

# Red Meat Abattoir Association



## 2009 Annual Report

Vereniging - Association

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

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## 1. RMAA BACKGROUND

The RMAA (Red Meat Abattoir Association) is a representative forum for abattoir owners in South Africa. The abattoir industry is responsible for the conversion of livestock to meat. This process remains critical to ensure a safe and wholesome product to consumers. The Meat Safety Act, 2000 (Act no. 40 of 2000) addresses measures to promote the safety of meat and animal products and to establish and maintain Essential National Standards in respect of abattoirs.

The RMAA is an independent membership-based organisation, which was formed in February 1991. Prior to the deregulation process, the abattoir industry comprised mainly of larger abattoirs with high throughput. The deregulation process resulted in an increase in the number of high and low throughput abattoirs.

## 2. MISSION

We serve abattoir owners by:

- providing specialised training and technical support,
- distributing relevant information and
- representing owner's interest

to secure standards of meat safety and quality to the benefit of the red meat industry and the consumer.

## 3. STRATEGIC OBJECTIVES

- Promote meat safety and Essential National Standards as provided for in the Meat Safety Act, 2000 (Act no. 40 of 2000).
- Provide applicable training to ensure the highest standards of animal handling and meat safety and quality.
- Contribute to the development and implementation of hygiene management programs in abattoirs.
- Participate actively in the establishment of the skills development framework in the meat industry.
- Represent the interests of members on forums relating to the abattoir industry.
- Assist in the enhancement of meat hygiene awareness in rural communities.
- Create an environment conducive to the continuing education of abattoir personnel.
- Liaise with governmental and private stakeholders in the interest of common goals.

## 4. SERVICES

### 4.1 Training

#### a. Routine Slaughter Training

#### b. Skills Programs

- Basic Introduction to the Abattoir Industry
- Animal Handling
- Beef Slaughter
- Pork Slaughter
- Small Stock Slaughter
- Hygiene Awareness
- Business Simulation
- GMP & HACCP
- HMS & HACCP
- HACCP Awareness
- Introductory Abattoir Hygiene
- Meat Inspection

#### c. Learnerships

- National Certificate in General Abattoir Processes
- National Certificate in Abattoir Slaughtering Processes

- National Certificate in Abattoir Supervision
- Further Education and Training Certificate in Meat Examination
- Further Education and Training Certificate in Meat Classification

## 4.2 Food Safety Management

- Pre-requisites and HACCP
- Implementation
- Verification
- Document preparation review
- Audits (HAS & pre-assessment)

## 4.3 Technical Services

### Technical support services:

- *Abattoir layout*
- *Abattoir operation*
- *Abattoir start-up*

### Operational support services

Effectiveness of stunning

Obtain and implement new technology

Abattoir plans

Background and application of the Meat Safety Act 2000 (Act no. 40 of 2000) and regulations

Export requirements

### Associated services:

- *Microbiological analysis*
- *Environmental standards and control*
- *Abattoir design*
- *Hygiene management systems*
- *Cleaning and disinfection*
- *Equipment*
- *Slaughter services*

## 4.4 Information

### Update and maintain a database

- Price information
- Provide industry and government with relevant statistics:
  - *Registered abattoirs*
  - *Member abattoirs*
  - *Slaughter statistics*
  - *Condemnations*

National and regional meetings to update abattoir owners

Handbooks

Forums: operation and standards of the meat industry

## 4.5 Representation

The board and management represent the abattoir industry on the following forums:

RMIF (Red Meat Industry Forum)

- RMRDT (Red Meat Research and Development Trust)
- Meat Classification Co-ordination Committee
- Welfare Co-ordination Committee

IMQAS (International Meat Quality Assurance)

AIAC (Abattoir Industry Advisory Committee)

DOA (Department of Agriculture)

- National Abattoir Rating Scheme Committee (NARS)
- ITCA Working Group
- Meat Classification Standards Committee

- Coordinating Committee for Meat Industry Training (CCMIT)
- AgriSETA (Seta for Agriculture)
- Board
  - SSU (Sub-Sector Unit)
  - Skills Development Committee
- Mpumalanga Agri-Skills Development and Training (MASDT)
- AFMA
- Livestock and Animal Feeds Industry Liaison Committee
- SAPPO
- National Pork Health Monitoring Committee

#### **4.5.1 Red Meat Industry Forum**

The Red Meat Industry Forum was established in 1994 when the Agricultural control boards were disbanded. The Red Meat Industry Forum of South Africa represents all the nationally representative roleplayer organisations in the Red Meat industry and conducts its affairs according to its Constitution.

The affairs are managed by a Management Committee of five members nominated by the RMIF Council of all the member organisations. The industry determined a need for the continuation of some essential functions previously executed by the now disbanded Meat Board.

Initially some of these functions were executed by the South African Meat Industry Company funded by the Meat Industry Trust and later jointly by Industry and the Meat Industry Trust. The RMIF applied to the Minister of Agriculture for Statutory Measures and from the 5th November 2005 the industry functions have been funded by a Statutory Levy collected and managed on behalf of the industry by the Meat Statutory Measure Services. During the latter part of 2008 the RMIF reallocated the functions of the industry.

The Red Meat Industry Forum has the following focus areas:

1. Animal Health and Bio Security
2. Information gathering and dissemination
3. Residue Monitoring
  - Commercialising the Emergent Sector.
  - Production improvement.
4. Utilization of the Carcase and New Products
5. Good Management Practices.
  - Compliance with Legislation
  - International Trade
6. Training
7. Compulsory Standards for Manufactured Products
8. Traceability.
9. Generic Promotions

#### **4.5.2 Red Meat Research Development Trust**

The Red Meat Research and Development Trust was established to administer research funds from the residual funds from the disbanded Meat Board.

The same trustees administer the trust as the Meat Industry Trust, three trustees nominated by the Red Meat Industry Forum and three Ministerial appointees.

The RMRDT capital is invested and the annual returns are available for research funding for the following year.

Annually a request for Research Projects for funding of projects according to specific focus areas is circulated to the various research institutions.

The research requests and protocols are evaluated and the projects prioritized by two planning committees, one for Cattle and Small stock and the other for Pigs.

The following is a summary of specific research concluded which relates to the red meat industry

## Beef tenderness model (Phase 2)

By Dr L. Frylinck (PhD)

**Research Institute:** ARC Animal Products Institute

**Industry Sector:** Beef

**Focus Area:** Animal Products Quality and Value-adding (4)

**Contract dates:** 01/04/2004 to 31/13/2008

**Total Funding:**

The aim of this study was to evaluate the meat quality differences (colour of meat and subcutaneous fat, drip loss, water holding capacity, tenderness and other sensory attributes such as juiciness and aroma) of A-age (feedlot and pasture) animals, AB-age (feedlot and pasture) animals, and B-age (pasture) animals under the determined ideal slaughter conditions for South African crossbred beef breeds.

Each age-feed group consisted of 10 animals of each cross breed (Brahman-X, Simmental-X, Nguni-X). Feedlot animals were raised until required age-classes (A-age (zero permanent incisors) and AB-age (one-two incisors)). These test groups will be referred to as AF and ABF. The pasture animals were introduced to pasture after weaning until required age-classes (A-, AB- and B-age (three - six permanent incisor)). These three test groups will be referred to as AP, ABP, and BP. The animals were slaughtered according to normal South African slaughter procedures and the carcasses were electrically stimulated for 15 sec (400 V peak, 5 ms pulses at 15 pulses per sec). Carcasses were chilled directly after dressing at room temperature before loading at 0 – 4 °C.

Depending on the production system, careful controlled slaughter conditions and breed type, Warner Bratzler shear force and sensory judged first bite, tenderness, and residue results showed that older animals can produce more tender meat than younger animals. On average the AB-age feedlot produced animals were the most tender followed by the B-age veld produced animals, then the A-age feedlot animals similar to the AB-age veld animals, with the A-age veld animals producing the least tender meat.

Differently from the results from Phase 1, the Simmentaler-cross animals produced the most tender meat compared to that of the Brahman-crosses and Nguni-crosses as should be expected from a *Bos taurus* breed. This indicates to the importance of choosing the right agent to source animals from a bonafidé source according to stipulated specifications and that not all Simmentaler-crossings are beneficial to meat tenderness (i.e. Simmentaler – Brahman crosses). Breeders should be made aware of the genetic consequences on all levels including meat quality characteristics.

The Nguni-crosses produced the most tender meat when produced from AB-age feedlot and B-age veld production systems showing that they adapt better to these production systems.

The genetic expressed calpain proteolytic ageing system plays a pivotal role in determining the ultimate meat tenderness, but although connective tissue becomes less soluble the older the animal it did not play an important role in determining tenderness in the age-groups A, AB and B.

What did seem to play an important role in the tenderness outcome of the age-feed groups seemed to be the % intra muscular fat (i.e. marbling) thus the fat condition of the animal at slaughter. The Nguni-crosses seemed to marble well at the AB age group that gave it the competitive edge in this production group.

The Nguni-crosses also seemed to produce the juiciest and most flavoursome meat with the best aroma according to the sensory panel. The older animals seemed to produce the most flavoursome meat; feed regime can change the flavour of the meat.

The energy status of the muscle of the animal at slaughter influences the biochemical mechanisms that have an effect on meat tenderness, juiciness and flavour. The energy levels should be controlled by means of optimum feeding conditions and avoiding unnecessary stress at slaughter. The Nguni-type is more prone to stress than the other breeds.

Judging eating quality on the grounds of visual subcutaneous fat colour is not reliable because carcasses from older animals and certain production systems produce yellower fat, but is not necessarily tougher. The South African classification system and resultant remuneration should be revisited and consumers should be educated accordingly. Production systems should be optimised to provide optimum pre- and post slaughter conditions and adapted to accommodate different breed-types.

### 4.5.3 Meat Industry Trust

The Meat Board collected statutory Levies from the industry to fund their activities and during the process built up considerable reserves. Once the decision had been taken to disband the control boards the Board of Directors approached the Minister of Agriculture at the time to transfer the residual

Meat Board funds into two Trusts; namely the Meat Industry Trust for the funds to be utilized to the good of the entire red meat industry, and the Red Meat Research and Development Trust to fund red meat research projects. It was agreed that the Meat Industry would nominate three trustees and the Minister would nominate an additional three trustees to administer the funds. The Trust deeds specify that the capital should not be eroded and only the returns on the investments to be expended. Applications can be made to the trust for the funding of red meat specific projects for evaluation on the merits thereof by the Trustees. Trust meetings are held routinely to evaluate investment portfolios and to evaluate applications for funding

#### **4.5.4. Meat Statutory Measure Services**

The MSMS, an organisation incorporated under section 21 of the Companies Act was established on 16 August 2007 to manage the administration and enforcement of the Red Meat Levy Notices. Its elected directors represent SAFA, RPO, NERPO, AMIE, SAMP, SACU, SHALC, NFMT, SAPPO, RMAA, SAFLA and LABOUR. 5 elected directors form the Executive Committee. Present Chairman Mr Tim Davidson and Vice- Chairman Mr Arnold Brand. The MSMS oversees the three Red Meat Industry statutory measures relating to registration, keeping of records and rendering of returns as well as the levy collection. These functions also includes statistics and financial aspects of the levies. The MSMS employed a private company Red Meat Levy Administration (Pty) Ltd. to execute the administrative component entailed in the above functions. In addition the MSMS has formed a Compliance Committee to install and enhance compliance with legislation and adherence to rules and regulations concerning relevant red meat matters. An experienced team of senior legal advisors is employed on an ad-hoc basis to enforce legal compliance.

#### **4.5.5 LEGISLATION**

##### **The Consumer Protection Act and the abattoir Industry**

The Consumer Protection Act (Act 68 of 2008) was promulgated on 24 April 2009 was signed into law by outgoing President Kgalema Motlanthe.

The CONSUMER Protection Act came into effect to promote a fair, accessible and sustainable market place for consumer products and services.

The preamble to this act also recognize recent and emerging technological changes which will bring new benefits, opportunities and challenges for consumer goods and services in South Africa.

The Consumer Protection Act ie

- promote and protect the economic interest of consumers
- improve access to information necessary for consumers to make informed choices
- protect consumers from hazards to their well being and safety.

Consumers have the right to be protected against discriminatory marketing which includes the supply of different quality goods or prices charged. Similarly a producer may not market goods in a manner that is reasonably likely to imply a false or misleading representation as to the nature or properties of the product. The Act however also has as an objective to promote responsible consumer behavior.

##### **The provision of guarantees on Meat Safety**

The Meat safety Act (Act 40 of 2000) and the Red meat regulations provide for comprehensive measure to provide for the safety of red meat. In addition the Hygiene management system provided for in Section III of these regulations, provide for documentation which serve as proof of the continued compliance of the abattoir to appropriate food safety requirements.

Fulfillment of these requirements will allow a registered abattoir to sell meat intended for public consumption. It follows that every effort must be made by the registered abattoir owner to comply with the legal requirements and to follow a diligent procedure in handling non conformances which arises from internal control measures or regulatory or other audits conducted on the premises.

