



FINAL REPORT - Identifying Strategies for Regulator Awareness: On-plant Regulators

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TABLE OF CONTENTS

TABLE OF CONTENTS.....	2
1.0 EXECUTIVE SUMMARY	3
2.0 INTRODUCTION	3
3.0 PROJECT OBJECTIVES	3
4.0 METHODOLOGY	4
4.1 Modelling	4
4.2 Development.....	4
4.3 Delivery	5
5.0 PROJECT OUTCOMES	5
6.0 CONCLUSIONS/RECOMMENDATIONS	6
7.0 BIBLIOGRAPHY	6

1.0 EXECUTIVE SUMMARY

The Australian Meat Processor Corporation (AMPC) provided funding for Food and Veterinary Services Pty Ltd to present at the Department of Agriculture and Water Resources (DAWR) On-Plant Veterinarian Professional Development weekends. These presentations were aimed at providing On-Plant Veterinarians (OPVs) with an understanding of the industry as a whole, their role in the industry and the impact their role can have on meat processing. Meat science and meat quality was also discussed. Feedback from DAWR indicated that overall the attendees appreciated and were very interested in gaining the insight and understanding of the Meat industry's perspective. An induction module on these topics was also developed and provided to DAWR. This module will be available for use as revision of the topics covered at the OPV weekends for existing staff and as an induction module for new starters.

This project initiative, if conducted regularly on varying industry focuses topic, has the opportunity to avert the growing disconnect between departmental officers and the Red Meat Industry.

2.0 INTRODUCTION

The Australian Meat Processor Corporation provided funding for Food and Veterinary Services Pty Ltd to present at the Department of Agriculture and Water Resources (DAWR) On-Plant Veterinarian Professional Development weekends. An induction module based on the presentation was also developed.

Development and delivery of training on industry systems and practices (including food safety and meat quality) for regulators included:

- Identification of possible delivery models for the training of on-plant regulators, including existing staff and new starters.
- Development of training material on the Australian Red Meat Industry's practices and systems (including in the area of food safety and meat quality) and the commercial environment.
- Delivery of the developed training materials

3.0 PROJECT OBJECTIVES

The objective of this project was to address awareness of the Australian Red Meat Industry's systems and practices:

- To build regulatory awareness of the Australian Red Meat Industry's practices and systems (including in the area of food safety) and the operating environment.
- To facilitate regulators to make policy decisions that are practically viable, not cost prohibitive and complementary to existing industry and commercial requirements, systems and practices.

4.0 METHODOLOGY

4.1 Modelling

The Department of Agriculture and Water Resources On-plant veterinarians are stationed at export registered establishments nationwide. The modelling phase looked at the types of training delivery models available and which would be most conducive to delivering training to a workforce located at multiple sites as well as training resources that could be used for new on plant regulators. The delivery models investigated were:

- Face-to-face learning /Instructor lead classroom training
- Facilitated e-learning (e.g. webinar)
- Distance/self paced learning
- Blended learning (a mix of delivery models)

Blended learning was identified as the preferred training option.

Food and Veterinary Services Pty Ltd met with DAWR to discuss this project and the delivery model options. DAWR hold On Plant Vet (OPV) weekends to facilitate face-to-face training. The advantage of attending these weekends is that OPVs are already brought together in one location, overcoming some of the geographical barriers that would normally be in place when organising face-to-face training for this group of participants. It was agreed that face-to-face training conducted at On-plant Vet (OPV) weekends be the delivery method. Food and Veterinary Services Pty Ltd was allocated a 1.5 hour spot on the agenda for each of the six OPV weekends. It was also agreed that a training module based on the presentation would be developed. This would allow self paced learning either as revision for existing staff, or for use as an induction module for new starters.

4.2 Development

Industry systems and practices were reviewed through general discussions with industry and consideration of the project team's industry knowledge and experience whilst in the Department of Agriculture and Water Resources. Industry representatives from nine major processing companies were also contacted and asked what topics, issues or commercial considerations they would like to see included in training delivered to on-plant regulators. Review of research literature, including reports from AMPC and MLA, were also conducted to ensure key areas of importance to the industry are included in the presentations.

