

# Project 2022-1164

Meat Processing Industry Training Package Update  
Halal Resources

Project Code  
2022-1164

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Date Submitted  
29/09/22

Published by  
MINTRAC

Date Published  
29/09/22

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## 1.0 Executive Summary

In Australia, halal is a term that refers to a method of livestock slaughtering consistent with Islamic rites. In addition, food certification organisations ensure that strict standards are met by producers or manufacturers before they are entitled to label their food with the relevant certification halal trademark. Despite Australia's strong position, variation in halal market requirements is a major challenge. Halal certification provides consumers peace of mind that they know where meat is coming from, how it has been handled and whether it matches their religious beliefs. It's vital that teaching halal procedures are consistent to meet Australia's halal market requirements. Food certified as halal by an Australian certifying organisation can compete in overseas markets and so create export opportunities.

In this project, support materials were developed to provide a consistency of approach by RTOs in the teaching and delivery of training for specific units of competency contained in the AMP Training Package related to halal meat processing.

These support resources comprise guidance materials, learning and assessment activities and relevant information that address the competencies and learning outcomes to be achieved by the learner for these units. They have been specifically developed to address a substantive area of teaching/learning and/or assessment guidance and support related to meat processing for halal compliance. It's vital that teaching halal procedures are consistent to meet Australia's halal market requirements.

### Project Snapshot

#### Objectives

The key objectives of this research project were to develop training and support materials for RTOs to deliver halal units of competency training in a consistent and high-quality manner with the intent to:

- Protect and maintain Australia's halal meat export market access
- Ensure a high and consistent standard of national training delivery by RTOs

#### Research Approach and Methodology

The research was structured into six phases as follows:

Phase 1: Develop Scope of Work and Project Plan

Phase 2: Establish Subject Matter Expert Working Group (SMEWG)

Phase 3: Conduct SMEWGs as required

Phase 4: First Draft Halal Training and Assessment Support Materials

Phase 5: Final editing and proof-reading Halal Training and Assessment Support Material

Phase 6: Publication Halal Training and Assessment Support Materials

## Outcomes

The project successfully developed and submitted the following two deliverables as key project outcomes:

1. Training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPA3015 *Perform animal slaughter in accordance with halal certification requirements.*
2. Training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPX431 *Oversee meat processing establishment's halal compliance.*

## Insights

The project SMEWG collaboratively endorsed the training and assessment support materials developed and agreed to address two key issues faced by the project as follows:

- *Challenge 1* – Defining or referencing one (only) standard for halal processing when considering global variances in religious beliefs/interpretations, religious laws, customs, country regulations, export market standards and the varied views and positions of halal certifying organisations.
  - *Response* – To develop training and assessment resources that were generic in nature, whilst addressing key training and assessment requirements set out in the AMP training package units of competency. To enable RTOs to tailor and customise the training materials to suit the unique needs of each training intervention based on client needs, export market needs being targeted, and importing country requirement needs being targeted.
- *Challenge 2* – Ensuring that RTO trainers had the requisite skills and knowledge to deliver halal unit of competency training.
  - *Response* – RTOs will be required to consult with and/or partner closely with AIOs during student training and assessment, to ensure that expert halal knowledge is leveraged during the training delivery process.

## Conclusions/Recommendations

The sole recommendation from the project was for the endorsement of the training and assessment materials by AMPC, enabling extension and adoption of the materials across RTOs nationally.

## 2.0 Table of Abbreviations

Abbreviation	Definition
AIO	Approved Islamic Organisation
AMP	Australian Meat Processing
AMPC	Australian Meat Industry Corporation
DESE	Department of Education, Skills, and Employment
MINTRAC	Meat Industry Training and Advisory Council
RTO	Registered Training Organisation
SMEWG	Subject Matter Expert Working Group
VET	Vocational Education Training

## 3.0 Introduction

Training and assessment support materials will be developed to enhance and support the effectiveness of the learning process for two (2) halal units of competency which have been recently endorsed;

- AMPA3015 Perform animal slaughter in accordance with halal certification requirements
- AMPX431 Oversee meat processing establishment's halal compliance

They will provide RTOs guidance, materials, learning and assessment activities, and relevant information that address the competencies and learning outcomes to be achieved by the learner for these units. In addition, they will ensure a consistent approach is adopted for teaching/learning and/or assessment guidance and support related to meat processing for halal compliance.