The sale of meat, derived from an illegal slaughter will imply a false representation of the nature of the product! In essence the legislation provide for suppliers to act fairly and reasonably in their dealings with consumers!

## 5. ROUTINE SLAUGHTER TRAINING AND EVALUATION

### 5.1 Routine Slaughter training (HMP Slaughter and dress)

Routine slaughter training is provided to member abattoirs according to a monthly programme. Slaughter training is also provided to abattoirs based on requests from provincial veterinary officers, even if the abattoir is not a member.

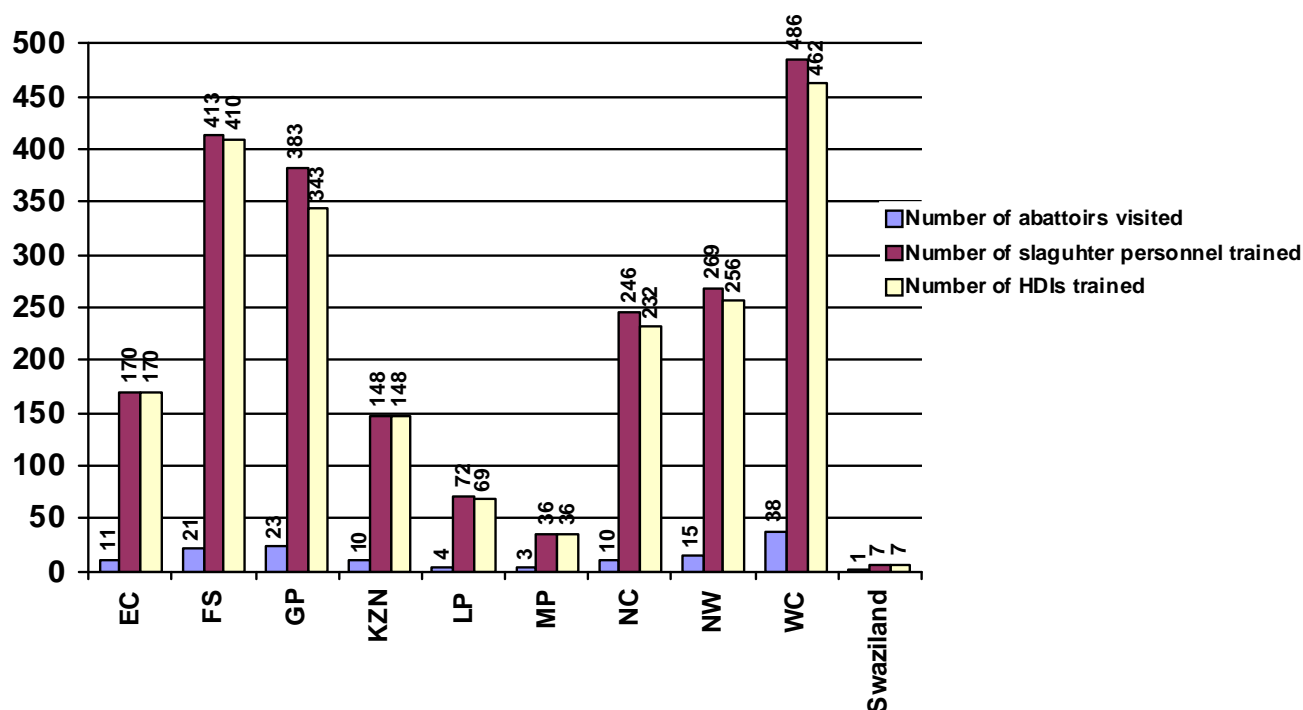
In order for routine slaughter training to take place, the abattoir's slaughter practices are evaluated and compared with the standard best practice slaughter procedures as regularly updated by the association. Deviations are recorded and corrective training is provided by experienced training teams. A report is generated and a copy is provided to the abattoir which must be kept as part of the training records as pre-scribed in terms of regulation 55(b)(3) under the Meat Safety Act, 2000 (Act no. 40 of 2000) as part of the Hygiene Management System.



The following abattoirs received training:

<b>SLAUGHTER TECHNIQUE TRAINING 2009</b>			
<b>Province</b>	<b>Number of visits</b>	<b>Number of slaughter personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Eastern Cape	11	170	170
Free State	21	413	410
Gauteng	23	383	343
Kwazulu Natal	10	148	148
Limpopo	4	72	69
Mpumalanga	3	36	36
Northern Cape	10	246	232
North West	15	269	256
Western Cape	38	486	462
Swaziland	1	7	7
<b>TOTAL</b>	<b>136</b>	<b>2230</b>	<b>2133</b>

## ROUTINE SLAUGHTER TRAINING 2009



COMPARATIVE FIGURES 2008 AND 2009			
Slaughter Technique Training 2008		Slaughter Technique Training 2009	
Total abattoirs visited:	<b>140</b>	Total abattoirs visited:	<b>136</b>
Total personnel trained:	<b>2 018</b>	Total personnel trained:	<b>2 230</b>

### 5.2 Rural Abattoirs

There are a number of rural abattoirs in the country. Programmes are compiled in conjunction with the Provincial Departments of Agriculture, whereby small abattoirs, butchery owners and their workers are gathered at one venue where training is conducted. Informal Slaughter Training involves the upliftment of small abattoir owners in rural areas or disadvantaged communities by providing:

- Slaughter training in accordance with the slaughtering procedures developed by the RMAA, using available resources at the abattoir. These slaughter procedures give the operator or the workers the knowledge and skills of slaughtering without causing any damage to the skin and the carcass and also minimizing the extent of soiling and possible contamination that can occur during slaughtering. This means added value to the quality of the product.
- Training on the care and storage of abattoir equipment, (e.g.) sharpening of knives and use thereof to ensure long life.
- Hygiene Awareness training is aimed towards creating awareness of the workers regarding hygiene requirements when handling/ working with meat to ensure quality and safety of the product. i.e. how to work clean with meat.
- Awareness of safe meat: People are informed regarding the inspection of meat before it is presented for human consumption.

Mafesi abattoir (Mpumalanga)



Orama (North West)



**Special Request Training  
Special needs training**

During the year, the Association received various requests from abattoirs regarding special training needs. Although the training department follows a training program as determined at the beginning of the year (according to the prescribed guidelines), the training department tries to accommodate all abattoir requests. Routine training, as currently being presented, where abattoirs are visited once or sometimes twice a year is insufficient. Untrained abattoir workers could have a significant financial impact on an abattoir in terms of hide damages, bad dressing of carcass, unhygienic practices, loss of market share etc. The following aspects are addressed during the training:

- Management information
- Daily record keeping
- Production statistics
- Line staff investigations
- Layout of abattoirs
- Carcass yield
- Job and task descriptions
- Dressing evaluation
- Hide and skin damage control
- Primary offal handling
- Hygiene aspects
- Promoting and implementing technology
- Monitoring of slaughter procedures
- Rectifying of deviations relating to slaughter procedures
- Usage of saw blades
- Intervention with other role-players in the industry
- Research pertaining technology and information



<b>SPECIAL NEEDS TRAINING 2009</b>			
<b>Province</b>	<b>Number of visits</b>	<b>Number of slaughter personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Free State	3	60	60
Mpumalanga	5	250	248
Northern Cape	4	120	120
<b>TOTAL</b>	<b>136</b>	<b>430</b>	<b>428</b>

## 6. FORMAL TRAINING

The term, formal training, as used by the RMAA refers to any training based on unit standards. Each unit standard is allocated a credit value which dictates the amount of learning time required to complete. A credit represents 10 notional hours of learning. This means that it is estimated that it will take the slowest learner 10 hours to master the contents of a unit standard worth 1 credit. This time includes both theory and practical.

The National Qualifications Framework (NQF), indicates the level at which a qualification or a unit standard is registered with SAQA. E.g. the National Certificate General Abattoir Processes is registered at NQF level 2 while a National Diploma is registered at NQF level 5.

### 6.1 SKILLS PROGRAMMES

Skills programmes are short courses designed to address critical needs in the industry. The following programmes are currently available:

SKILLS PROGRAMMES SUMMARY			
PROGRAMME	DURATION	CREDITS	NQF LEVEL
Hygiene Awareness	1 day	4	2
Introductory Abattoir Hygiene	1.5 days	11	2
GMP & HACCP	4 days	25	4
HMS & HACCP	4 days	27	4
Basic Business Principles	2.5 days	9	3
Animal Handling	4 days	24	2
Beef Slaughter	4 days	25	2
Pork Slaughter	3 days	19	2
Small Stock Slaughter	3 days	21	2
HACCP Awareness	1 day	6	3
Basic Introduction to the Abattoir Industry	1 day	3	2
Meat Inspection (Refresher Course)	2 days	24	4
Auditors Course	4 days	-	-

#### 6.1.1 Hygiene Awareness

This programme is based on the following unit standard:

- Demonstrate knowledge of Hygiene Awareness in a food production facility.

The aim of the programme is to ensure that each worker in an abattoir acquires basic knowledge of personal hygiene and the dangers associated with unhygienic practices. This knowledge should ultimately lead to a safer, more hygienic product. The programme is regarded as a pre-requisite for all abattoir workers. The learners are taught the basic concepts of microbiology and the spread of bacteria that could lead to food poisoning. They are also taught how to prevent food poisoning.

The following areas of learning are addressed:

- basic knowledge of food poisoning
- food hygiene
- prevention of food contamination



- importance of working in a clean environment
- personnel and food safety principles

<b>HYGIENE AWARENESS TRAINING 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Eastern Cape	0	0	0
Free State	0	0	0
Gauteng	5	47	47
Kwazulu Natal	0	0	0
Limpopo	0	0	0
Mpumalanga	0	0	0
Northern Cape	4	28	28
North West	1	5	5
Western Cape	5	41	41
<b>TOTAL</b>	<b>15</b>	<b>121</b>	<b>121</b>

<b>COMPARATIVE FIGURES 2008 AND 2009</b>			
<b>Hygiene Awareness Training 2008</b>		<b>Hygiene Awareness Training 2009</b>	
Total abattoirs visited:	<b>47</b>	Total abattoirs visited:	<b>15</b>
Total personnel trained:	<b>722</b>	Total personnel trained:	<b>121</b>

**Note:**

The RMAA registered an "Introductory Abattoir Hygiene" skills programme that includes the Hygiene Awareness unit standard which resulted in less training in this specific unit standard.

### 6.1.2 Introductory abattoir hygiene

This programme is based on the following unit standards:

- Basic introduction to the abattoir industry
- Demonstrate knowledge of Hygiene Awareness in a food production facility
- Clean and sanitise a food processing system



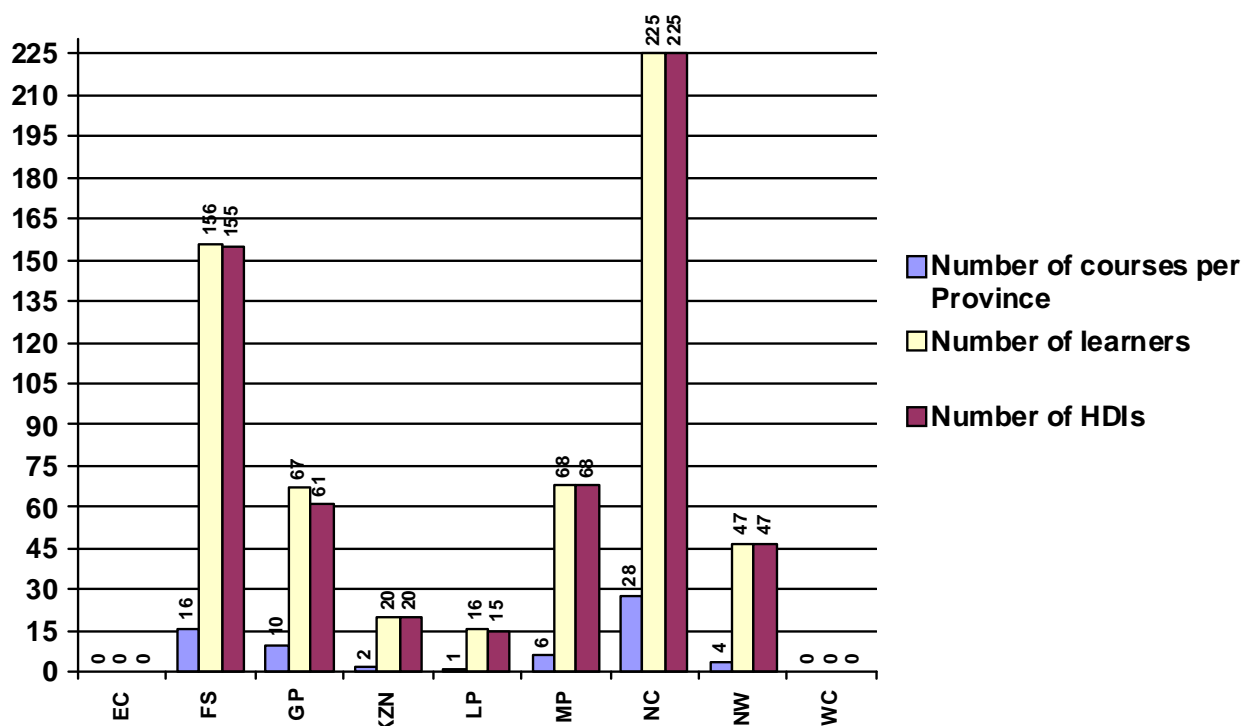
The aim of this programme is to ensure that learners acquire knowledge of abattoir hygiene which includes basic principles in the abattoir industry, safety procedures and work ethics, personal hygiene principles and practices, sources of contamination and cleaning and sanitation.

