



National Training Conference 2015

25-26 March 2015

Supply Chain Training

A Team Approach-

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Supply Chain Training.....

- ❑ The opportunities and problems contained with-in the AACo project
- ❑ Scoping the training program
- ❑ A team/partnership approach.
- ❑ Added value for the client?



The task in front of us



Planning *prior to the laying of concrete.*

The foundation for the program was laid before the foundation for the Abattoir



Unique needs of the AACo project



- Abattoir built where “people” said it shouldn’t be built.
- No existing meat processing culture.





Remoteness and Culture_(lack of) ; *a liability or an opportunity*

■ What were the required skills

- ❑ Human resources.
- ❑ Mentoring.
- ❑ Livestock handling,
- ❑ Market requirements.
- ❑ Meat processing



Working with the supply chain

- AACo/NABL
- Training NT
- PITAC
- ILC
- Corrective Services



Who is the AACo?



“Over 7 million hectares in Queensland and Northern Territory.

Herd of approximately 670k cattle”



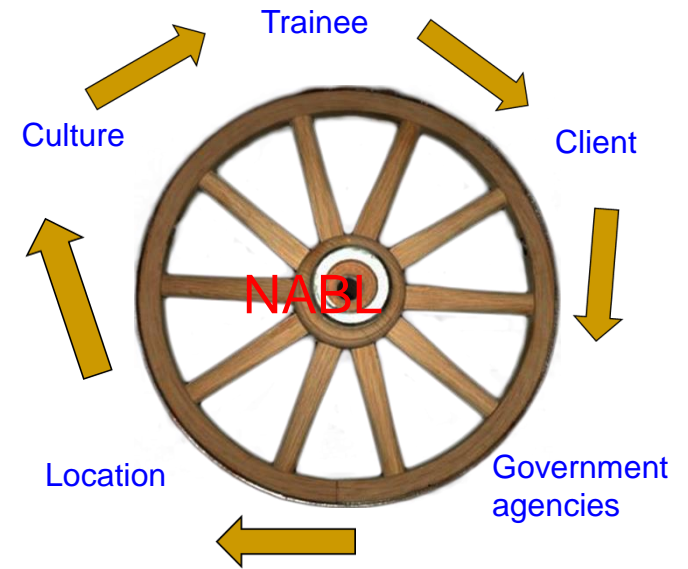
AACo, 'From the paddock to the plate'



Animal Welfare “*The interface*”



0800
LIVINGSTONE
BEEF
NORTHERN AUSTRALIAN BEEF LTD



Training Northern Territory- Department of Business



- “Came to the site
- *Came to the office*
- *Discussed options*
- *Attended meetings with various stakeholders.*



- Fund the Core group prior to the commencement of production.



- Unit clusters that helped address mentors.



ILC



- Bulimba, QLD
- Cardabia, WA
- Gunbalanya Station, NT
- Gunbalanya Meats, NT
- Warrigundu & Strangways, NT
- Roebuck Plains Station, WA1
- Roebuck Export Depot, WA
- Banana Aggregation Properties (Mindanao, Somerset, Tiamby), QLD
- Crocodile and Welcome Stations, QLD
- Merepah Station, QLD
- Mimosa Station, QLD
- Myroodah Luluigui Station, WA
- Murrayfield Station, TAS
- Banka Banka West, NT



Correctional Services



Pre employment

*Offered
“potential for
work” to eligible
inmates*



Setting the Scene putting the AACo brand on it

changing culture

“Geese are fascinating creatures and for many reasons, our (NABL) culture is represented by the seven geese flying in a V-formation.”



“Once you’ve established a good team; stay together and work together”.



How we initially scoped the needs of the training program

Code	Group 1	Group 2	Staff - July - Dec 2014	mentored & Rat	Staff - Jan - Dec 2014	Staff - Jan - Dec 2015
MTMCOR201A	18	15	84	G1 18	75	150
MTMCOR202A	18	15	84	G1 18	75	150
MTMCOR203B	18	15	84	G1 18	75	150
MTMCOR204A	18	15	84	G1 18	75	150
MTMCOR205A	18	15	84	G1 18	75	150
MTMCOR206A	18	15	84	G1 18	75	150
MTMPSR203A	18	15	84	G1 18	75	150
MTMP2074C	18	15	84	G1 18	75	150
MTMP2002C	1	2	3	G1 E13	2	5
MTMP2004B	1	2	3	G1E14	2	5
MTMP2005B	2	3	3	2	2	5
MTMP2006B			3	FSOQ	2	5
MTMP2007B	2	2	3	2	2	5
ACHLSK205A	4	1	3	4	2	5
MTMP2009B		1	3	2	2	5
MTMP2011C		1	3	2	2	5



Schedule taken to taken to Departmental officers for round table discussion/s.

