	Raised at...	Current status
<b>2018-2019</b>		
Animal Welfare Officer Skill Set funding	Queensland	Possibility of using funding for AWOSS training – participants were to contact Jeff Bradbury for this, but Jeff had received no enquiries. If anyone is interested they can still contact Jeff.
Training for trainer and assessors training and assessing work instructions in the workplace	Queensland	MINTRAC has now run one-day assessor workshops in all states except Qld – still to come.
Slaughtering qualification	All meetings	Referral from the Meat IRC for advice – summary of all advice received was provided to the October IRC meeting.
Scissors in offal processing	All meetings	Referral from the Meat IRC for advice – summary of all advice received was provided to the October IRC meeting.
Access to drought support funding for retraining	Rockhampton	Raised by Apprenticeship Support Australia as possible avenue to assist training in meat processing plants. Has successfully been

		negotiated by ASA with MINTRAC support.
<b>Funded qualifications in SA</b>	South Australia	State-wide collection of training needs occurred after the meeting and the summary was provided to training and Skills Commission and figures accepted.
<b>Future-proofing the SA apprenticeship and traineeship system</b>	South Australia	Consultation session conducted as part of the meeting. Minuted summary provided to the Training and Skills Commission.
<b>Auditing training for game harvesters</b>	South Australia	Referred to the IRC as topic for consideration for the next Skills Forecast. Has been approved as a new project
<b>Packing and livestock handling qualifications</b>	Victoria	Not on funded course list for 2019. MINTRAC to take to IRG – evidence of demand was provided. Both qualifications have since been dropped due to continuing lack of uptake.
<b>Regional reports – inaccurate data affecting RTO ability to attract funding</b>	Victoria	Following meeting full assessment of meat processing needs across the State was conducted and provided to the IRG.  At the 2019 meeting further information was collected with the intention of asking a departmental representative to attend a meeting,
<b>NSW schools curriculum review</b>	Wagga Wagga	is currently underway and all processors invited to provide comment; literacy and numeracy is a recurring theme; have also been receiving feedback on pathways and conversion to traineeships and apprenticeships; there is an opportunity to talk to NESA about better integration of VET – there are workshops occurring throughout the State; consultation period runs from 2 September to 30 November 2018
<b>Loss of apprentices</b>	Western Australia	Carried over to next meeting as a discussion item
<b>Skilling Australians Fund</b>	Western Australia	Meat industry access to this funding has been raised both at the WA meeting and outside the networks. MINTRAC prepared a briefing paper to the MINTRAC Board in October 2018 and is monitoring the development.

<b>Future of Work Discussion Paper</b>	Queensland	MINTRAC has now provided a response to this paper.
<b>Industry Skills Councils</b>	South Australia	David McKay from Thomas Foods International is now the nominated meat industry representative and has been collecting data for the ISC workplan
<b>New Commonwealth incentives for Apprentices</b>	Western Australia and Victoria	MINTRAC will distribute information as it becomes available. Butchery was omitted and this is being investigated by AMIC
<b>VRQA auditing</b>	Victoria	Information about concerns was collected in preparation for a future meeting with VRQA
<b>RIEP initiative for careers in schools</b>	Wagga Wagga and Tamworth	Opportunity to use many of the resources put together by AMPC – Amanda Carter is following up
<b>Possible butcher or boning room showcase</b>	Tamworth	Discussed as a possibility with Melissa Wortman. MINTRAC/AMPC to follow up.
<b>Low commencements in some qualifications</b>	Western Australia	These were examined at the network meeting and explanations collated

## 6.0 DISCUSSION

### 6.1 Expansion of the network to include Human Resources and Work Health and Safety topics

This expansion was requested by AMPC and was implemented from the commencement of 2018. Feedback from the Network meetings indicates that attendees have appreciated the broadened agendas. However, while attendances increased overall, there was no significant change in the mix of attendees in Victoria, which still tended to be dominated by RTOs. Increased effort to attract more plant-based personnel will be made in 2018/2019 with little success.

The inclusion of presentations from State Worksafe representatives was very well received and all presenters made an effort to tailor their presentations to their audience.

However, there was not a great deal on offer for HR personnel and in the future care will need to be taken to ensure that the agendas cater directly to them if they are to be encouraged to continue to attend. In the few meetings that an AMIC representative was able to attend there was useful information on changes to the Awards and associated entitlements, but little else.