The following areas of learning are addressed:

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

INTRODUCTORY ABATTOIR HYGIENE 2009			
Province	Number of courses	Number of personnel trained	Number of Historically Disadvantaged Individuals trained
Eastern Cape	0	0	0
Free State	16	156	155
Gauteng	10	67	61
Kwazulu Natal	2	20	20
Limpopo	1	16	15
Mpumalanga	6	68	68
Northern Cape	28	225	225
North West	4	47	47
Western Cape	0	0	0
<b>TOTAL</b>	<b>67</b>	<b>599</b>	<b>591</b>

### INTRODUCTORY ABATTOIR HYGIENE SKILLS PROGRAMME 2009



COMPARATIVE FIGURES 2008 AND 2009			
Introductory Abattoir Hygiene 2008		Introductory Abattoir Hygiene 2009	
Total abattoirs visited:	3	Total abattoirs visited:	67
Total personnel trained:	45	Total personnel trained:	599

### 6.1.3 Good Manufacturing Practice (GMP) & Hazard Analysis Critical Control Point (HACCP)

This programme is based on the following unit standard:

- Implement Good Manufacturing Practices in food processing
- Implement and maintain a HACCP system in a food processing facility

The aim of the programme is to ensure that competent learners will be able to implement GMP's and HACCP at their abattoirs. Due to pressures around food safety and quality, it has become crucial to teach learners the importance of GMP's as the minimum requirements and control measures that must be implemented to ensure that a consistently good quality product is produced before HACCP is implemented. HACCP is an internationally recognised food safety system that reduces the risk of food poisoning by identifying hazards and ways of controlling these hazards.

The following areas of learning are addressed:

- personnel practices
- cleaning and sanitation
- pest control
- construction and maintenance
- production and process controls
- the twelve HACCP stages

### 6.1.4 Hygiene Management Systems (HMS) & Hazard Analysis Critical Control Points (HACCP)

This programme is based on the following unit standard:

- Demonstrate Knowledge of Abattoir Hygiene and Meat Safety Standards
- Implement and maintain a HACCP system in a food processing facility

The aim of the programme is to ensure that competent learners will be able to implement a Hygiene Management System at their abattoirs. Due to the requirements of the regulations under the Meat Safety Act, 2000 (Act no 40 of 2000), it has become crucial to provide guidance to the industry regarding the implementation of the legally required Hygiene Management System (HMS). The HMS programme will not only address this need but will also provide theoretical and practical training in the principles of HACCP.

The following areas of learning are addressed:

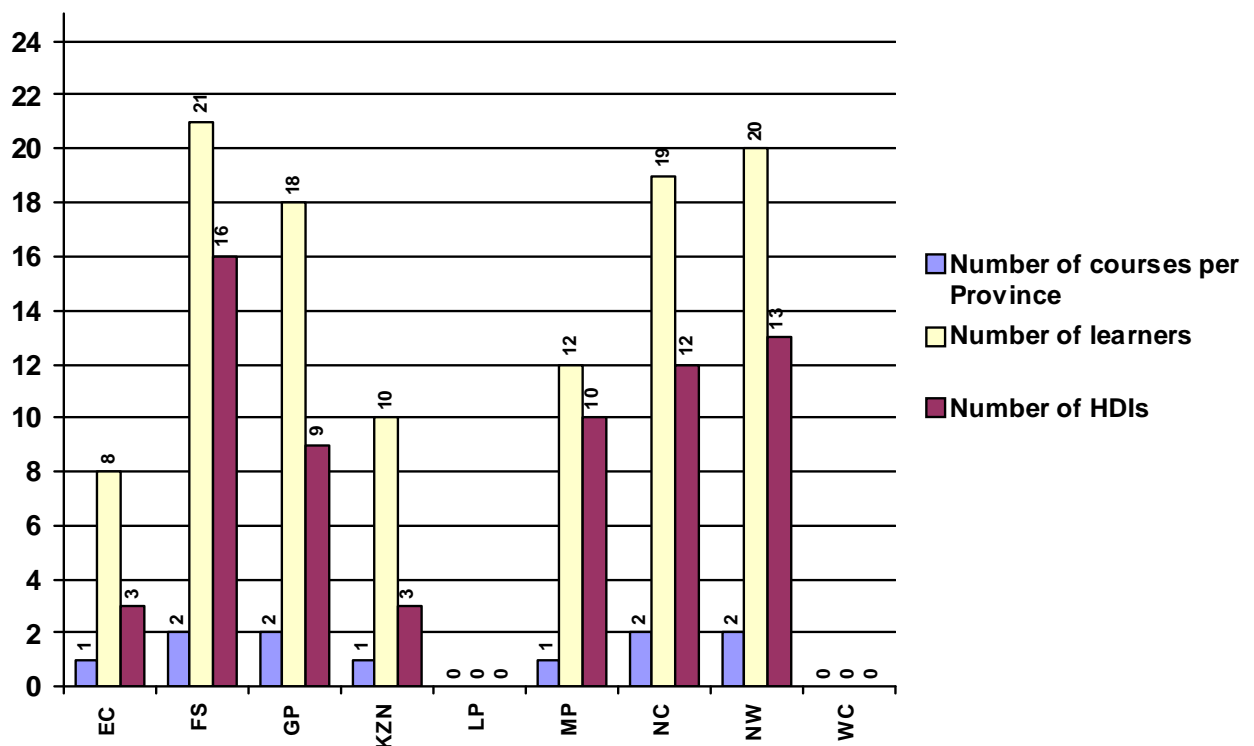
- *Relevant, practical examples of HMS policies, procedures and checklists*
- Implementing the requirements for the implementation of a Hygiene Management System at abattoirs according to the Essential National Standards as set out in the Meat Safety Act, 2000 (Act no. 40 of 2000) – paragraph 11(1)(e).
- The integration of HMS with other food safety and quality management systems;
- The fourteen Hygiene Management Programmes as required by the regulations
- The components of the HMS;
- Implementation of HMS;
- The documentation required for the implementation of HMS;
- The auditing requirements for the HMS
- Implementation of the twelve HACCP stages

In order to ensure safe meat products with exceptional quality within the meat industry as a whole, government has established an act and regulations to govern the processes to ensure that this takes place. A food safety system needs to be implemented by everybody in the meat industry in order to adhere to the act and regulations as provided by government.

The unit standard allows any food safety management system to be based on the specific outcomes and criteria that form part of the unit standard, and in so doing meeting the requirements. It is aimed at persons dealing with the monitoring of these food safety management systems who are responsible for decision making in terms of corrective actions to be taken in times of non-conformances. This unit standard was drafted to provide training regarding the implementation of the Hygiene Management System in terms of the Regulations under the Meat Safety Act, 2000 (Act no. 40 of 2000).

HMS/HACCP TRAINING 2009			
Province	Number of courses	Number of personnel trained	Number of Historically Disadvantaged Individuals trained
Eastern Cape	1	8	3
Free State	2	21	16
Gauteng	2	18	9
Kwazulu Natal	1	10	3
Limpopo	0	0	0
Mpumalanga	1	12	10
Northern Cape	2	19	12
North West	2	20	13
Western Cape	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>108</b>	<b>66</b>

### HMS/HACCP SKILLS PROGRAMME 2009



COMPARATIVE FIGURES 2008 AND 2009			
HMS/HACCP Training 2008		HMS/HACCP Training 2009	
Total number of courses:	8	Total number of courses:	11
Total personnel trained:	94	Total personnel trained:	108
Total number of participating abattoirs	17	Total number of participating abattoirs	23

Total number of government officials	<b>43</b>	Total number of government officials	<b>4</b>
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### 6.1.5 Basic Business Principles

This programme is based on the following unit standard:

- Apply basic business principles

The aim of the programme is to ensure that learners will have knowledge of basic business principles. This programme is of paramount importance for new venture creation (entrepreneurs) and to build better understanding of business principles in the industry. This will result in better customer relations, greater awareness of costs and higher profits to owners and stakeholders.

The following areas of learning are addressed:

- Income statement and analysis thereof
- Balance sheet and analysis thereof
- Debtor/ creditor analysis
- Vertical trend analysis
- Profit tri-angles
- Impact of customer service
- Different types of enterprises
- Identification of non-compliance of working standards
- Analysis of budget (own budget)
- Methods to improve cost items on budget

<b>BASIC BUSINESS PRINCIPLES 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Free State	1	11	11
<b>TOTAL</b>	<b>1</b>	<b>11</b>	<b>11</b>

### 6.1.6 Animal Handling

This programme is based on the following unit standards:

- Identify and respond to abnormalities in slaughtered stock
- Ante Mortem handling of slaughter animals
- Prepare animals for slaughter
- Demonstrate knowledge of Hygiene Awareness in a food production facility

The aim of this programme is to ensure that learners acquire the necessary knowledge and skills to handle animals and care for animals prior to slaughter.

The following areas of learning are addressed:

- Identify and sort animals
- Provide care for animals
- Ensure optimal animal welfare
- Prepare animals for slaughter
- Handle animals prior to slaughter process
- Identify and respond to abnormalities
- Take corrective action
- Apply hygiene principles

<b>ANIMAL HANDLING 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Eastern Cape	1	5	5
<b>TOTAL</b>	<b>1</b>	<b>5</b>	<b>5</b>

### 6.1.7 Slaughtering Programmes

These programmes are based on the following unit standards:

- Slaughter and dress beef, or pork or small stock
- Basic introduction to the abattoir industry
- Handle and maintain utensils and equipment
- Identify and respond to abnormalities in slaughtered stock
- Demonstrate knowledge of Hygiene Awareness in a food production facility

The following areas of learning are addressed:

- Basic functions and principles of the abattoir industry
- Basic overview of statutory requirements
- Brief overview of organisational ethics and rules
- Handling utensils and equipment according to standard operating procedures
- Plan, prepare and perform slaughter process
- Identify abnormalities
- Apply hygiene principles

#### Beef Slaughter

<b>BEEF SLAUGHTER 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Western Cape	1	7	7
<b>TOTAL</b>	<b>1</b>	<b>7</b>	<b>7</b>

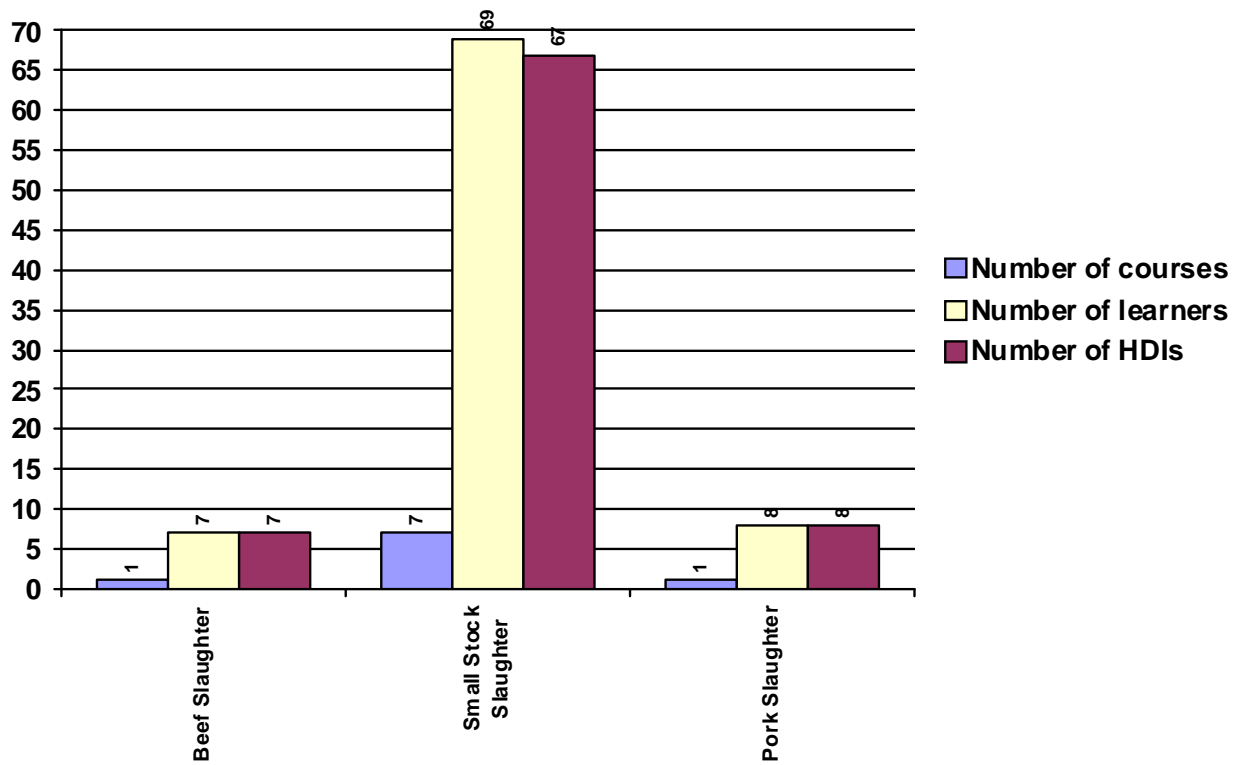
#### Small Stock Slaughter

<b>SMALL STOCK SLAUGHTER 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Eastern Cape	2	22	20
Northern Cape	3	30	30
Western Cape	2	17	17
<b>TOTAL</b>	<b>7</b>	<b>69</b>	<b>67</b>

