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Black Owned Abattoirs Business Plan

Request to be reviewed for period 5 November 2017 – 4 November 2018 and extended through the 5th Levy period 5 November 2018 – 4 November 2020

Business plan for training of black owned abattoirs

The aim of this business plan is to acquire funding to provide hygiene and slaughter related training as well as technical skills support to black owned abattoirs in South Africa and at the same time contributing to the maintenance of standards in abattoirs. The funding will enable the RMAA to train approximately 100 workers and abattoir owners.

Hygiene and the maintenance of standards are critical issues in abattoir slaughtering processes which ultimately determine the safety and quality of the end product, in this case meat intended for further processing or human consumption. There are a number of processes in an abattoir, of which the slaughter process is but one. Concurrent to the slaughter process is receiving of livestock, cleaning and sanitation and a number of technical aspects that impact on the quality of the product.

The training programme

Smaller abattoirs find it difficult to release staff to training. Technical skills need to be transferred and these include but are not limited:

Routine Training

Slaughter Technique Training: Slaughter personnel are trained practically at each slaughter station. The training report forms part of the HMP for slaughter and dressing as well as for evidence of training conducted.

Formal Training

Hygiene Awareness Training: Personal Hygiene Training is a regulatory requirement. Personnel already trained also needs refresher courses in order to consistently comply with requirements.

Animal Handling Evaluation & Training: Animal Handling Training is a regulatory requirement. Inhumane animal handling leads to bruises, injuries, carcass weight loss, spread of contamination, short shelf life and a poor quality product. Training is conducted theoretically but mostly practically from lairages to bleeding.

Food Safety Management System (HACCP) Awareness: Workers are equipped with a basic understanding of Food Safety Management Systems and the necessity of correct recordings. Food safety principles, HMS, Monitoring, Control of CCP's and Corrective Action Procedures are covered.

HMS HACCP & ISO 22000: The implementation of both the HMS and HACCP provides consumers with assurances and guarantees regarding the safety and quality of the product they purchase. ISO 22000 is a Food Safety Management System that can be applied to any organization in the food chain, farm to fork.

Support Services

Certification of Slaughter Operators: Fifteen learners per day are evaluated at slaughter stations as indicated by the abattoir. Each learner receives a certificate indicating at which stations they were found competent.

Line layout: It is important to ensure that the workload is spread evenly on the slaughter line and that it runs at an even speed without bottle-neck situations which lead to loss of production time, exhaustion of some workers and ineffective use of others. Re-distribution of functions on the line is suggested to ensure optimal use of each worker.

Carcass Yield: Reasons for loss of carcass weight is investigated. Training or other corrective actions are then implemented.

Hide & Skin Damage: Hide and skin damage is investigated and corrective training or other corrective actions implemented to prevent these.

Offal Handling: Often the operators in these areas are neglected in terms of training. The training is aimed at improving the offal handling environment.

Equipment Evaluation: Improperly maintained equipment may lead to contamination, damage, wastage, unsafe situations, inhumane animal handling, losses, additional expenditure, regulatory non-compliance, poor audit results, pest infestations, difficulty in cleaning and sanitation etc. Training is conducted in the correct handling of the equipment and defects pointed out in a detailed report.
Management Tools for Better Control: (<i>Stock control, Deepbone temperature control, Dispatch control, Incidences, Personnel attendance, Down time</i>). Documentation which may enhance better management is discussed and provided to the supervisor/ manager.
HMS (Food Safety Management System) Support: Assistance is provided with compilation of procedures and records and updating of existing systems.
Environmental Impact Assessment: assists abattoirs to comply with regulatory requirements as stipulated by acts and regulations
HMS / GAP Audits: HMS GAP evaluation is conducted to identify shortcomings to Meat Safety Regulations and a detailed report is provided

The Association will further engage with new or prospective abattoir owners in assisting new entrants to the industry. This includes planning, technical assistance prior to startup of the abattoir.

The training will be conducted formally and the process is undertaken in accordance with the RMAA Quality Management System.

The procedure to be followed:

- Learners are provided with the theoretical information
- Facilitators will demonstrate the practical aspects of the training
- Learners will be given an opportunity to practice the new skills
- A practical checklist will be completed to verify the correct implementation of skills and to indicate competency
- Attendance registers will be completed

The support and training programme will run over a period of 2 man days. The training consists of theoretical sessions combined with practical examples and demonstrations.

In the Meat Safety Act 2000 (Act 40 of 2000), abattoirs are categorized on the basis of their throughput. Prior to the deregulation process, the abattoir industry comprised mainly of larger abattoirs with high throughput. Black owned abattoirs fall in the low throughput and rural category.

Number of workers

Grade	Receive	Slaughter	Chilling	Dispatch	Offal	Maint	Effluent	Byprod	Laundry	General
HT>100	8	42	8	12	14	12	6	8	6	8
HT 50-99	4	24	6	5	8	6	3	4	4	4
HT 21-49	2	18	3	4	6	1	1	1	2	2
LT 11-20	2	6	2	2	3	1	1	1	2	1
LT <10	1	5	1	1	3	1	+	+	1	+
Rural	+	2	+	+	1	+	+	+	1	+

Costing:

Microbiological Verification / Residue Monitoring	R 80 000
Routine Training	R 60 000
Formal Training	R 60 000
Support Services	R 145 000
Administration (5%)	R 17 250
Total	R 362 250