Industry has expressed concern of the need to establish a consistent approach to the delivery of training related to halal meat processing with the use of common training and assessment support materials, to protect the integrity of the international market access of halal meat products. Meat is the biggest halal export. The use of training and assessment support materials for the two halal units will provide a potential safeguard for customer markets on any questions of halal integrity.

Around half of all chicken meat is halal (Australian Chicken Meat Federation) and sales abroad of lamb meat are estimated to be worth over \$1.5billion with major markets for both lamb and mutton in the Middle East and North Africa (MENA). Australia has only a small Muslim population (2.2%), hence halal certification has been driven by export potential.

The demand for training and assessment support materials developed by MINTRAC has been a consistent practice by RTOs. In addition, it is noted that many export establishments are failing halal market audits due to inconsistent implementation of halal procedures. The use of dedicated training and assessment support materials developed by MINTRAC would provide consistency of practice for the implementation of halal procedures.

To date, it has been customary practice for MINTRAC to develop training and assessment support materials for units of competency contained in all qualifications in the AMP Training Package. The two units of competency related to halal meat processing were listed publicly for training on the government website 18/12/2020 but to date, training and assessment support materials have not been developed for use by RTOs.

The Department of Education, Skills and Employment has been asked to fund the development of training package support materials, but as reported at the December 2021 Meat IRC meeting, it was advised that DESE does not fund development of training and assessment support materials for Training Packages in all industries. The option of government funding for this activity has proven to be unsuccessful as a VET initiative.

## 4.0 Project Objectives

The objectives of the research project were:

- To develop training and assessment support materials for the two halal units to provide a potential safeguard for customer markets, particularly related to questions of halal integrity.
- To develop training and assessment support materials for the two halal units will ensure market access is retained.
- To develop training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPA3015 *Perform animal slaughter in accordance with halal certification requirements*.
- To develop training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPX431 *Oversee meat processing establishment's halal compliance*.

## 5.0 Methodology

The project approach and execution method consisted of 6 Phases. These were:

- Phase 1: Develop Scope of Work and Project Plan

A work plan was developed outlining the work breakdown structure of the research project ensuring that the project scope of work would be covered. The following Table outlines the workplan submitted and approved for execution.

MS	Phase	Due Date	Activity Description
1	0	13.5.22	<b>Inception Meeting</b>
2	1 & 2	27.5.22	<b>Develop Scope &amp; Project Plan &amp; Establish SME Working Group (SMEWG)</b> * Review MINTRAC proposal. Understand project objective and summarise Scope * Establish Subject Matter Expert Working Group (SMEWG) * Document Milestone Report
3	3 & 4	14.7.22	<b>Conduct SMEWG meeting/s &amp; Develop First Draft</b> * Conduct SMEWG consultation and review meeting/s * Mailout of First Draft (track changes) * Collate feedback from First Draft and track changes * Prepare Summary of changes document * Develop and send Second Draft * Organise and conduct Online Validation workshop with SMEs for halal training and assessment support materials * Seek approval from SMEWG * Document Milestone Report
4	5 & 6	29.9.22	<b>Final Edits &amp; Publish</b> * Conduct pre-publication reviews including proof reading and formatting * Publication and release including advertising in MINTRACker to industry and Social Media channels * Conduct Webinar to introduce the two halal training and assessment support materials for use by industry * Document Milestone Report Final and Snap Shot report

Table 1 – Project Workplan

- Phase 2: Establish Subject Matter Expert Working Group

An industry SMEWG was identified and established to ensure that credible and well-respected industry stakeholders were consulted and provided their expertise in drafting and finalising the training and assessment resources. The SMEWG was an industry cross functional group representing AIOs, RTOs, Peak Bodies, and meat industry employers. The below Table includes all SMEWG members.