## Pork Slaughter

PORK SLAUGHTER 2009			
Province	Number of courses	Number of personnel trained	Number of Historically Disadvantaged Individuals trained
Western Cape	1	8	8
<b>TOTAL</b>	<b>1</b>	<b>8</b>	<b>8</b>

## SLAUGHTER SKILLS PROGRAMMES 2009



### 6.1.8 HACCP Awareness

This programme is based on the following unit standard:

- Monitor Critical Control Points (CCP's) as part of a Hazard Analysis Critical Control Point (HACCP) system

The aim of this programme is to ensure that learners acquire the necessary knowledge and skills to understand the difference between food safety and quality systems, their importance and relevant legislation.

The following areas of learning are addressed:

- Food safety principles
- Introduction to the Hygiene management system
- Monitoring and control of CCP's

<b>HACCP AWARENESS TRAINING 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Eastern Cape	0	0	0
Free State	8	119	114
Gauteng	2	14	11
Kwazulu Natal	0	0	0
Limpopo	0	0	0
Mpumalanga	0	0	0
Northern Cape	3	30	28
North West	2	8	8
Western Cape	0	0	0
<b>TOTAL</b>	<b>15</b>	<b>171</b>	<b>161</b>

<b>COMPARATIVE FIGURES 2008 AND 2009</b>			
<b>HACCP Awareness Training 2008</b>		<b>HACCP Awareness Training 2009</b>	
Total abattoirs visited:	<b>0</b>	Total abattoirs visited:	<b>16</b>
Total personnel trained:	<b>0</b>	Total personnel trained:	<b>171</b>

**Note:**

Newly registered programme which commenced in 2009



### 6.1.9 Basic introduction to the abattoir industry

This programme is based on the following unit standard:

- Basic introduction to the abattoir industry

The aim of this programme is to ensure that learners acquire basic knowledge of the abattoir industry.

The following areas of learning are addressed:

- induction programmes
- channels of communication
- responsibility and authority
- abattoir documents
- clean and dirty separation
- pest control
- cleaning and sanitation
- quality assurance

### 6.1.10 Meat inspection programmes (Refresher course)

The provision of meat inspection at abattoirs remains one of the important interventions at the abattoirs to minimise the risk posed by livestock which cannot be converted into healthy meat.

Meat inspection services are rendered by IMQAS on behalf of the industry. The maintenance of meat inspection standards requires regular evaluation and the continuous education of personnel. Programmes for the inspection of beef, sheep and pork were duly registered. This training is provided in conjunction with IMQAS.



#### Meat Inspection – Beef

<b>MEAT INSPECTION - BEEF 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Gauteng	1	1	0
Kwazulu Natal	1	5	5
Northern Cape	1	2	2
<b>TOTAL</b>	<b>3</b>	<b>8</b>	<b>7</b>

<b>COMPARATIVE FIGURES 2008 AND 2009</b>			
<b>Meat Inspection - Beef 2008</b>		<b>Meat Inspection – Beef 2009</b>	
Total abattoirs visited:	<b>1</b>	Total abattoirs visited:	<b>3</b>
Total personnel trained:	<b>5</b>	Total personnel trained:	<b>8</b>

## Meat Inspection – Pork

<b>MEAT INSPECTION - PORK 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Gauteng	2	13	12
Kwazulu Natal	1	5	5
<b>TOTAL</b>	<b>3</b>	<b>18</b>	<b>17</b>

<b>COMPARATIVE FIGURES 2008 AND 2009</b>			
<b>Meat Inspection - Pork 2008</b>		<b>Meat Inspection – Pork 2009</b>	
Total abattoirs visited:	<b>1</b>	Total abattoirs visited:	<b>3</b>
Total personnel trained:	<b>8</b>	Total personnel trained:	<b>18</b>

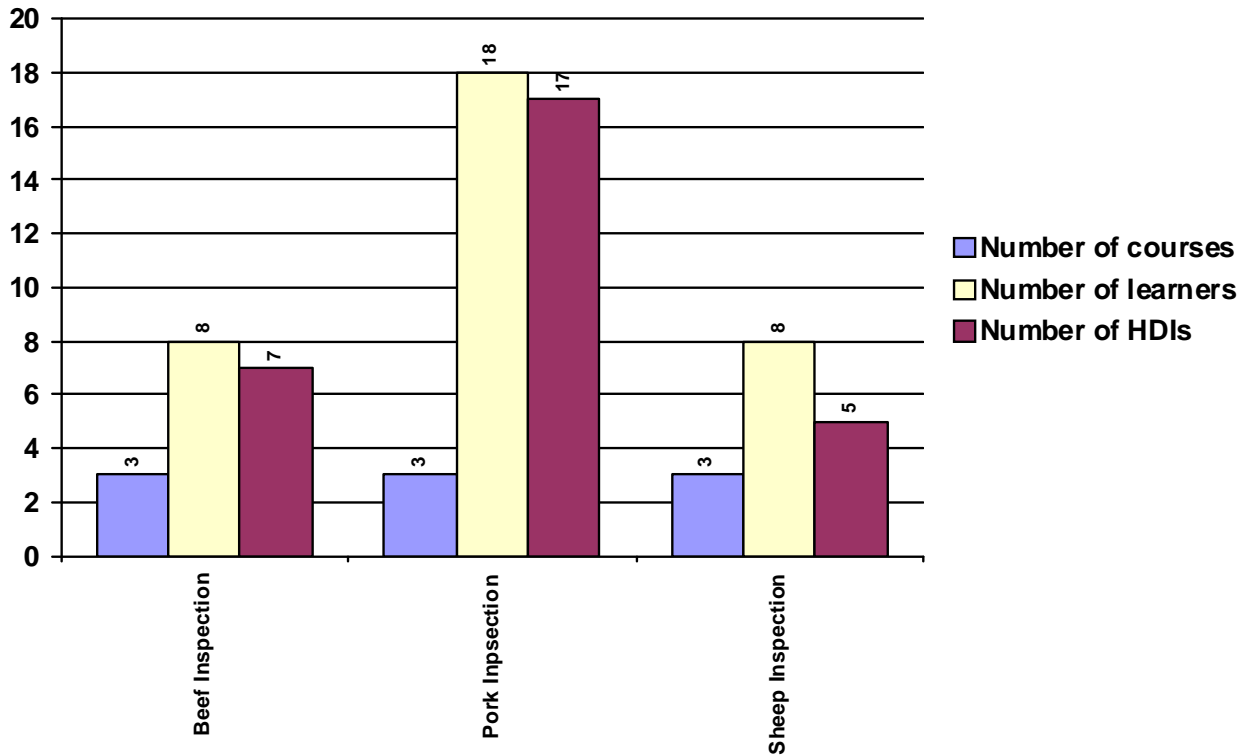
## Meat Inspection – Sheep

<b>MEAT INSPECTION - SHEEP 2009</b>			
<b>Province</b>	<b>Number of courses</b>	<b>Number of personnel trained</b>	<b>Number of Historically Disadvantaged Individuals trained</b>
Northern Cape	2	5	4
North West	1	3	1
<b>TOTAL</b>	<b>3</b>	<b>8</b>	<b>5</b>

<b>COMPARATIVE FIGURES 2008 AND 2009</b>			
<b>Meat Inspection - Sheep 2008</b>		<b>Meat Inspection – Sheep 2009</b>	
Total abattoirs visited:	<b>0</b>	Total abattoirs visited:	<b>3</b>
Total personnel trained:	<b>0</b>	Total personnel trained:	<b>8</b>

## MEAT INSPECTION SKILLS PROGRAMME 2009



### 6.1.11 Auditors Course

The purpose of this training course is to provide learners with the skills and knowledge necessary to audit their environment, based on the Hygiene Assessment System (HAS) document and a food safety management systems.

AUDITORS COURSE 2009			
Province	Number of courses	Number of personnel trained	Number of Historically Disadvantaged Individuals trained
Eastern Cape	2	29	23
North West	1	12	11
<b>TOTAL</b>	<b>3</b>	<b>41</b>	<b>34</b>

