

SKILLS PROGRAMME DOCUMENT



Skills Programme Title		Abattoir Process Worker			
NQF Level	1	Credits	56	Duration in days	70 days
Skills Programme ID		SP-220326			
Skills Programme Status	APPROVED			Start Date	End Date
				11/03/2022	11/03/2027
Last date for enrolment	11/03/2028	Last date for achievement	11/03/2031		

SKILLS PROGRAMME DETAILS

1.	Title	Abattoir Process Worker
2.	Sub Title	Abattoir Process Worker
3.	NQF Level	NQF Level 1
4.	Duration	70 days
5.	Credits	56
6.	Quality Assuring Body	Quality Council for Trades and Occupations (QCTO)
7.	Skills Programme Rationale	<p>Globally, national and international standards and meat quality and safety requirements specified in good manufacturing processes (GMP), etc. are becoming more stringent and are having a significant impact on the processes and procedures in red meat abattoirs and on the way workers and technical staff conduct their day-to-day activities. The red meat industry thus requires well-trained staff to ensure compliance with these standards and to ensure the safety of the consumer, thereby contributing to the sustainability of the abattoir. Trained abattoir workers also need to be trained in the humane antemortem treatment of animals in the abattoir and in compliance with standards for animal welfare which is a national and international requirement.</p> <p>There are no other similar Skills Programmes approved by the QCTO.</p> <p>The skills programme Abattoir Process Worker provides learners with the opportunity to obtain competence in abattoir processes and practices, such as handling of slaughtered animals antemortem, and handling of offal and effluent.</p> <p>The skills programme focuses on the skills, knowledge, values and attitude required to comply with national and international meat safety standards, as well as laying the foundation to progress further in the industry. The intention is to develop the potential of learners, in order for them to grow, develop and become more competent workers. This skills programme will add value to the individuals, their workplace and the economy as a whole. Opportunities for employment exist in High Throughput Abattoirs, Low Throughput Abattoirs as well as small Abattoirs in the more rural areas.</p> <p>This skills programme is aimed at people who are working in the red meat industry or who would like to start a career in the industry. It is aimed at formalising the skills required in the red meat industry to facilitate career-pathing and to provide access to new entrants. The skills programme provides learners with access to advanced learning in specialised areas within the red meat industry. It also provides learners with the necessary background knowledge and skills to be portable within other meat/food-related industries.</p> <p>The skills programme will address one of the key priorities of the Government, namely the reduction of unemployment and under-employment, as it will assist in creating job opportunities.</p>

		<p>There is no professional registration, membership or licensing required.</p> <p>The typical occupation for competent learners to operate in: Abattoir Processing</p>	
8.	Related registered qualification/s	SAQA ID: 48660; National Certificate: Abattoir Slaughtering Processes, NQF Level 2, 126 Credits	
9.	Purpose	<p>The purpose of this skills programme is to prepare a learner to function as an Abattoir Process Worker.</p> <p>An Abattoir Process Worker handles livestock and processes slaughtered products in abattoirs in compliance with meat safety regulations, health, safety and environment standards and client specifications.</p> <p>List of tasks that the learner will be able to know, do and understand after achievement of the Skills Programme:</p> <ul style="list-style-type: none"> • Demonstrate an understanding of and apply basic principles, processes, and operations within the abattoir industry in compliance with meat safety regulations and hygiene, health, safety and environment requirements • Prepare and handle animals, carcasses and other meat products pre- and post-slaughter in compliance with animal welfare requirements and meat safety standards and regulations 	
10.	Content	<p><u>Knowledge component</u></p> <ul style="list-style-type: none"> • 900099-001-00-KM-01, The Abattoir Industry and Health, Safety and Environment, NQF Level 1, Credits 1 • 900099-001-00-KM-02, Cleaning and Sanitising a Meat Processing System, NQF Level 1, Credits 3 • 900099-001-00-KM-03, Ante-Mortem Handling of Animals, NQF Level 1, Credits 3 • 900099-001-00-KM-04, Preparing Animals for Slaughter, NQF Level 1, Credits 3 • 900099-001-00-KM-05, Abnormalities in Slaughtered Stock, NQF Level 1, Credits 1 • 900099-001-00-KM-06, Handling of Hides / Skins, NQF Level 1, Credits 1 • 900099-001-00-KM-07, Age Determination, NQF Level 2, Credits 3 	<p><u>Application component</u></p> <ul style="list-style-type: none"> • 900099-001-00-PM-01, Conduct Continuous Cleaning and Sanitising of the Abattoir, NQF Level 1, Credits 5 • 900099-001-00-PM-02, Perform Pre- and Post-slaughter Processes in an Abattoir Taking Animal Welfare into Account, NQF Level 1, Credits 20