Food and Veterinary Services Pty Ltd have two other projects that were funded by AMPC – one developing industry awareness in Canberra based regulators and one providing professional development training to QA managers. Topics covered in these two projects were also incorporated to ensure consistency and synergy in the information being presented across the industry.

From this process, the topics identified for inclusion were:

- Overview of the Australian Meat Industry – Providing the importance of the Industry to Australia as a whole and the big picture

- Structure of Australian Meat Industry Organisations – where the Red meat industry peak bodies sit and how they fit together
- Research and development in the Australian Meat Industry and the Role of AMPC - including an understanding of how research and development occurring for the processing industry, how they can support plant initiated project and the many resources and the volume of information available to them through AMPC.
- The Economics and Challenges for the Red Meat Processing (including the supply chain, industry costs, yield and processing for quality versus quantity)
- Commercial requirements and audits (including food safety programs) contextualising regulatory burden
- Meat quality and meat science and the impact of regulations

These topics were incorporated into a 1.5 hour presentation for delivery at DAWR’s On-plant Veterinary Development weekends. This was also the basis for the development for the self-paced training module.

4.3 Delivery

Presentations were provided by Food and Veterinary Services Pty Ltd at six OPV weekends with extremely positive feedback and interest from the on-plant regulators (both On-plant Veterinarians, Area Technical Managers and Field Operation Managers). The presentation was also supported by handouts provided by AMPC including AMPC’s sustainability report ‘A Feast of Ideas’ and a number of research factsheets demonstrating the research and development that is being conducted by the industry in areas such as animal welfare and meat science.

The ‘Australian Meat and Livestock Industry Training Module’ (including multiple choice assessment and assessment answers) was also provided to DAWR for use as revision of the topics covered at the OPV weekends for existing staff and as an induction module for new starters. DAWR announced that this module would be available for use at the OPV weekends.

5.0 PROJECT OUTCOMES

Food and Veterinary Services Pty Ltd presented at 6 On-plant Veterinary Development weekends to approximately 185 DAWR On-plant Veterinarians and DAWR officers.

Conference	Melbourne 1	Brisbane 1	Melbourne 2	Perth	Brisbane 2	Canberra
Date	23 July 2017	13 August 2017	27 August 2017	17 September 2017	8 October 2017	29 October 2017
Session Time	9.30am - 11:15am	9.30am - 11:15am	9.30am - 11:15am	9.30am - 11:15am	9.30am - 11:15am	9.30am - 11:15am
Attendees	Approx 30 people	Approx 40 people	Approx 30 people	Approx 20 people	Approx 30 people	Approx 35 people

The Department of Agriculture and Water Resources was asked to provide feedback on the presentation. The following feedback was provided:

'Australian Meat and Livestock Industry presentation which was delivered nationally to the department's On Plant Veterinarians, Area Technical Managers and Field Operations Managers was well received across the 6 On Plant Development conferences held in Melbourne, Brisbane, Perth and Canberra from July – October 2017. Overall the attendees appreciated and were very interested in gaining insight and an understanding from the Meat industry's perspective. The presentations generated questions from attendees and promoted valuable discussion amongst the groups, with a number of attendees stating this was one of the highlights of the conference for them.'

The feedback received in response to the presentations delivered at the On-Plant Veterinarian Professional Development Weekends has been positive at all points in the process. They have been observed to increase understanding of the Australian Meat Industry through the feedback, questions and discuss through the project and are considered to have been of benefit to both the participants and industry.

6.0 CONCLUSIONS/RECOMMENDATIONS

The Australian Meat Processor Corporation (AMPC) provided funding for Food and Veterinary Services Pty Ltd to present at the Department of Agriculture and Water Resources (DAWR) On-Plant Veterinarian Professional Development weekends. These presentations were aimed at providing On-Plant Veterinarians (OPVs) with an understanding of the industry as a whole, their role in the industry and the impact their role can have on meat processing. Meat science and meat quality was also discussed. Feedback from DAWR indicated that overall the attendees appreciated and were very interested in gaining the insight and understanding of the Meat industry's perspective. An induction module on these topics was also developed and provided to DAWR. This module will be available for use as revision of the topics covered at the OPV weekends for existing staff and as an induction module for new starters.

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7.0 BIBLIOGRAPHY

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