



# Pacific Horticultural and Agricultural Market Access Program (PHAMA)

## Technical Report 31: Meat Inspector Training in Vanuatu (VAN05): Outcomes Report

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AusAID  
255 London Circuit  
Canberra  
ACT 2601  
AUSTRALIA

42444103

**URS**

**KALANG**

Project Manager:



Sarah Nicolson

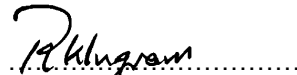
**URS Australia Pty Ltd**

**Level 4, 70 Light Square  
Adelaide SA 5000  
Australia**

**T: 61 8 8366 1000**

**F: 61 8 8366 1001**

Project Director:



Robert Ingram

Author:

John Tully  
AsureQuality Trainer

Reviewer:

Dale Hamilton  
Quarantine & Biosecurity Specialist

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## Abbreviations

| <b>Abbreviation</b> | <b>Description</b>   |
|---------------------|--|
| AM                  | Ante Mortem  |
| AQ                  | AsureQuality   |
| DLQS                | Department of Livestock and Quarantine Services              |
| PHAMA               | Pacific Horticultural and Agricultural Market Access Program |
| PM                  | Post Mortem  |
| URS                 | URS Australia Pty Ltd  |
| VAL                 | Vanuatu Abattoirs Limited                                    |

## Executive Summary

AsureQuality New Zealand (AQ) was contracted by PHAMA in August 2012 to implement the following training activities in Vanuatu:

- To train six Ni-Vanuatu students as Meat Inspectors in Ante Mortem and Post Mortem Inspection for three species of stock (Bovine, Porcine and Ovine).
- To provide a Meat Inspection Refresher Training Programme for existing Inspectors.
- To develop an ongoing Monitoring Programme for the Meat Inspection Service.
- To train two Qualified Meat Inspectors to act as trainers for the future.
- To provide AsureQuality Training resource materials for future training use in Vanuatu

An AQ trainer conducted these activities in Vanuatu between 5 August 2012 and 11 October 2012. In total six trainee meat inspectors, two trainers and three existing inspectors successfully completed the training. A list of the trainees involved is provided in Appendix A.

All required training activities were satisfactorily completed with one exception and one reservation.

The Post Mortem practical assessment component for ovine animals in the Meat Inspection Training Course could not be completed as the plant was not processing these animals during the latter half of the training period. This assessment can be completed by the Department of Livestock and Quarantine Services (DLQS) trainers as soon as the plant restarts processing sheep and goats, scheduled for November. The ovine theory assessment and ante-mortem components were, however, completed.

The two DLQS meat inspectors who were selected as trainers were assessed during their training and assessment of the qualified Meat Inspectors in Port Vila and Luganville. They were also assessed during, and after, they trained the students in two of the modules. They demonstrated full competency against the AQ trainer-on-site audit standard. However as a result of limited time for the AQ trainer to work with them directly due to trainee absences resulting from illness and the trainees need to continue to work on the chain to maintain normal abattoir operations, it made it difficult to assess their ability to subsequently implement a full training course. To mitigate this, AQ have suggested that for the delivery of their first full course these two trainers 'buddy up' and co-deliver in order to provide a self-check mechanism and peer support for each other.

A complete set of training materials was provided on three sets of discs, which were given to PHAMA for distribution. A course outline is attached as Appendix B.

All meat inspection trainees who completed the training were assessed as competent, and presented with an AQ training certificate. The assessment results for the students are listed in Appendix C.

Discussions are underway with Vanuatu National Training Council on whether it will formally recognise the training programme and the qualifications.

The following recommendations are made for future consideration:

- Ovine practical assessment for the meat inspection trainees should be carried out as soon as possible by the two DLQS trainers.
- The ongoing monitoring programme for meat inspectors should be implemented as soon as possible, particularly in Luganville. This should be a priority for the DLQS trainers.

- The two trained trainers should complete a qualifications course (either in New Zealand or Vanuatu) to further develop their competencies as trainers. The New Zealand Certificate in Adult Education (Level 4) would be a suitable option.
- DLQS trainees would benefit from visiting a large multi-species plant in New Zealand to view more examples of pathology. This would reinforce the training received.
- DLQS work instructions should be reviewed to more closely align them with the Vanuatu Meat Industry Regulations.
- The 'disease and defect' database should be revived to record all instances of pathology and contamination. This will generate statistical information and records to support future legislative changes or requirements for market access.
- There have been major changes to Meat Inspection internationally since the Vanuatu Meat Industry Regulations were implemented. It may be time to review current requirements and practices.