**Note:**

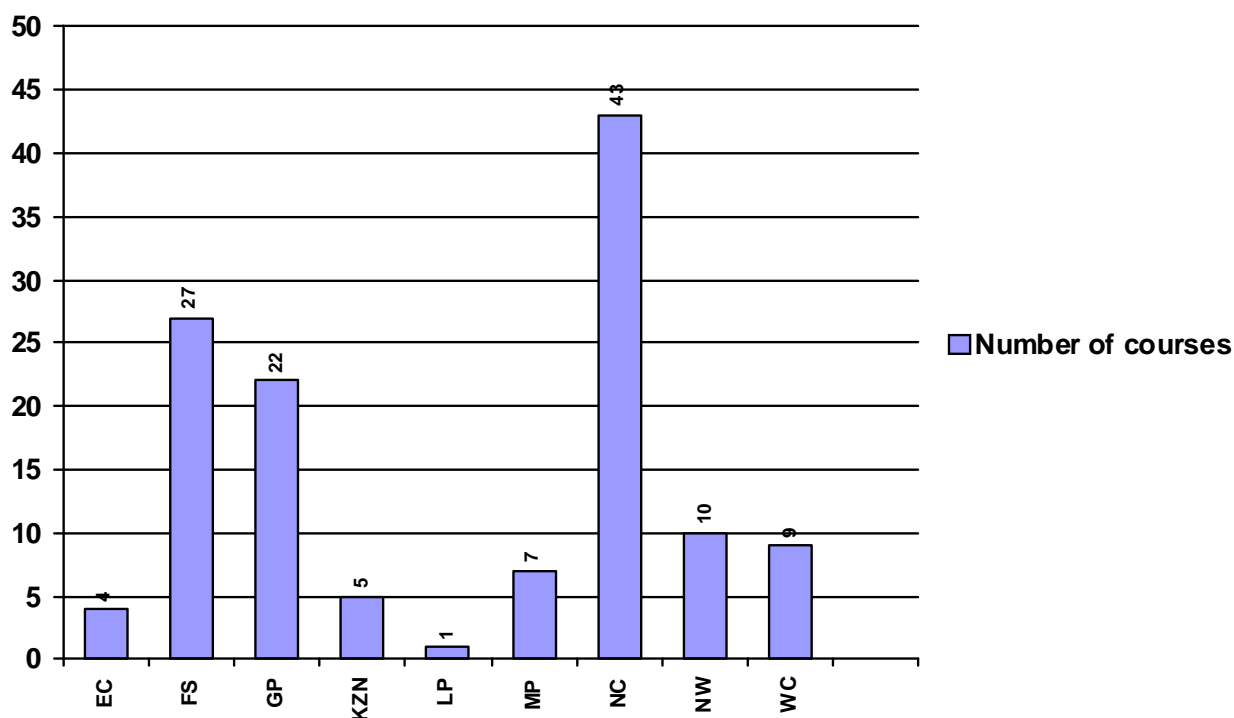
New programme launched 2009

## SUMMARY OF SKILLS PROGRAMMES DURING 2009

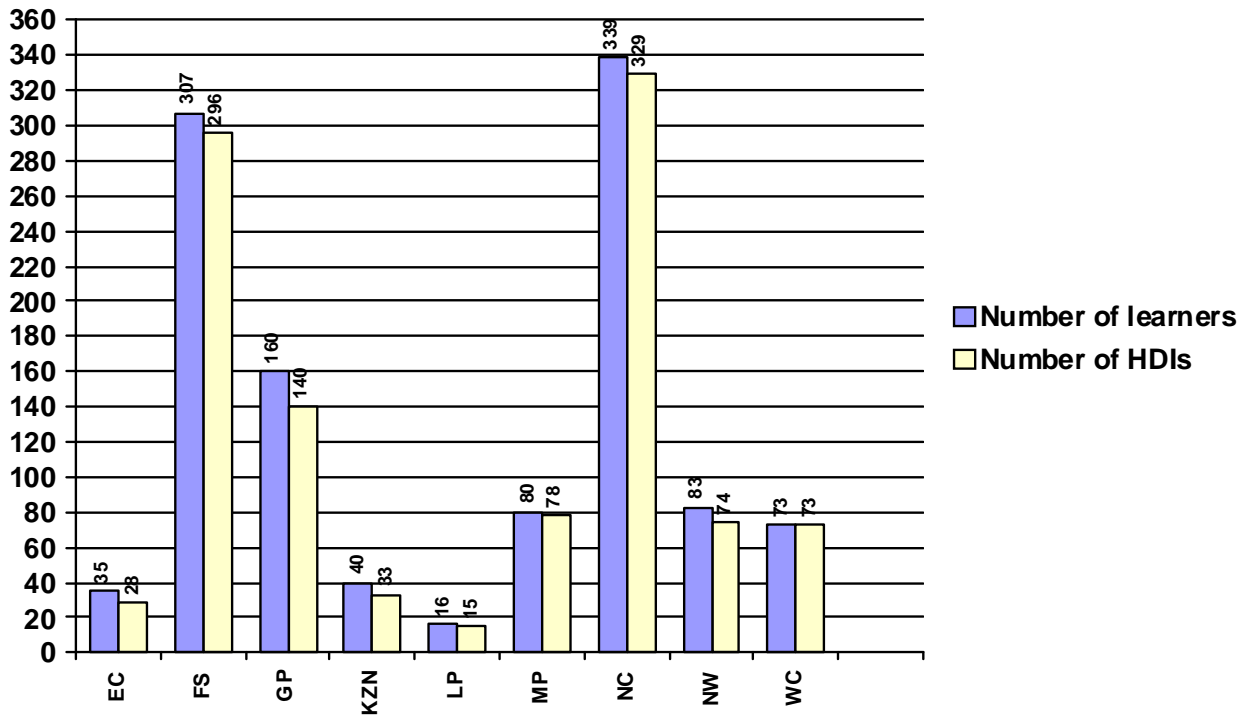
TRAINING CONDUCTED DURING 2009 – PER PROVINCE			
Province	Number of courses	Number of personnel trained	Number of Historically Disadvantaged Individuals trained
Eastern Cape	4	35	28
Free State	27	307	296
Gauteng	22	160	140
Kwazulu Natal	5	40	33
Limpopo	1	16	15
Mpumalanga	7	80	78
Northern Cape	43	339	329
North West	10	83	74
Western Cape	9	73	73
<b>TOTAL</b>	<b>128</b>	<b>1133</b>	<b>1066</b>

COMPARATIVE FIGURES 2008 AND 2009			
Training Conducted during 2008		Training Conducted during 2009	
Total abattoirs visited:	92	Total abattoirs visited:	128
Total personnel trained:	1032	Total personnel trained:	1133

### SKILLS PROGRAMMES PER PROVINCE 2009



## SKILLS PROGRAMMES NUMBER OF LEARNERS TRAINED PER PROVINCE 2009



### 6.2 LEARNERSHIPS

The RMAA developed a number of qualifications for the red meat industry. Learnerships are the route to follow in order for a learner to achieve the qualification. A learnership takes 1 year to complete and combines theoretical and practical work experience. A person who successfully completes a learnership will have a qualification that signifies occupational competence and is nationally recognized.

In order to meet the industry's training needs, the Red Meat Abattoir Association decided to focus on the following learnerships:

- Further Education and Training Certificate: Meat examination  
This qualification provides learners with the ability to perform primary meat inspection according to legislation (Act 40 of 2000)
- National Certificate: General abattoir processes  
This qualification provides learners with the opportunity to obtain competence in broad abattoir processes and practices



Successful Learnership Learners

## 6.2.1 Learnerships

2008/2009

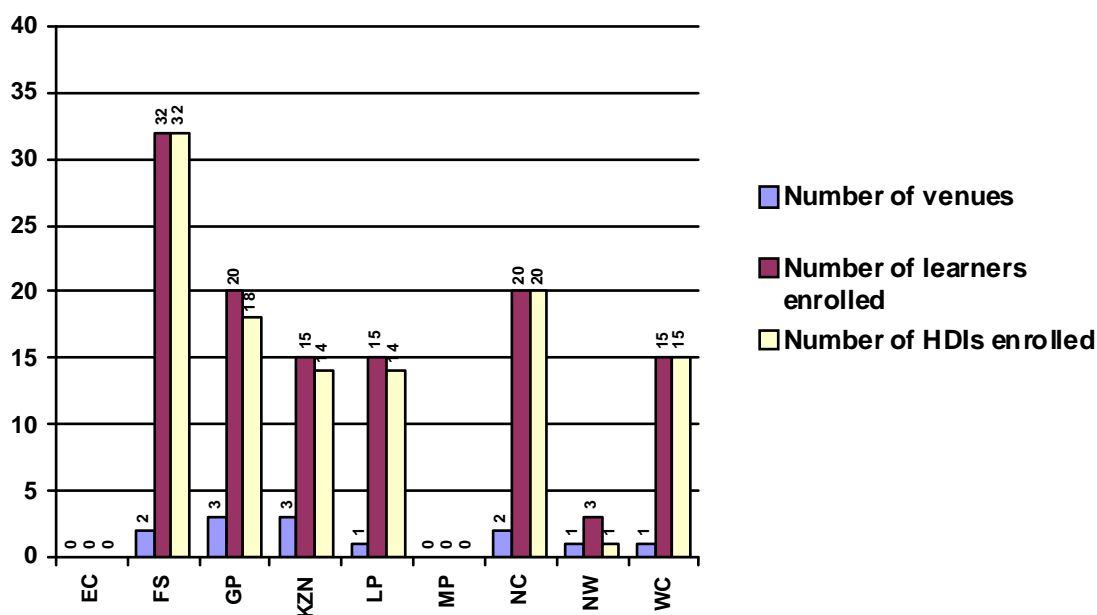
During 2009 the following learnerships were conducted and to date 58 learners have successfully completed the learnership.

GENERAL ABATTOIR PROCESSES 2008/2009			
Client	Total enrolled	HDIs enrolled	Total completed
Sparta	14	14	12
Beefmaster	15	15	3
RMAA	2	1	2
Mosstrich	15	15	13
Straw Lamb*	18	18	Learnership not completed
Vencor*	15	14	Learnership not completed
Triple A	8	7	7
BullBrand	16	16	6
<b>TOTAL</b>	<b>103</b>	<b>100</b>	<b>43</b>

\*Vencor and Straw Lamb are still in process of completing their learnerships.

MEAT EXAMINATION 2008/2009			
Client	Total enrolled	HDIs enrolled	Total completed
IMQAS	9	8	8
VPH KZN (South)	5	4	4
Vryburg	3	1	3
<b>TOTAL</b>	<b>17</b>	<b>13</b>	<b>15</b>

### LEARNERSHIPS DISTRIBUTION 2008/2009



## 2009/2010

The RMAA utilised the remaining funding from the 2008/2009 allocation to enroll learners on learnerships for the year 2009/2010.

<b>GENERAL ABATTOIR PROCESSES 2009/2010</b>		
<b>Venue</b>	<b>Total enrolled</b>	<b>HDIs enrolled</b>
Sparta	10	10
BeefMaster	9	9
<b>TOTAL</b>	<b>19</b>	<b>19</b>

<b>MEAT EXAMINATION 2009/2010</b>		
<b>Venue</b>	<b>Total enrolled</b>	<b>HDIs enrolled</b>
IMQAS	10	10
Morgan	4	0
<b>TOTAL</b>	<b>14</b>	<b>10</b>

## 7. FOOD SAFETY MANAGEMENT

Abattoir owners must provide the provincial executive officer with a documented Hygiene Management System (HMS) in terms of the Meat Safety Act, 2000 (Act no. 40 of 2000).

The HMS comprises the following components:

- Control measures or programmes to monitor identified control points
- Methods of monitoring or checking these control points
- Relevant records of observations, checks, measurements or results
- Sampling programmes for laboratory analyses
- Corrective actions
- Hygiene Assessment System (HAS) reports
- Hygiene Management Programmes (HMP's) for the respective operational procedures at the abattoir

The RMAA assists abattoirs with the preparation for the implementation of a HMS in accordance with the regulations and the operating practices at the abattoir by rendering pre-assessment, implementation and verification services.

The following abattoirs were assisted:

<b>HMS IMPLEMENTATION</b>	
<b>Venue</b>	<b>Province</b>
Twin Palms	FS
Nelspruit Abattoir	MP
Morgan Abattoir	GP
Calvinia lande	NC

Huntersvlei abattoir	FS
Syferfontein abattoir	NW
<b>TOTAL</b>	<b>6</b>

## 8. SUMMARY OF TRAINING - 2009

DESCRIPTION		NUMBER OF ABATTOIRS/ VENUES	NUMBER OF PERSONNEL	HDIs
<b>Slaughter Related Training</b>	Slaughter Technique Training	135	2230* <sup>1</sup>	2133
	Evaluations	9	NA	NA
<b>AgriSETA Skills programmes</b>	Hygiene Awareness	15	121	121
	GMP & HACCP	0	0	0
	HMS & HACCP	11	108	66
	Basic Business Principles	1	11	11
	Animal Handling	1	5	5
	Beef Slaughter	1	7	7
	Small Stock Slaughter	7	69	67
	Pork Slaughter	1	8	8
	HACCP Awareness	15	171	161
	Basic Introduction to the abattoir industry	0	0	0
	Meat Inspection (Refresher) – Beef	3	8	7
	Meat Inspection (Refresher) – Pork	3	18	17
	Meat Inspection (Refresher) – Sheep	3	8	5
	Introductory Abattoir Hygiene	67	599	583
	<b>Additional Programme</b>	Auditors Course	3	41
<b>AgriSETA Learnerships</b>	General Abattoir Processes 2008/2009	7* <sup>2</sup>	67* <sup>3</sup>	64
	Meat Examination 2008/2009	2* <sup>2</sup>	12* <sup>3</sup>	11
	General Abattoir Processes 2009/2010	2* <sup>2</sup>	19* <sup>4</sup>	18
	Meat Examination 2009/2010	2* <sup>2</sup>	14* <sup>4</sup>	10
<b>FoodBev Learnerships</b>	General Abattoir Processes 2008/2009	2* <sup>2</sup>	6* <sup>3</sup>	6
	Meat Examination 2008/2009	1* <sup>2</sup>	3* <sup>3</sup>	1

\*1 Demographics: Approximately 90% of these learners are black slaughter operators

\*2 Indicates the number of abattoirs participating in learnerships

\*3 Indicates number of learners who have successfully completed the learnership

\*4 Indicates number of learners enrolled for the year 2009/2010



Learnership Pre-Assessments



Successful Meat Examination Learnership Learners

## 9. INTRODUCTORY ABATTOIR HYGIENE COURSE (SPECIAL PROJECT)

The RMAA applied to the SETA for funding to conduct an introductory abattoir hygiene course. Funding was approved in 2008. Although this project commenced in 2008, a number of programmes were conducted during the 1<sup>st</sup> half of 2009:

<b>INTRODUCTORY ABATTOIR HYGIENE 2008</b>			
<b>Province</b>	<b>Number of visits</b>	<b>Number of personnel trained</b>	<b>Number of HDIs trained</b>
Free State	<b>1</b>	<b>6</b>	<b>6</b>
	• Saamstaan	6	6
Limpopo	<b>2</b>	<b>12</b>	<b>12</b>
	• Vencor	6	6
	• Mahems	6	6
Mpumalanga	<b>5</b>	<b>37</b>	<b>37</b>
	• Badplaas	6	6
	• BlinkWater	6	6
	• Volksrust	5	5
	• E&T Vleismark	14	14
	• Lydenburg	6	6
Northern Cape	<b>1</b>	<b>6</b>	<b>5</b>
	• Gariep	6	5
<b>TOTAL</b>	<b>12</b>	<b>61</b>	<b>60</b>

## 10. SLAUGHTER OPERATOR SKILLS PROGRAMME (SPECIAL PROJECT)

Vereeniging Meat Packers (VMP) requested a 5 day Slaughter Operator skills programme. This programme was conducted at VMP during 2009 and slaughter operators and animal handlers participated.

This programme is based on the following unit standards:

- Identify and respond to abnormalities in slaughtered stock
- Ante Mortem handling of slaughter animals
- Prepare animals for slaughter
- Demonstrate knowledge of Hygiene Awareness in a food production facility
- Slaughter and dress beef, pork and small stock
- Basic introduction to the abattoir industry
- Handle and maintain utensils and equipment
- Identify and respond to abnormalities in slaughtered stock
- Demonstrate knowledge of Hygiene Awareness in a food production facility

The aim of this programme is to ensure that learners acquire the necessary knowledge and skills to handle animals and care for animals prior to slaughter and to apply the correct slaughter techniques.