[illegible]

FSOQ manning. *“Bring the appropriate skills to bear at the most opportune time”*

		3-Aug	10-Aug	31-Aug	7-Sep	14-Sep	21-Sep	28-Sep	5-Oct
Darryl Steinhardt	Gunbalanya	Classroom							
Darryl can slaughter, Bone and slice.									
Craig Russell	Very Good Slaughter								
Wayne Herrod	Mainly slaughter, reasonable boner and slicer AusMeat							Classroom	Classroom
Ross Sweeney	Bone and slice, run boning rooms and slaughter floors								
Wesley Herrod	Strong Bone and slice and some slaughter skills								
Michael Grogan	AusMeat Boning slicing and supervisory skills.				Classroom				
Peter Savage	Bone and slice meat inspection and run rooms								
Robert									
	Slaughter , bone , slice (very good)								
Rolf Smith	bone and slice					Classroom	Classroom		
Victor	Slaughter, bone and slice (very good)								
Andrew Ford	Slaughter, bone and slice.								



How did we go.....

“The way the theory is presented and delivered is the key to success. The new knowledge is reinforced by “the doing” in the afternoon session. The inductees are collected by the supervisors and taken to their areas to demonstrate what they have already learnt and asking valuable question on the topic of the day”.

Played catch up
The trainees were required to
be competent in 4 positions



How do you measure success??

By the Skills developed;???

65 Certificate II trainees.

18 Certificate III's including, Quality Assurance

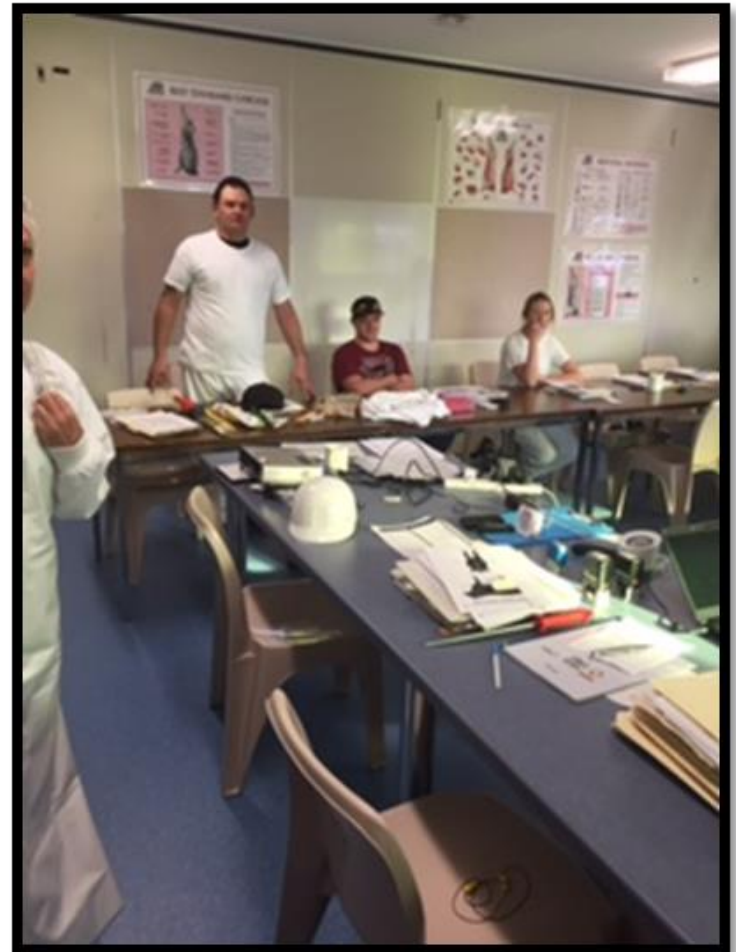
Boning, Slaughter , and Aus-Meat ,
Animal Welfare OIC

Trainee Retention Rates;

NABL 89% Since September 2014

(This included the Christmas New Year break, a period famous for turnover in the NT) .

Industry average ; 45-50% ???



Its Longevity, its influence or growth;



Success





How can we (trainers in the Meat industry) continue to add VALUE to our service.

- Continually review and be prepared to amend content and delivery.
- Value to the client.
- Above all, its *remembering who our client is.*



Thank you.....



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18 Certificate III's including General, Quality Assurance
Bonning, Slaughter , and Aus-Meat , Animal Welfare OIC



Working with the partners & stakeholders