		<ul style="list-style-type: none"> • 900099-001-00-KM-08, Handling Red and Rough Offal, NQF Level 1, Credits 3 • 900099-001-00-KM-09, Processing Red and Rough Offal, NQF Level 1, Credits 3 • 900099-001-00-KM-10, Handling of Condemned Material, NQF Level 1, Credits 2 • 900099-001-00-KM-11, Chilling and Dispatching of Carcasses, NQF Level 1, Credits 1 • 900099-001-00-KM-12, Handling of Effluent, NQF Level 1, Credits 1 • 900099-001-00-KM-13, Overview of Slaughtering Practices, NQF Level 1, Credits 1 • 900099-001-00-KM-14, Personal Development and Workplace Skills, NQF Level 1, Credits 5 <p>Total credits: 31</p>	Total credits: 25
11.	Minimum entry requirements	AET 3	
12.	Exit Level Outcomes (ELO) and Associated Assessment Criteria (AAC)	<p>Exit Level Outcome (ELO) 1</p> <p>Show an understanding of the basic principles, processes, and operations within the abattoir industry</p> <p>Associated Assessment Criteria (AACs)</p> <ul style="list-style-type: none"> • Principles of safety requirements and hygiene factors are explained • Basic principles of work ethics are recalled and described • Reasons and consequences of not adhering to business principles, processes and operations are identified and explained • A food processing system and an abattoir facility are cleaned and sanitized using standard operating procedures and in compliance with regulatory requirements <p>Exit Level Outcome (ELO) 2</p> <p>Prepare and handle animals and or carcasses pre- and post-slaughter</p> <p>Associated Assessment Criteria (AACs)</p>	

		<ul style="list-style-type: none"> • Animal welfare principles and procedures are explained • Reasons for handling animals/carcasses according to requirements are identified and explained • Reasons and consequences for not adhering to legal and procedural requirements are explained • Pre- and post-slaughter handling processes of animals/carcasses are applied in compliance with Meat Safety Act, hygiene protocols and legislative requirements <p>Exit Level Outcome (ELO) 3</p> <p>Handle and process offal</p> <p>Associated Assessment Criteria (AACs)</p> <ul style="list-style-type: none"> • Hygienic procedures are adhered to and applied according to instructions • Procedures for handling equipment correctly and according to safety requirements are explained and applied • Reasons and consequences of not adhering to legal and procedural requirements for handling offal are identified and explained • Red and rough offal processes are applied in compliance with Meat Safety Act, hygiene protocols and legislative requirements <p>Exit Level Outcome (ELO) 4</p> <p>Apply proper handling and disposal techniques of condemned material</p> <p>Associated Assessment Criteria (AACs)</p> <ul style="list-style-type: none"> • Procedures for handling condemned material correctly and according to health and safety requirements are explained and applied • Reasons and consequences of not adhering to procedural requirements for correct handling of condemned material are identified and explained • Condemned material is handled and disposed of in compliance with Meat Safety Act, hygiene protocols and legislative requirements <p>Exit Level Outcome (ELO) 5</p> <p>Execute hides and skins handling processes ensuring quality is maintained throughout the process</p> <p>Associated Assessment Criteria (AACs)</p> <ul style="list-style-type: none"> • Procedures for handling hides and skins correctly and according to work site procedures, safety regulations and statutory requirements are explained and implemented
--	--	--