The following areas of learning are addressed:

- Identify and sort animals
- Provide care for animals
- Ensure optimal animal welfare
- Prepare animals for slaughter
- Handle animals prior to slaughter process
- Identify and respond to abnormalities
- Take corrective action
- Basic functions and principles of the abattoir industry

- Basic overview of statutory requirements
- Brief overview of organisational ethics and rules
- Handling utensils and equipment according to standard operating procedures
- Plan, prepare and perform slaughter process
- Identify abnormalities
- Apply hygiene principles

<b>SLAUGHTER OPERATOR TRAINING 2009</b>		
<b>Abattoir</b>	<b>Number of learners trained</b>	<b>Number of HDIs trained</b>
VMP	12	12

## **11. ROLLOUT OF TRAINING - PROVIDERS**

In order to increase the capacity of the RMAA to conduct training for the industry a number of providers have been used as sub-contracts.

### **11.1 Mpumalanga Agri-Skills Development and Training (MASDT)**

MASDT is an Association not for financial gain, Incorporated in term of Section 21 of the Companies Act. The company was founded by SA Golden Leaf in 2005, but changed to an independently Section 21 company in 2006. All the personnel have vast experience in skills development and quality training in Agriculture. MASDT is accredited by the AgriSETA as a Service Provider (Accreditation number ACCSET-TSP00008) and is also a Licensee of the Assessment College of South Africa (which is a flagship accredited Service Provider with the EDTP SETA – Accreditation number ETDP9963). The Assessment College as also listed as an SABS ISO 9001:2000 accredited company – certificate number LS2949. MASDT is rated as a Level 1 contributor in the Broad Based BEE status category with a 135% procurement recognition level.

MASDT has been contracted to:

- Provide training in the Introductory Abattoir Hygiene Course
- Provide training of the generic modules and or unit standards

### **11.2 KMK Training Services**

KMK Training Services, a subsidiary of Hlanganani Agri-Business (Pty) Ltd is a dynamic organisation that has been formed by individuals with a collective knowledge of more than 30 years in the fields of Agriculture, Human Resources Development, Training, Marketing and Production Processes with the aim to service the emerging farmer sector.

KMK Training Services has been contracted to:

- Provide training in the Introductory Abattoir Hygiene Course
- Provide training of the generic modules and or unit standards

### **11.3 KZN Tourism Training**

KZN Tourism Training is a company that started training within the tourism industry. However, due to the demand for generic training it has expanded its focus to incorporate generic communication, mathematics and management training. It is actively involved in delivering various SETA's learnerships.

KZN Tourism has been contracted to:

- Provide training in communication and mathematics as part of the learnerships

## 11.4 LTL Products and Consultants

LTL is a company that specialises in the field of quality assurance, inspection and verification within the food industry.

LTL Products and Consultants have been contracted to:

- Provide training in Hygiene Awareness, GMP and HACCP as well as HMS and HACCP
- To implement Food Safety Management System (including pre-assessment, document preparation & review and verification)
- Perform Food Safety Audits (not abattoirs)

## 11.5 ASIKHULUME TRAINING AND DEVELOPMENT

ASIKHULUME Training and Development (Pty) Ltd is a Northern Cape based company that has a passion for skills development through education and training. Their main objective is to contribute towards the objectives of the National Skills Development Strategy (NSDS) through the provision of accredited training.

ASIKHULUME has been contracted to:

- Provide training in communication and mathematics as part of the learnerships

## 12. ABATTOIR SKILLS TRAINING (PTY) LTD

As per legislative requirements any institution conducting learnerships must be registered as a Further Education and Training College (FET College) at the Department of Education. A FET College must be a registered company, therefore the RMAA decided to establish a separate company. The new company will be responsible for all formal training.

The company has been registered as Abattoir Skills Training Pty (Ltd), registration number: 2009/011935/07. All the necessary documents are in place including the appointment of registered auditors, Lloyd Viljoen. The financial year will be 1 January to 31 December.



As a training institution, Abattoir Skills Training (AST) must be accredited at the AgriSETA, Umalusi and DoE. The AgriSETA accreditation has been received while Umalusi and DoE accreditation is pending subject to DoE's final decision.

The Red Meat Abattoir Association is the sole shareholder in Abattoir Skills Training Pty (Ltd). Mr E van Niekerk and Dr GC Neethling are the directors of the company.

## 13. ACCREDITATION

The RMAA is an accredited training provider registered with:

1. AgriSETA as a training provider (ETQA)
2. Department of Education as a Further Education and Training College (provisionally)
3. Umalusi (in the process of registration)



SERA (PTY) LTD  
CERTIFICATE NO: Ref nr: SERA 078 / 08 / 08

VF 007 / 6

## 14. BBEE

The RMAA regularly receives enquiries as to our BBEE status. Although we are exempted and therefore by default a Level 4 contributor, we decided to apply for BBEE registration. The application was based on 4 of the 7 pillars, and has been independently verified by SERA. The RMAA achieved a Level 5 BBEE accreditation with a Procurement Recognition of 80%.

### BEE VERIFICATION CERTIFICATE

in accordance with the Codes of Good Practice issued in terms of section 9(1) of the Broad - Based Black Economic Empowerment Act, 2003 (Act 53 of 2003) on 9 February 2007,  
for

#### Red Meat Abattoir Association

REGISTRATION NUMBER : Association  
VAT REGISTRATION: 4430146300  
PHYSICAL ADDRESS: Building 4, CSIR  
Brummeria  
Pretoria

and has received an overall B-BBEE status level of a

### LEVEL FIVE CONTRIBUTOR

with a B-BBEE Procurement Recognition level of 80%.

SCORECARD: the Qualifying Small Enterprise Scorecard  
DATE OF ISSUE: 17 October 2008

ELEMENT:	SCORE	
EMPLOYMENT EQUITY:	LEVEL Six	(≥ 45% < 55%)
SKILLS DEVELOPMENT:	LEVEL One	(≥ 100%)
PREFERENTIAL PROCUREMENT:	LEVEL Nine	(≥ 0% < 30%)
SOCIO ECONOMIC DEVELOPMENT:	LEVEL One	(≥ 100%)

  
VERIFICATION MANAGER:  
SERA (PTY) LTD

This certificate is valid for a period of 12 months from the date of issue and expires on 16 October 2009.

## 15. SKILLS DEVELOPMENT FACILITATION AND THE WORKPLACE SKILLS PLAN

### 15.1. BACKGROUND

Education and training in South Africa has changed considerably during the last 15 years. During the 1990's SAQA and the NQF was established to implement and manage training within South Africa.

#### National Qualifications Framework (NQF)

The NQF is a set of principles and guidelines which provide structure to the educational system in South Africa. The NQF has 8 bands and each band represents a level of educational competence and achievement.

#### Level 1 General Education and Training

This level includes ABET and basic schooling up to Grade 9 (Standard 7)

#### Level 2 -4 Further Education and Training

This level includes schooling from Grade 10 to Grade 12 (Standard 8 to Matric) and any National Certificates

#### Level 5- 8 Higher Education and Training

This level includes National Certificates, Diplomas, Degrees and Doctorates

The NQF falls under the auspices of the Department of Education and its commitment is to outcomes-based education and training within the education and training environment in South Africa.

Standards and qualifications were developed and registered to ensure that a national standard is maintained. Qualifications were made up by a combination of unit standards that met the criteria of the educational and/or training programme.

Sector Education & Training Authorities (SETAs) and Education & Training Quality Assurers (ETQAs) were established along with the **Skills Development Levy Act** to assist the government in providing

education and training to all South Africans, especially previously disadvantaged individuals. The SDL allows the SETAs to fund various projects by means of among others:

- Learnerships  
A structured learning programme that takes place over a period of time and credits are accumulated to meet the qualification credit requirement.
- Skills Programmes  
Short courses that take place over 1 to 5 days that focus on a specific skill.
- Internships/Apprenticeships/Workplace Experience  
Workplace exposure to gain or improve skills
- Bursaries

## 15.2. SKILLS DEVELOPMENT LEVY

The Skills Development Levies Act, No. 9 of 1999 established a compulsory levy scheme for the purpose of funding education and training as envisaged in the Skills Development Act, No. 97 of 1998.

According to the Act, 1% of the salary and wage amount of a company must be paid to SARS monthly. SARS will pay this amount over to the Department of Labour. 80% of the 1% is paid to the relevant Sector Education and Training Authority (SETA). 50% of this amount can be claimed back in the form of MANDATORY GRANTS if a Skills Development Facilitator (SDF) is appointed. The SDF must annually (before end June) submit a Workplace Skills Plan (WSP) and an Annual Training Report (ATR). Once a company is in this cycle of claiming MANDATORY GRANTS back, the company also gains access to the DISCRETIONARY GRANTS of the SETA. DISCRETIONARY GRANTS takes the form of funding from the relevant for training.

Note that these grants must be seen as supportive to the annual training budget and not as the only training budget.

### Example

Company annual salary and wage amount:	=R3 000 000.00
1%	=R 30 000.00
80% of 1% - paid to SETA	=R 24 000.00
Appoint SDF and submission of WSP & ATR	
Results in 50% MANDATORY GRANT	=R 12 000.00

## 15.3. SKILLS DEVELOPMENT FACILITATOR SERVICES

The Red Meat Abattoir Association has entered into a partnership with Mpumalanga Agri Skills Development and Training (MASDT) to facilitate the SDF function and the WSP & ATR submission for the abattoir industry.

### SDF Duties

- Assist with registration as a levy payer to the relevant SETA
- Register as SDF for the company at the relevant SETA
- Submission of Workplace Skills Plan to relevant SETA – annually before 30 June
- Submission of Annual Training Report to relevant SETA – annually before 30 June
- Liaison between relevant SETA and management of company
- Meeting(s) with management to discuss skills development
- Relay information regarding the payment of levies to management
- Assist with the application of Discretionary Grant to the relevant SETA

## 15.4. 2008/2009 WSP & ATR SUBMISSIONS

During 2009 15 WSPs & ATRs were submitted. All of these clients have successfully been processed with 6 of these employers in the second cycle having received a total of R80 000.00 in MANDATORY GRANTS

A further 5 abattoirs were assisted with the successful transfer of their registration from other SETAs to the AgriSETA.

Discretionary Grants to the amount of R300 000.00 was secured for 3 of the abattoirs due to the performance of the SDF function.

## 15.5 SKILLS TRANSFER SUMMARY

### Technology transfer

Technology transfer is the process of sharing of skills, knowledge, technologies, and methods to ensure that scientific and technological developments are accessible to abattoirs that can then exploit the technology to improve their products and processes. The acquisition of new technology can give an abattoir a competitive advantage. The RMAA has in the past year extensively promoted 'Technology and knowledge transfer' to abattoirs, including rural abattoirs by organizing, and distributing the knowledge and making it available for all abattoirs. Below is a brief summary of some of the aspects addressed during the past year:

#### Livestock handling

- Transport and offloading  
The LWCC guide provides guidelines to the humane handling of animals at abattoirs
- Lairaging  
Guidelines with regard to the design of lairages and raceways to improve animal handling is available as part of Dr Temple Grandin visit to South Africa.



#### Slaughter and dressing

- Stunning  
Pneumatic stunning was introduced as an alternative to captive bolt stunning with lower maintenance costs and bypassing the need for cartridges. Captive bolts pistols are tested to confirm effective operation.
- Exanguination  
Sticking was introduced to supplement the severing of the carotid arteries by severing the main arteries from the heart. This enhances bleed out times
- Electrical stimulation  
The correct application of electric stimulation equipment to enhance meat tenderness is implemented at abattoirs.
- Weasand rodding  
The use of clips as an alternative to traditional Weasand rodding with rubber bands is promoted in abattoirs.
- Slaughter techniques  
Spear cuts and other slaughtering techniques are implemented at abattoirs to lower the risk of carcass contamination and improve the quality of carcasses and hides



#### Food safety management systems

- HAS  
The establishment of the NARS (National abattoir rating scheme) and the development of an audit document.
- Inspection techniques
- Hygiene management systems  
A documented system was developed to assist abattoirs with the implementation of the HMS as required in terms of the Meat safety act (Act 40 of 2000)
- Audit systems  
An audit course was developed to facilitate the application of national standards



#### Waste management

- Handling disposal and treatment  
Investigation of non-incineration alternatives as a solution to waste management at abattoirs. During the 2009 conference abattoir owners visited one of the composting sites in the Wellington area to gain knowledge on this method.

Please refer to the RMAA website for detailed information on the current technology and knowledge transfer.