### 6.2 Presentation of the AMPC Strategic Planning workshops

The first two hours of each 2018 meeting were used by AMPC to conduct a consultative workshop as part of the Strategic Planning process. In some states there was considerable interaction and

discussion, but in others there was very little interaction. Often the presenter slides were very difficult to read and understand, and in general attendees were not told how their feedback would be used or what would happen next.

AMPC demonstrated how the input was collated and utilized during the 2019 round of meetings, and this was a far more informative and meaningful presentation.

### **6.3 Dissemination of R&D outcomes**

The AMPC presentations highlighting the current progress of 2-3 key projects are always well received.

MINTRAC also included a presentation on a range of new electronic and paper-based products which had recently become available as a result of completed AMPC projects. This presentation is made available on the MINTRAC website and we have noticed spikes in requests for access to various resources immediately following each meeting.

The copious printing of Snapshots experienced during the first year was revisited in the second year and the volume significantly reduced. The practice of issuing a Snapshot for the completion of every AMPC R&D project had meant that there were 23 documents included in each of the Network folders during the first round.

### **6.4 Electronic access to network meetings**

After a disastrous Adelaide meeting in 2017, where despite having an RSVP list of about 15, we had only one actual attendee, we started looking at options to increase access to meetings by electronic means.

This was not needed at the next Adelaide meeting as we had over 20 attendees, but we did try it with Fletchers in WA, where they accessed the WA meeting by telephone. Because their representatives came and went for various items on the agenda we found that we had to keep fairly strictly to time and this constrained some of the flexibility for discussion. Despite the usual limitations associated with trying to access a meeting by telephone, Fletchers were appreciative of the opportunity. However, they did not take up the offer to do this again in subsequent meetings.

### **6.5 Network consultations for new Training Package developments**

The importance of the networks as a consultative forum for changes to be made to the national training system continues to be critical. The very fact that this level of consultative process is available is often a key factor in acceptance of development projects by the Australian Industry and Skills Committee.

The fact that the networks enable such penetration across the industry means that the meat industry is unique in its understanding, ownership and use of the national training system, and has direct control of the direction of its Training Package.

Over the 2017-2019 period this has led to the following changes having commenced, in process or being completed:

- **Development of the Animal Welfare Officer Assistant Skill Set** (completed) – was initially raised at Network meetings, fully considered over a number of meetings and is now in use

- **Development of a pest control skill set** (completed) – was initiated at a Victorian network meeting, was thoroughly discussed across three rounds of meetings and was developed during 2018-2019.
- **Maintenance training** – was been a topic of discussion at network meetings for several years and the subject of several AMPC projects; is now completed
- **Warehousing training** – was originally raised by EC Throsby and the concern validated at a round of Network meetings; was approved by the AISC for development during 2018-2019 and ahs now been completed
- **Accredited training in emergency animal disease awareness** – as a result of an AMPC project and subsequent interest through the network, a new unit of competency was developed. This is now completed.
- **Accredited training in biogas operations** - as a result of an AMPC project and subsequent interest through the network, a new unit of competency was approved for development by the AISC and has now been completed
- **Accredited training in conducting a workplace investigation** – this was initially raised at a WHS conference and discussed at a full round of network meetings; a new unit of competency was approved for development by the AISC and has now been completed
- **TACCP and VACCP training** – was originally raised by Australian Lamb, was discussed at both the Training and MI&QA networks and was approved for development by the AISC and has now been completed
- **Impact of technology on the slaughtering qualifications** – was raised as a concern by TFI but not fully supported around the networks; it was referred to the Industry Reference Committee for decision and the IRC decided not to progress the matter
- **Preparation of market reports** – this was initially raised by MLA, was approved for development by the AISC and has now been completed
- **Identification of secondary sexual characteristics in beef** – this was initially raised by ACC and an independent auditor, was approved for development by the AISC and has now been completed
- **Halal slaughtering** – this was initially raised by John Langbridge and the National Halal Committee and has recently been approved for development by the AISC.

Other changes, initiated elsewhere, have also been mentioned at the networks so that industry personnel are well aware of what is happening.

## 6.6 Combined Network meetings in Tasmania, the NT and Rockhampton

The introduction of these meetings continues to pay dividends. These Network meetings are very well attended, and the opportunity to address state-specific issues has been appreciated. In 2018, after the Livingstone Plant in Darwin closed, no meeting was held in the NT and a meeting at



Rockhampton was trialled, with mixed success. Only JBS attended, but the three representatives were very appreciative of receiving the information and of the opportunity to attend.