## 1 Training Delivery

Course content was based on AsureQuality Meat Inspection Training, which is largely based on New Zealand Legislation and Inspection requirements. Where appropriate, the Vanuatu Meat Industry Regulations and the DQLS work instructions were applied.

Training of the students<sup>1</sup> involved working systematically through the documents of each training module<sup>2</sup>, a power point presentation, obtaining and examining fresh specimens, and practical work on the processing floor or in the stockyards.

Each module had a set of objectives backed with the resources to meet these objectives. As each part of the module was reached, a series of written exercises were completed by the trainees. These exercises were completed “open book”. At the end of each module trainees were provided with the opportunity to revise the content before completing a “closed book” skill-check assessment. This produced the assessment mark for each student<sup>3</sup>. The skill-check was reviewed as a group, and the students were then permitted to amend or complete any incorrect answers. The group would then move onto the next module. Practical assessments often involved content from more than one module, and were carried out as the opportunity arose.

The training was carried out at the VAL Pacific Meat processing facility at Port Vila. Training room space was very limited. While this situation was not ideal, the difficulties were more than offset by the ability to get fresh specimens and practical experience on the processing floor. Cooperation from plant management and staff was always forthcoming and much appreciated.

The number of students, and the fact that there were students of mixed abilities, meant that the schedule of the course had to be revised. Due to restricted space, a maximum of three students could be on the processing floor at a time. The remaining students would work on the written exercises and then they would alternate positions. This was time consuming, but the only way all students could be given an equal opportunity to participate in the practical aspects of the training.

Initially the AQ trainer was concerned about the effect of language difficulties, but the mutual support of the students, and assistance from the trainers, helped to overcome this. There were also some difficulties identified during the written skill-checks. Some of the students, while very fluent in oral questions, often had difficulty in expressing themselves in the writing, requiring frequent clarification. This was taken into consideration in their assessments.

Unfortunately, the AQ trainer had to return to New Zealand for four working days due to a family bereavement. During this time training exercises and practical work were set for the students. On a positive note this gave the opportunity for the two trainers-in-training to demonstrate their abilities, which they did very well. As the course progressed it became evident that due to the aforementioned circumstances, it would be difficult to complete the course within the scheduled timeframe. The students often agreed to work over the pre-arranged time and on Public Holidays. To accommodate the four days lost, AQ added an additional week of training input to extend the course. This gave the students more quality time to study and to achieve better grades.

The introduction of the Refresher Training Programme was very timely. This training for the currently qualified Meat Inspectors was carried out at Port Vila and Luganville. Philip Tari and Elodie Samuel

<sup>1</sup> See Appendix A for list of trainees.

<sup>2</sup> See Appendix B for list of modules.

<sup>3</sup> See Appendix C for assessment marks by student and module.

were trained and assessed at VAL Pacific. Elodie Samuel then trained and assessed Glen Reuben under the observation of the AQ Trainer. There was a high level of compliance with expected standards and judgements from the three Vila Inspectors.

Philip Tari then trained and assessed the two qualified Meat Inspectors at Luganville, again under the observation of the AQ Trainer. While the written part of the programme was satisfactory, there were several major non-compliances noted during the 'reality check' of the inspection on the processing floor. These non-compliances were duly noted and corrected by Philip, who quoted the required standards and demonstrated the correct procedures before re-checking the two inspectors.

The ongoing monitoring programme has been established with clear guidelines on future monitoring and refresher checks, and the two trainers have been trained to run this.

PHAMA and AQ would like to gratefully acknowledge the cooperation and assistance provided by VAL Pacific during the training course, including use of the plant for practical aspects of the training, as well as back-up support provided in relation to communications, photocopying and stationery. In particular, the assistance provided by Glen Ruben (a current Meat Inspector employed at VAL), to the trainees on the slaughter floor, was invaluable.



## 2 Recommendations

Following on from the training, the following recommendations are made for future consideration by PHAMA and DLQS:

- Ovine practical assessment for the meat inspection trainees should be carried out as soon as possible by the two DLQS trainers.
- The ongoing monitoring programme for meat inspectors should be implemented as soon as possible, particularly in Luganville. This should be a priority for the DLQS trainers.
- The two trained trainers should complete a qualifications course (either in New Zealand or Vanuatu) to further develop their competencies as trainers. The New Zealand Certificate in Adult Education (Level 4) would be a suitable option.
- The small number of ovine and porcine animals and the high percentage of young bovine animals processed during the course meant that there is only a narrow band of pathological lesions to examine. The DLQS trainees would benefit from visiting a large multi-species plant in New Zealand where they would see more pathology in a week than they can see in six months in Vanuatu. This would reinforce the training that they have already received.
- DLQS work instructions should be reviewed to more closely align them with the Vanuatu Meat Industry Regulations. There currently appears to be some discrepancy between the legal requirements, the work instructions and the procedures being carried out.
- The 'disease and defect' database should be revived to record all instances of pathology and contamination. This would generate statistical information and records that can be analysed and used as evidence to support any legislative changes or requirements for market access.
- There have been major changes to Meat Inspection internationally since the Vanuatu Meat Industry Regulations were implemented. It may be time to review current requirements and practices.

### 3 Limitations

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This report should be read in full. No responsibility is accepted for use of any part of this report in any other context or for any other purpose or by third parties.

## Appendix A

### Appendix A Course Participants

|    | <b>Name</b>          | <b>Organisation and course</b> |
|----|----------------------|--------------------------------|
| 1  | Phillip Roy Tari     | DLQS, trainer                  |
| 2  | Elodie Samuel        | DLQS, trainer                  |
| 3  | Glen Reuben          | DLQS, refresher                |
| 4  | Fiona Malkon Alilee  | DLQS, refresher                |
| 5  | Frederick Male Turis | DLQS, refresher                |
| 6  | Lavinia Bani         | Trainee                        |
| 7  | Valerie Kalopong     | Trainee                        |
| 8  | Ralston Aru          | Trainee                        |
| 9  | Heather Mala         | VAL, trainee                   |
| 10 | Rachel Susurup       | VAL, trainee                   |
| 11 | Danson Hughpath      | VAL, trainee                   |

## Appendix B

### Appendix B Training Resources

Resources provided and used during the training course were:

1. **The AsureQuality Training Manuals** incorporating the following modules:

- M1 Legislation
- M2 Food Safety
- M3 Blood and Lymph
- M4 Anatomy
- M5 Knife sharpening skills
- M6 Use of knife
- M7 Pathology
- M8 General Meat Inspection
- M9 Sheep Inspection
- M9 Cattle Inspection
- M8 Pig Inspection
- Generic Ante-Mortem Inspection
- AM Cattle
- AM Pigs
- AM Sheep, Lamb and Goats
- Photographic Resources Album
- **Trainers guidelines** for all the above resources
- Fresh specimens from processing floor

2. Other resources used included:

- Vanuatu Meat Industry Regulations
- DLQS Work Instructions
- VAL Pacific Quality Manual

## Appendix C

### Appendix C Assessment Results

Student skill-checks for the theory component of each module, based on percentages, are as follows:

| <b>Name</b>      | <b>M2</b> | <b>M3</b> | <b>M4</b> | <b>M5</b> | <b>M6<br/>&amp;M7</b> | <b>M8</b> | <b>M9</b> | <b>M10</b> | <b>M12</b> | <b>Ante<br/>Mortem</b> | <b>Total<br/>average</b> |
|------------------|-----------|-----------|-----------|-----------|-----------------------|-----------|-----------|------------|------------|------------------------|--------------------------|
| Lavinia Bani     | 96        | 70        | 95        | 73        | 92                    | 66        | 73        | 76         | 70         | 77                     | 74                       |
| Valerie Kalopong | 100       | 95        | 100       | 97        | 96                    | 83        | 95        | 95         | 100        | 96                     | 93                       |
| Ralston Aru      | 93        | 65        | 71        | 53        | 85                    | 63        | 67        | 76         | 56         | 74                     | 68                       |
| Heather Mala     | 99        | 67        | 79        | 66        | 69                    | 67        | 65        | 50         | 54         | 80                     | 70                       |
| Danson Hughpath  | 93        | 77        | 66        | 62        | 80                    | 52        | 63        | 70         | 56         | 70                     | 65                       |
| Rachel Susurup   | 91        | 64        | 76        | 70        | 88                    | 71        | 67        | 74         | 68         | 86                     | 74                       |

Students also demonstrated full competency during the following practical assessments:

- Anatomy
- Knife skills
- Hygienic requirements
- Generic AM requirements
- Ante-Mortem cattle
- Ante-Mortem pigs
- Beef inspection at chain speed
- Pig Inspection at chain speed



**URS**

URS Australia Pty Ltd  
Level 4, 70 Light Square  
Adelaide SA 5000  
Australia

T: 61 8 8366 1000

F: 61 8 8366 1001

[www.ap.urscorp.com](http://www.ap.urscorp.com)