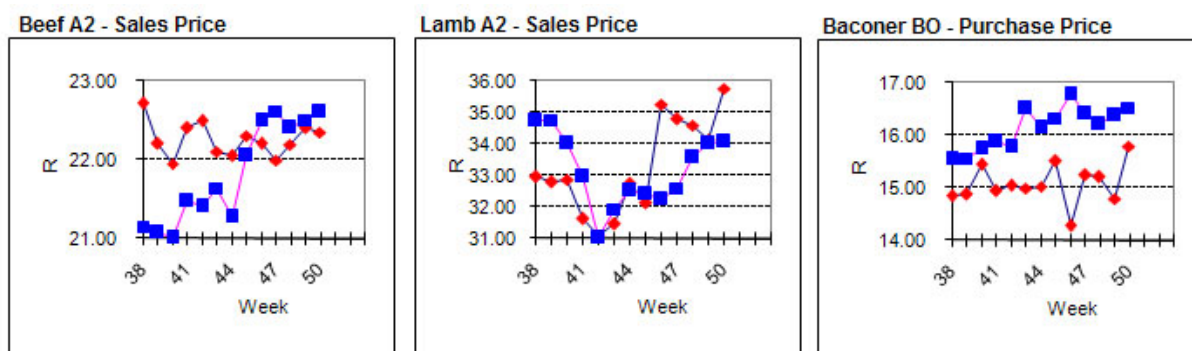
## 16. STATISTICS

### 16.2 Price and health information system

The Red Meat Abattoir Association (RMAA) was founded in February 1991 as an independent membership-based organization. Prior to the 1994 deregulation process, the abattoir industry comprised mainly of larger high throughput abattoirs. The deregulation process accomplished an increase in the number of abattoirs to over 500. These events led to the need for current up to date price information. The RMAA therefore initiated the price information system with a database of historical and current price information.

The RMAA strives to create and maintain an information system containing relevant and historical data essential for planning and development purposes. The primary objective is to timeously release accurate and valid information to the benefit of the South African abattoirs industry.

#### 16.1 Price information from the RMAA Price Information System for Jan – Dec 2009



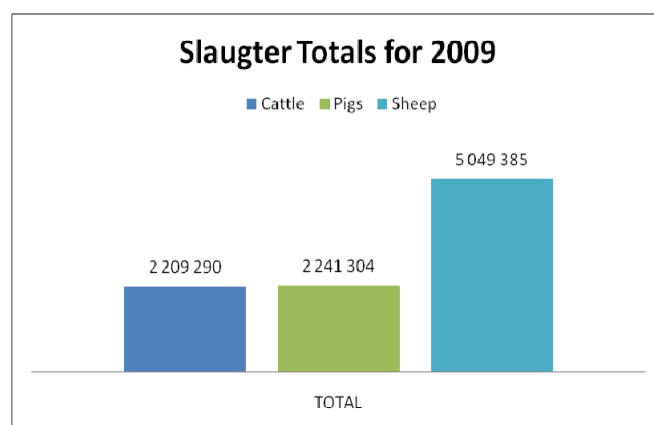
### 16.3 Abattoir statistics

Province		Abattoirs	2006	2007	2008	2009
1	Eastern Cape	77	20	22	20	27
2	Free State	82	22	22	22	22
3	Gauteng	39	20	19	20	17
4	KwaZulu Natal	49	21	20	21	25
5	Limpopo	28	10	10	10	10
6	Mpumalanga	41	20	18	20	21
7	North West	29	10	10	10	10
8	Northern Cape	62	18	18	18	25
9	Western Cape	64	24	23	25	28
	<b>National Total</b>	<b>471</b>	<b>169</b>	<b>162</b>	<b>166</b>	<b>185</b>

## 16.4 Slaughter totals from the RMLA for 2009 ([www.levyadmin.co.za](http://www.levyadmin.co.za))

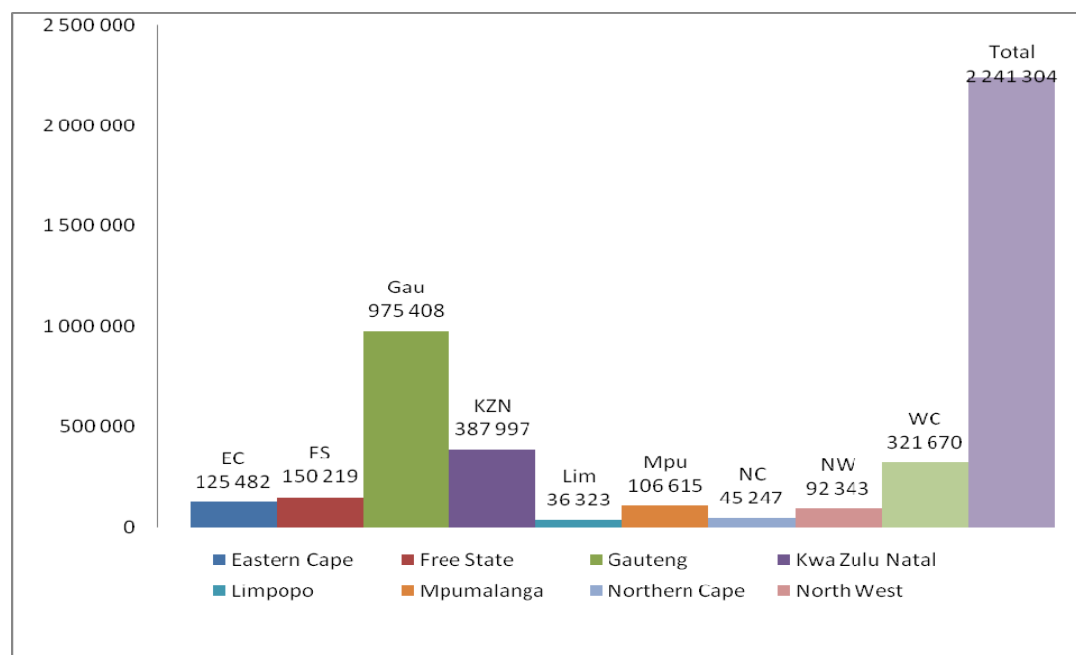
### 16.4.1 Cattle, Pig and Sheep slaughtered totals for 2009

Slaughter Totals for 2009			
Month	Cattle	Pigs	Sheep
Jan-09	201 387	186 366	398 666
Feb-09	147 354	172 122	337 886
Mar-09	177 402	167 648	369 765
Apr-09	157 808	206 290	384 917
May-09	187 975	176 079	419 881
Jun-09	158 934	185 724	314 881
Jul-09	220 452	203 724	482 377
Aug-09	167 379	180 371	333 193
Sep-09	182 939	191 600	455 210
Oct-09	187 301	183 578	477 970
Nov-09	203 257	184 498	473 250
Dec-09	217 102	203 304	601 389
<b>Total</b>	<b>2 209 290</b>	<b>2 241 304</b>	<b>5 049 385</b>



### 16.4.2 Pig slaughtered totals per province 2009

Total Pigs Slaughtered: Jan '09 - Dec '09 = 2,241,304

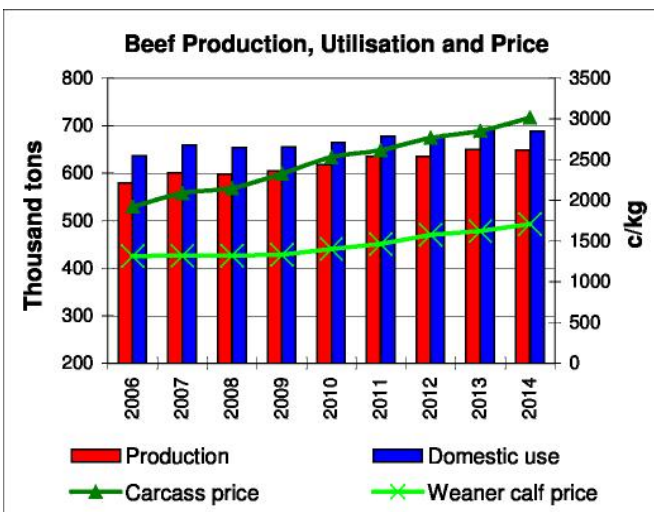


## 16.4 South African Meat Production

Source: BFAP Baseline June 2009

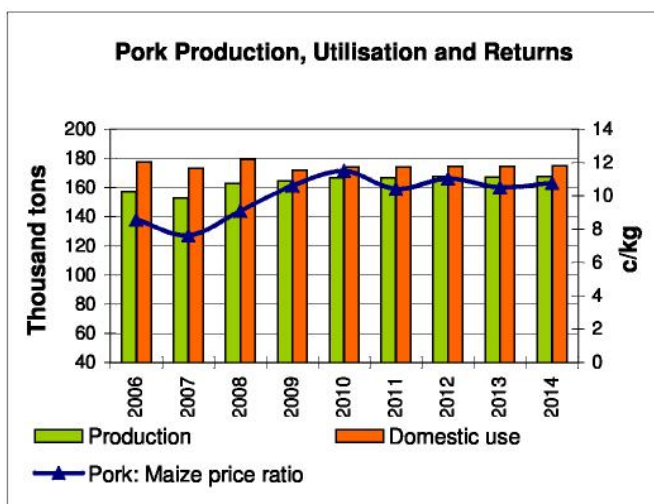
### Beef

Beef production remained fairly constant over the period 2008-2009 on the back of high feed costs. Lower feed prices in 2009 and 2010 will boost production from 2010 onwards. The expected softening of beef demand due to the economic downturn has not materialized. However, the restaurant and take-away industries have been negatively affected by the tendency of consumers to buy fresh meat for home entertainment. As the economy recovers and interest rates decline, beef consumption is projected to grow at a moderate rate due to projected growth in personal disposable income of the South African population. Prices will consolidate on the early gains in 2009 and are projected to increase from 2010 onwards. The gap between beef and calf prices is expected to widen.



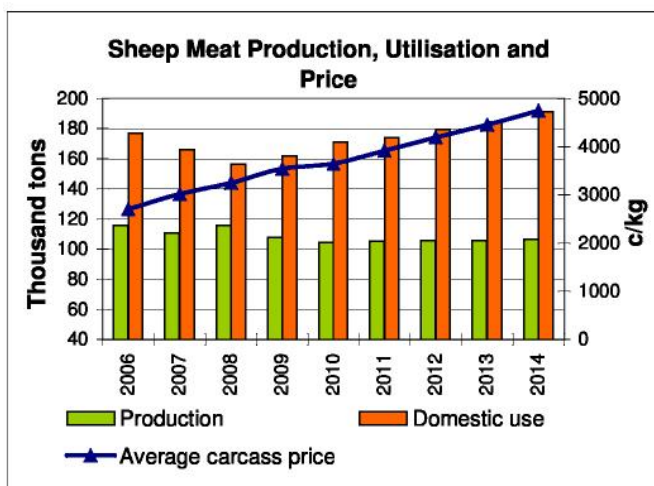
### Pork

Pork production is projected to increase over the next two years on the back of a more favourable pork-maize price ratio. This ratio will deteriorate again in 2011 as the increase in maize prices outpaces the increase in pork prices. The price ratio will reach its next peak in 2014. After a marginal decrease in 2009, consumption is projected to remain relatively constant over the baseline.



### Lamb

Available statistics suggest that sheep meat consumption has decreased over the past three years. This trend could be motivated by the relative high prices compared to beef and chicken as well as the impact of the economic crisis. However, under the assumption of a general recovery of economic growth and higher beef and chicken prices, the domestic consumption of sheep meat is projected to increase at an increasing rate beyond 2010. Prices are supported by the increasing trend in world prices and a gradual depreciation in the exchange rate. Commercial production of sheep meat is expected to remain constant over the baseline.



# Red Meat

**NOTE:** Historic statistics for the red meat industry are in the process of being reviewed and adjusted in consultation with the industry and government. For example, livestock numbers do not correspond to the calf and lamb crop as well as slaughtering numbers. Further adjustments can be expected as industry statistics are improved and consolidated.