### 6.7 Travel demands for presenters

The travel demands associated with attending a full round of the networks are often underestimated. If attendance is not given a high priority by presenters there can be gaps left in the agendas, and attendees receive mixed messages about the importance of their own attendance. As a back-up, we sometimes connect presenters by telephone, but this significantly reduces the level of interaction with attendees.

For the Training Networks, this is alleviated to an extent by the opportunity to bring in state-based presenters for areas such as WHS, State Government presentations etc, and this should also be considered for future HR presentations.

However, there are significant demands on both AMPC and AMIC, as both organisations have limited numbers of staff able to attend.

## 7.0 CONCLUSIONS/RECOMMENDATIONS

The following recommendations were made in June 2018 and progress against each of these is listed. As MINTRAC will have no further involvement in the running of the Networks, and a significant restructure is proposed, no recommendations are made from the current year.

### Recommendation 1 – inclusion of HR agenda items

*It is recommended that care be taken to ensure that there are sufficient agenda items to justify attendance by Human Resources Managers.*

This was marginally achieved in 2018-2019, but reconsideration as to the level of involvement expected of HR Managers is required.

### Recommendation 2 – Strategic Planning follow-up

*It is recommended that AMPC ensure that there is follow up information provided to the Networks in the next round on the outcomes of the Strategic Planning process.*

This was achieved during the second round of meetings.

### Recommendation 3 – alternative to SnapShots

*It is recommended that a summary document of current and completed research projects be prepared and that the inclusion of full SnapShots be limited to those which are spoken about during the AMPC presentation.*

The number of SnapShots was considerably reduced during the second round of meetings.

### Recommendation 4 – web conferenced meeting

*It is recommended that we consider trialling convening one national network meeting by web conference. This will remove the opportunity for state-based specificity, but it will place all the attendees on an equal basis in relation to accessibility and opportunity to hear and contribute.*

Two web conferences were held during 2018-2019 and they were very well attended.

### Recommendation 5 – alternative to the NT meeting

*It is recommended that an alternative location to the planned NT network meeting be determined in July.*

Rockhampton was selected as the alternative location.

### Recommendation 6 – attendance by AMPC and AMIC

*It is recognised that attendance at Network meetings places significant demands on both AMPC and AMIC, as both organisations have limited numbers of staff able to attend. Both AMPC and AMIC are encouraged to plan attendance arrangements well ahead so that there are no sudden and unexpected gaps on the agenda.*

AMPC attendance improved significantly during 2018-2019 but AMIC attendance was spasmodic, and more often by telephone due to financial constraints.

## 7.1 Final Comment

MINTRAC commenced running Training Network meetings on behalf of the industry in 2002. For interest, the agenda of the very first meeting has been reproduced below. This very first meeting was prompted by the disastrous Strategic Audit of meat industry training in NSW, where the meat industry very nearly lost access to state funding due to poor performance.

In the seventeen years since this first meeting, the Training Networks have served to foster a quality of training and excellence across the meat industry that is unequalled in other industries. Not only has the industry retained access to State funding as a result of these networks, it continues to gain ground in ensuring that industry priorities are recognized and addressed and has ready access to funding under special State initiatives.

With this level of access and recognition currently so readily available, there is also a risk of complacency. Such access can only be retained when even the poorest performer is monitored and issues quickly addressed by the industry. MINTRAC will no longer be involved in the organization of Network meetings, and we urge that close attention be given to the role and purpose of these meetings so that the advantages gained over the past seventeen years are not lost.

### **Agenda**

#### **NSW Network Meeting**

**22 August 2002**

**Time: 10 am - 12 noon**

**AMPC member company meeting**

**Location: Dubbo RSL Resort, Cnr Brisbane & Wingwarra Streets, Dubbo.**

#### **Agenda items**

- 1. Purpose and direction for the Training Managers Network**
- 2. Format and location of future meetings**

**3. DET Audit of the Traineeship**

- Results
- Industry response
- DET response

**4. Outcomes and action plan resulting from MINTRAC National meeting**

**5. Supervisor training**

**6. Diploma in Meat Processing**

**7. Enterprise training program**

**8. Lobbying DET**

**9. General Business.**

**Time : 12.30pm – 4.00pm**

**Employers and invited RTOs and State Training Authority Representatives.**

**Agenda items**

- 1. Role of the AMPC network**
- 2. Future initiatives of the network**
- 3. DET and the meat industry in the next 12 months**
- 4. MINTRAC initiatives and plans for the next 12 months**
- 5. Professional development for meat industry trainers**
- 6. VET in schools**
- 7. AQTF implementation**
- 8. General Business**