		<ul style="list-style-type: none"> • Machinery and equipment for handling hides and skins are operated according to manufacturer's specifications • Reasons and consequences of not operating machinery according to manufacturer's specifications are identified and explained
13.	Continuous Assessment & Final Supervised Assessment (FISA)	<p>Continuous Assessment</p> <p>The SDP must ensure that all learners are enrolled with the QCTO at the start of training (within 5 days) in the format required by the QCTO.</p> <p>Continuous assessments are set by the SDP in accordance with the outcomes provided.</p> <p>This may consist of a variety of methods, e.g. practical or written assessments, assignments, projects, demonstrations, presentations or any other form of assessment to assist the learner in the learning process.</p> <p>During training, it is mandatory for formal summative assessments to take place at the end of each module/topic. These results must be formally recorded, and be available for monitoring and/or evaluation by the QCTO.</p> <p>Final Integrated Supervised Assessment (FISA)</p> <p>All learners gain entrance to the Final Integrated Supervised Assessment by successfully completing all formal summative assessments conducted by the SDP.</p> <p>Format of FISA: A final written assessment integrating the relevant Exit Level outcomes.</p> <p>All FISAs must be supervised, and virtual FISAs must be recorded throughout the assessment.</p> <p>All Exit Level Outcomes must be covered in the FISA. In the FISA, the learner must demonstrate applied knowledge and skills to prove that the competencies of the Skills Programme have been achieved.</p> <p>The FISA may not contain any assessments used in the "Continuous Assessment" process (thus no re-assessment).</p> <p>Special considerations should be made for candidates with special learning needs.</p> <p>Standards for Final Integrated Supervised Assessment (FISA):</p> <p>The learner should be provided with a brief/job card/task to demonstrate what the learner should show, know or produce in a product, relevant to the Exit Level Outcomes and the purpose of the Skills Programme. This is the section where the learner must show applied competency (what the learner must be able to do, and to what expected standard).</p> <p>The FISA INSTRUMENT (Written case study, scenario or brief/task [similar to a job card]) must be developed and moderated by the SDP and conducted in a supervised environment. It is assessed by means of a RUBRIC developed by the SDP for this purpose:</p>

		<p>The candidate must demonstrate an understanding of the handling of livestock and processing of slaughtered animals in an abattoir in compliance with health and safety standards, regulations and client specifications.</p> <p>Candidates must be provided with a scenario or case study relating to the application of occupational health and safety standards, regulatory requirements and client specifications with questions which includes multiple choice, true/false statements, matching columns, missing words or phrases, diagrams, pictograms, etc. and constructed response and an appropriate answer sheet. Questions must relate to the:</p> <ul style="list-style-type: none"> • Application of hygiene, sanitization, ethics, process application in terms of food safety and quality and consequences of deviations. • Preparation and handling of animals and or carcasses applying pre- and post-slaughter processes in accordance with animal welfare requirements. • Handling and processing of offal according to safety requirements, legal and procedural requirements and Meat Safety Act, hygiene protocols and legislative requirements. • Proper handling and disposal techniques of condemned material according to health and safety requirements and Meat Safety Act, hygiene protocols and legislative requirements. • Adhering to yield and quality specifications and the consequences of deviations. • Application of handling of hides or skins according to quality requirements and ergonomic principles. <p>The maximum time for the above assessment is 90 minutes. The pass mark for the above assessment is 70%.</p> <p>A computer-based assessment may be administered so that the above evidence can be created using document processing applications such as Word, excel, etc.</p> <p>Learners who complete this skills programme will accumulate credits towards the relevant full or part qualification. The Credit Accumulation and Transfer (CAT) Policy may apply to these learners.</p> <p>Submission of final results</p> <p>Final results must be submitted to the QCTO in the required format, within 21 days of the date of the FISA, together with the following:</p> <ul style="list-style-type: none"> • Completed QA Verification Report on the FISA (QCTO template: relevant sections). • A copy of the final Assessment Instrument used, as well as the marking guideline/rubric.
14.	Recognition of Prior Learning (RPL)	<ul style="list-style-type: none"> • Learners will gain access to the skills programme through RPL for access as provided for in the QCTO RPL Policy. RPL for access is conducted by accredited education institution, skills

		<p>development provider or workplace accredited to offer that specific skills programme.</p> <ul style="list-style-type: none"> • Learners who have acquired competencies in skills programme will be credited for such topics through RPL. • RPL for access to the Final Supervised Assessment: Accredited providers and approved workplaces must apply the internal assessment criteria specified in the skills programme document to establish and confirm prior learning and achievement of required competencies for the skills programme.
15.	Work Opportunities/further learning	This qualification is the first stepping stone in a learning and career path for the abattoir industry. Learners can progress to become red meat slaughterers or de-boners.
16.	Skills Development Provider Accreditation Requirements	<p><i>Physical Requirements:</i></p> <ul style="list-style-type: none"> • Lesson Plans • Learning Material <p><i>Human Resource Requirements:</i></p> <ul style="list-style-type: none"> • Qualifications of lecturer/facilitator: NQF 3 qualified • Experience of lecturer: 3 years operational experience in an abattoir • Lecturer/learner ratio: 1 lecturer to 20 learners <p><i>Legal Requirements:</i></p> <ul style="list-style-type: none"> • OHS Act