	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Beef</b>				<b>thousand tons</b>					
Production	579.7	601.7	597.8	<b>604.5</b>	618.4	635.3	636.0	650.5	649.0
Domestic use	636.3	658.9	654.1	<b>655.7</b>	664.9	677.4	677.6	689.9	689.0
Imports	66.6	66.2	59.9	<b>55.2</b>	52.6	48.6	48.1	46.1	46.6
Exports	10.0	9.0	3.6	<b>3.9</b>	6.1	6.4	6.5	6.6	6.6
				<b>c/kg</b>					
Average carcass price	1,923	2,090	2,150	<b>2,329</b>	2,531	2,617	2,766	2,854	3,016
Weaner calf avg price (auction)	1,319	1,320	1,321	<b>1,333</b>	1,402	1,463	1,579	1,626	1,710
				<b>ratio</b>					
Beef-maize price ratio	13.6	11.3	12.2	<b>15.2</b>	16.6	14.8	15.5	14.6	14.8
Weaner calf-maize price ratio	9.3	7.1	7.5	<b>8.7</b>	9.2	8.2	8.8	8.3	8.4
<b>Pork</b>				<b>thousand tons</b>					
Production	157.2	152.8	162.8	<b>164.7</b>	166.8	166.9	167.5	167.1	167.4
Domestic use	177.8	173.3	179.2	<b>172.1</b>	174.2	174.0	174.6	174.5	175.2
Imports	20.5	23.2	18.9	<b>11.3</b>	11.2	11.0	11.0	11.2	11.5
Exports	0.0	2.7	2.6	<b>3.8</b>	3.8	3.9	3.9	3.8	3.7
				<b>c/kg</b>					
Average carcass price	1,214	1,415	1,605	<b>1,626</b>	1,751	1,849	1,972	2,054	2,200
				<b>ratio</b>					
Pork-maize price ratio	8.6	7.6	9.1	10.6	11.5	10.4	11.0	10.5	10.8
<b>Sheep meat (commercial market only)</b>				<b>thousand tons</b>					
Production	115.8	110.6	116.0	<b>108.0</b>	104.6	105.1	105.8	105.7	106.7
Domestic use	177.0	166.0	156.4	<b>161.9</b>	171.2	174.0	179.6	184.6	191.2
Net Imports	54.8	52.0	37.2	<b>53.9</b>	66.6	68.9	73.8	78.9	84.6
				<b>c/kg</b>					
Average carcass price	2,709	3,020	3,250	<b>3,547</b>	3,650	3,922	4,192	4,456	4,754

## 17. COMMUNICATION

The RMAA provides information to the industry by way of a bi-monthly newsletter to all abattoirs, associated members and to the industry countrywide. These would cover topics related to the abattoirs and associated industries. Our website also provide the following industry news and downloads:

- Newsletters and press releases relating to the abattoir industry
- Services and background information to the RMAA
- Training and training dates
- Health system
- Red Meat Regulations and Act
- Qualifications and learnerships
- Congress and meetings
- Abattoir products and exposure of all associated members
- Membership information, application forms and price list

## 18. CONFERENCE AND CONGRESS

The RMAA conference and congress took place from 6 - 8 May 2009 at the Protea Techno Park Hotel, Stellenbosch

### The following topics were addressed at the conference:

- Opening speaker: Dr Tertius Bergh, Department of Agriculture
- Risk evaluation criteria and verification for HMS/HACCP at abattoirs
- Determination of CCP's: Reshmee Ramphal, Just Lamb
- Emerging Pathogens in the Meat Industry: Thea Laufs, LTL Consultants
- Development of a practical microbiological program to manage abattoir hygiene: Peet Grobler, JohnsonDiversey
- A Pragmatic and sustainable approach to energy efficiency: Frikkie Malan, Energy Cybernetics (Pty) Ltd
- The UK FSA programme to adopt a more risk and evidence-based approach to the regulation of meat hygiene, meat inspection activities and enforcement. Javier Domingues Orive, Food Standards Agency, UK
- International beef and mutton production and consumer trends – specific reference to meat and animal trade in SADC: Dr Andre Jooste, NAMC
- "Tomorrow is another Ball Game": Dr Piet Muller
- Tailoring and optimising electrical stunning, stimulation and chilling of carcass to comply to market requirements. Dr Nicola Simmons, Carne Technology, Nieu Zealand
- Case Study: Benefication of abattoir by-products: Dr Richard Daneel and Johannita van Rooyen, Enviroserv

### CONGRESS : 8 MAY 2009

Following is a short summary of matters arising from the previous congress:

#### 1. Halaal slaughter at abattoirs

Following Mr Loudien Salie's request for training of Halaal slaughterers, he was requested by the Board to have the different requirements set by the various Halaal authorities standardized for consideration by the Board. Mr Salie also undertook to assist with the training of Halaal slaughterers throughout the country and he can be contacted at the following number: 0843116363

#### 2. Independent meat inspection services:

Dr Bergh of the Department of Agriculture gave comprehensive information on the progress of the different workgroups and he confirmed that the end results are more or less the same as those concluded by the Food Standards Agency of the UK i.e. the appointment of an agency to be partly subsidized by the government. The final decision by the National Department, after deliberations with the provincial departments is expected during the forthcoming 2 – 3 months.

#### 3. Traceability system for the use of ruminant blood products

Due to the absence of BSE in SA and following discussions with the Department, it is expected that the ban on the use of blood meal in animal feed will soon be reconsidered.

#### 4. Electrical supply to abattoirs:

During negotiations with Eskom it became evident that abattoirs should deliver proof of energy saving practices in order to prevent penalizing tariffs. The application of chemical sterilization as well as the re-design of water vessels in order to use less water, will also be investigated.



**The following Exhibitors were presented at the 2008 RMAA congress:**

We also wish to thank those well known and established companies who again took the trouble to exhibit their products i.e.

JARVIS, AGRISETA, DIVAC, IMQAS, SWIFT, LTL CONSULTANTS, PESCATTECH, THOR MAQUINAS

**Our Sponsors 2009:**



## **19. PERSONNEL**

### **19.1 Personnel**

#### **Board**

Chairman: Mr Gerrie Oberholzer  
Vice Chairman: Ms Estelle van Reenen

#### **Provincial**

Gauteng: Mr Gus Farquharson  
Free State: Ms Estelle van Reenen  
Mpumalanga: Mr Daan van der Wath  
Limpopo: Mr Pieter le Roux  
North West: Mr Ernest van Niekerk  
Kwazulu-Natal: Mr Ray Sidey  
Western Cape: Mr Loudien Salie  
Northern Cape: Mr Johan van der Merwe  
Eastern Cape: Mr Gary Moorcroft  
Cooped member: Prof C M Veary

#### **Sekundi**

Gauteng: Mr Robbie Hamilton  
Free State: Mr Dave Muller  
Mpumalanga: -  
Limpopo: Mr Callie Calitz  
North West: Mr P Rossouw  
Kwazulu-Natal: Mr Aziz Khan  
Western Cape: Mr Hennie de Bod  
Northern Cape: Mr Albie v d Heever  
Eastern Cape: Mr Glen Page

#### **Management**

General Manager: Dr Gerhard Neethling

#### **Training Department**

Training Manager: Neels Nell

Training Officials: Mariana du Toit  
Monty Mmurwa  
Jacques van Greunen  
Sibonelo Zondi

Training Administrator: Theresa Diogo  
Training Admin Clerk: Clara Mmakola

Slaughter instructors: Chris Stegling  
Chester Nkoane  
Karel Stegling

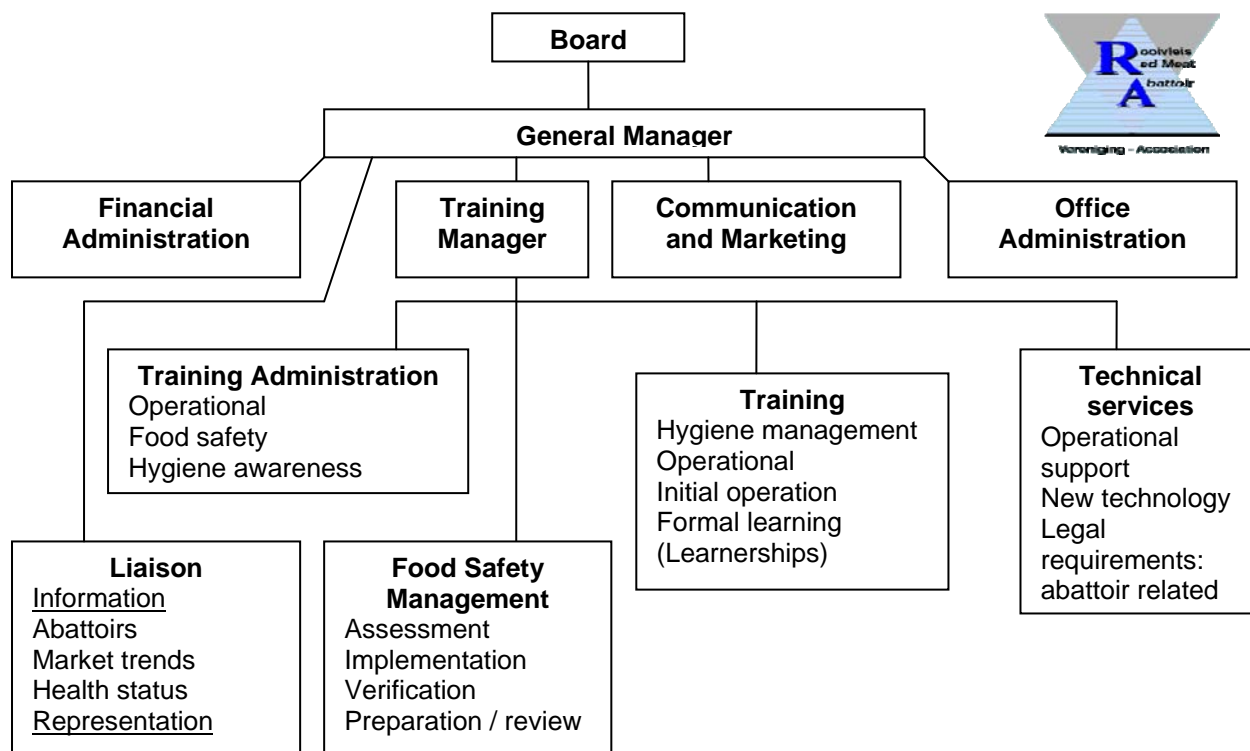
#### **Office Administration**

Office Administrator: Ms Luna Lamprecht  
Marketing & Comms: Mr Christo Heuer

Financial Administration: Ms Suzette Grobler  
Ms Elize Webb

## 19.2 Organisational flow diagram

### Structure and Functions of the RMAA



## 19.3 Contact Details

Red Meat Abattoir Association

Phone:(012) 349 1237/8/9

Fax:(012) 349 1240

E mail:[training@rmaa.co.za](mailto:training@rmaa.co.za) or [info@rmaa.co.za](mailto:info@rmaa.co.za)

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

Postal Address:P. O. Box 35889

Menlo Park

0102

Physical address:Building no. 4,

CSIR

Meiring Naudé Road

Brummeria, Pretoria

0184

## 20. ASSOCIATED MEMBERS

Associated members provide products and services which benefit the abattoir industry. A summary of our associated members is available on the web site. Please support them.

### **3M South Africa (Pty) Ltd**

#### **African Hide Trading Corporation**

Springbok Trading (Pty) Ltd and African Hide Trading have combined together to form a dynamic and well recognised company as a major buyer of all cow hides, sheep skins, game skins, wool and horns.

#### **Advanced Industrial Technology**

With over 20 years experience in steam reticulation installation, repair and service, Ai-Tec has gained a reputation as a forward thinking and innovative supplier of heat exchange technologies. Over the years, we have diversified our offering to include a wide range of industrial products and services.

#### **Divac**

DIVAC are abattoir plant and food processing engineers, with experience in processing plant design and construction according to SA, EU and USDA Export standards. They design, develop and supply specialised equipment, plan and design by-product, chilling and freezing facilities and handle projects of ostrich, red meat, venison, fish, de-boning etc.

#### **GMPBasic™**

Through the GMPBasic patented livestock Identification, traceability and management software animal data can be placed on the central animal health database. This state of the art technology the management of livestock, Good Management Protocols are made easy, their treatment, vaccination record and weight from birth, through to abattoir processing can be recorded and forwarded to their next location. The ideal audit trail to traceability.

#### **Jarvis Products Corporation RSA (Pty) Ltd**

Jarvis products have been known to the abattoir industry for more than 15 years for quality equipment. Jarvis provides a complete range of equipment required for the beef, sheep, pig, poultry and ostrich industry.

#### **JohnsonDiversey**

JohnsonDiversey is a world leader in providing hygiene solutions customized to suit your needs. At JohnsonDiversey we believe in the importance of establishing and maintaining strong relationships with our customers.

#### **Kemklean**

Kemklean supplies hygiene systems primarily to the Food, Health, Mining, Hospitality and Catering Industries. These systems include products, equipment, in-field technical support and training. Kemklean provide a total service of needs analysis, product formulation and testing, staff training and technical support that adds up to an efficient and cost effective hygiene system that works for you.

#### **Partner For Hygiene and Technology**

PHT your partner for hygiene and technology.

PHT is the leading outfitter of food companies in the areas of personnel and food production hygiene. Aside from the state of the art proprietary production facility, PHT also maintains long-standing partnerships with very proficient and innovative suppliers.

#### **Sasco Africa T/A Sa Scale Co**

The Sasco Africa weighing range is the most comprehensive in Africa. The range includes both general weighing equipment and advanced weighing systems for specific industrial and commercial sectors.

#### **Van Vliet De Wet & Partners**

Van Vliet de Wet & Partners are consulting engineers who have for more than 35 years been involved in the planning, design and construction of plant and equipment for abattoirs, deboning facilities and the meat industry in general both locally and internationally.

Visit our website at <http://www.rvav.co.za/abattoirproducts.htm> for more information regarding our members.

## 21. 2009 DIARY

The RMAA 2009 Pocket diaries and calendars were once again sponsored by Jarvis.

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