Stakeholder	Position	Organisation	Status
Michael Johnson	Group Food Safety Quality Assurance Manager	JBS Australia	Confirmed
Dr. John Langbridge	General Manager Industry and Corporate Affairs	Tey's Australia	Confirmed
Dr. Mary Wu	General Manager – Processing and Export	AMIC	Confirmed
Ben Robinson	General Manager – Meat Standards and Training Services	Aus-meat & Aus-qual	Confirmed
Scott Robinson	Technical Education Business Lead	Response Learning	Confirmed
Dr. Muhammed Khan	CEO	Halal Australia	Confirmed
Dr. Mohammed Lotfi	Director	Australian Halal Food Services	Confirmed
Nadia El-Mouelhy	Director	Halal Certification Authority	Confirmed
Amanda Carter	Program Manager, People and Culture	AMPC	Confirmed

Table 2 – Industry Subject Matter Expert Working Group members  
 Note – Mary Wu from AMIC was substituted by Stacey McKenna from during the project

- Phase 3: Conduct SMEWGs as required

SMEWG members were engaged frequently during the project in both group meetings, and one on one meetings conducted using MS Teams and voice calls. SMEWG consultation activities can be seen in the below Table.

Date	Engagement event	Engagement Type	Involved
13 May, 2022	Project Inception Meeting	MS Teams meeting	AMPC – Project Sponsor
16 June, 2022	Project Kick off meeting & draft training and assessment resources review	MS Teams meeting	SMEWG
1 July, 2022	Draft training and assessment resources review	MS Teams meeting	SMEWG
11 July, 2022	Stakeholder discussion and feedback session	Voice call	Teys
19 July, 2022	Project governance and progress meeting	MS Teams meeting	AMPC – Project Sponsor
18 August, 2022	Stakeholder discussion and feedback session	MS Teams meeting	Halal Certification Authority
19 August, 2022	Stakeholder discussion and feedback session	MS Teams meeting	Halal Australia
19 August, 2022	Stakeholder discussion and feedback session	MS Teams meeting	AUSMEAT
25 August, 2022	Stakeholder discussion and feedback session	MS Teams meeting	JBS
26 August, 2022	Stakeholder discussion and feedback session	MS Teams meeting	Response Learning
21 September, 2022	Draft training and assessment resources review	MS Teams meeting	SMEWG

Table 3 – SMEWG engagement

- Phase 4: First Draft Halal Training and Assessment Support Materials

Drafting of the training and assessment resources passed through several iterations. Updates, amendments, changes, additions, and deletions of the draft resources content took place after each SMEWG meeting. Working group members were provided with a first draft of the materials at the project kick off meeting. Over the course of meetings and discussions, both verbal and written feedback from SME's were recorded and reflected in the draft resources. Microsoft Word versions of the resources were distributed to all SMEWG members, and they provided track change comments directly into the draft documents.

- Phase 5: Final editing and proof-reading Halal Training and Assessment Support Material

Prior to the final SMEWG meeting on 21<sup>st</sup> of September, SMEs were provided with the proposed final draft of the resources, which incorporated the entire groups written feedback in the form of document mark ups, and verbal feedback shared that we incorporated directly into the document. At this meeting, SMEs were asked whether they were prepared to accept and endorse the resources in their proposed final form. Endorsement by all SMEWG members was achieved.

- Response Learning who are a registered training organisation and have halal units of competency on scope for delivery, piloted the use of the proposed final version of the



materials during formal in class training prior to the meeting held on 21 September. Response Learning advised that the materials met their training and assessment support needs during training delivery, and they confirmed that the materials were fit for purpose as a result.

- Phase 6: Publication Halal Training and Assessment Support Materials

The penultimate and final version of the resources are now available and submitted to AMPC accompanying this report. Upon acceptance from AMPC of these materials, the following Table outlines the extension and adoption activities scheduled to be undertaken:

Activity	Target Audience	How	When
Industry announcement to be made via the MINTRACker industry publication	>1800 meat industry subscribers	Subscriber list to be emailed	4 October, 2022
Industry announcement to be made directly to RTO networks	RTO's who have Halal units of competency on scope for delivery as confirmed on the TGA website	Email	4 October, 2022
Industry briefing	RTO's who have Halal units of competency on scope for delivery as confirmed on the TGA website	MS Teams meeting	Before 31, October 2022
Training & Assessment product listing	RTO's nationally	MINTRAC corporate website	Before 31, October 2022

Table 4 – Extension and Adoption activities

## 6.0 Project Outcomes

The two key objectives of the project were:

1. To develop training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPA3015 *Perform animal slaughter in accordance with halal certification requirements*.
2. To develop training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPX431 *Oversee meat processing establishment's halal compliance*.

After close and frequent consultation with the SMEWG over the entire project lifecycle, these two objectives have been achieved, and form the critical outcomes of the research project.

## 7.0 Discussion

The SMEWG provided broad and experienced insights into halal processing requirements, regulations, certifications, and considerations which were discussed and reflected in the resources where appropriate.

During discussions, two key areas were debated at length with the following outcomes agreed in terms of training resource content and design.

1. Defining one singular standard for halal meat processing was discussed. It was agreed that the project could not make this determination on the basis that there is no (one) singular global standard for adoption. Various countries and export markets have varying halal processing and certification requirements. For this reason, the working group agreed that the training resources needed to allow for RTOs to customise the training, based on the clients, students and export market/importing countries requirements that were being targeted during training. For this reason, the training resources were designed for tailoring based on unique training delivery needs at any given time.
2. It was agreed within the working group, that RTOs needed to ensure appropriate partnering with AIO's that allowed them to leverage the specific and expert halal knowledge of the AIO required for defined training needs. This would ensure that RTOs were able to offer accreditation to students based on the support and endorsement of a partnering AIO during training delivery.

## 8.0 Conclusions / Recommendations

It is the recommendation of this project that the training and assessment support materials developed and endorsed by the industry SMEWG be accepted by AMPC and approved for release to industry.

## 9.0 Bibliography

The following Table references source material for the research project:

Author	Year of Publication	Title article/source	Volume/Issue No	Page Number/s
Commonwealth of Australia	2022	AMPA3015- Perform animal slaughter in	Release 1 This version released with AMP Australian Meat	1-4

		accordance with Halal certification requirements	Processing Training Package Version 5.0.	
Commonwealth of Australia	2022	AMPX431- Oversee meat processing establishment's Halal compliance	Release 1 This version released with AMP Australian Meat Processing Training Package Version 5.0.	1-4
Commonwealth of Australia	2021	AMPA3015_AssessmentRequirements_R1	Release 1 This version released with AMP Australian Meat Processing Training Package Version 5.0.	1-3
Commonwealth of Australia	2021	AMPX431_AssessmentRequirements_R1	Release 1 This version released with AMP Australian Meat Processing Training Package Version 5.0.	1-3
GCC STANDARDIZATION ORGANIZATION (GSO)	2015	GSO-993---2015-English - Animal Slaughtering Requirements According to Islamic Rules	ICS: 67.120.10	
Australian Halal Food Services	2019	Guidelines Halal Meat Safety Program		1-21
Australian Halal Food Services	2002	Halal Slaughter integrated Training program	Version 1	1-19
Halal Certification Authority	2022	Red Meat Slaughter & Boning	Version 13	1-29
Department of Islamic Development Malaysia		Malaysian_Protocol_for_the_halal_meat_and_poultry_production_2011		1-30
Australian Halal Food Services		Halal Slaughter Techniques – Practical review and guide		1-40
Australian Halal Food Services		Thoracic Stick – Practical review and guide		1-19
Halal Training Subcommittee	2021	Halal slaughter skill sets		

## 9.0 Appendices

Two Appendices documents accompany this final report and have been submitted to AMPC electronically. These documents are:

1. Training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPA3015 *Perform animal slaughter in accordance with halal certification requirements*.
2. Training and assessment support materials for Registered Training Organisations to provide a consistent approach and support their effectiveness in the learning process for the Unit of Competency: AMPX431 *Oversee meat processing establishment's halal compliance*.