

## Form F46 – Application to vary a modern award

Fair Work Act 2009, ss.157–160

This is an application to the Fair Work Commission to make a modern award or make a determination varying or revoking a modern award, in accordance with Part 2-3 of the [Fair Work Act 2009](#).

### The Applicant



These are the details of the person who is making the application.

Legal name of business	Australasian Meat Industry Employees Union		
Trading name of business	AMIEU		
ABN/ACN	12 206 758 691		
Contact person	Mr Angas Oehme (National Industrial Officer)		
Postal address	227 Henley Beach Road		
Suburb	TORRENSVILLE		
State or territory	SA	Postcode	5031
Phone number	0438 128 915	Fax number	
Email address	<a href="mailto:federal@sawa.amieu.asn.au">federal@sawa.amieu.asn.au</a>		

### Does the Applicant need an interpreter?



If the Applicant requires an interpreter (other than a friend or family member) in order to participate in conciliation, a conference or hearing, the Fair Work Commission will provide an interpreter at no cost.

Yes – Specify language

No

### Does the Applicant require any special assistance at the hearing or conference (eg a hearing loop)?

Yes – Please specify the assistance required

No

### Does the Applicant have a representative?



A representative is a person or organisation who is representing the applicant. This might be a lawyer or paid agent, a union or employer organisation, or a family member or friend. There is no requirement to have a representative.

Yes – Provide representative's details below

No

### Applicant's representative



These are the details of the person or organisation who is representing the Applicant (if any).

Name of person			
Firm, organisation or company			
Postal address			
Suburb			
State or territory		Postcode	
Phone number		Fax number	
Email address			

### Is the Applicant's representative a lawyer or paid agent?

Yes

No

## 1. Coverage

### 1.1 What is the name of the modern award to which the application relates?



Include the Award ID/Code No. of the modern award

*Meat Industry Award 2020 – MA000059*

### 1.2 What industry is the employer in?

N/A

## 2. Application

### 2.1 What are you seeking?

Specify which of the following you would like the Commission to make:

a determination varying a modern award

a modern award

a determination revoking a modern award

### 2.2 What are the details of your application?

2.2.1. The AMIEU seeks a variation to Schedule A of the *Meat Industry Award 2020*, consistent with the Consolidated Revised Classification Structure set out at pages 21 – 26 of the **attached** Discussion Paper.

### 2.3 What are the grounds being relied on?

Using numbered paragraphs, specify the grounds on which you are seeking the proposed variations.



You must outline how the proposed variation etc is necessary in order to achieve the modern awards objective as well as any additional requirements set out in the FW Act.

2.3.1. The AMIEU has prepared the **attached** Classification Review Discussion Paper, which sets out a detailed explanation of issues with the current classification structure in the *Meat Industry Award 2020*, and a comprehensive proposal for a revised and rationalized classification structure.

2.3.2. In summary, the AMIEU identifies the following issues with the current structure:

2.3.2.1. the task descriptions use outdated and anachronistic language which is often not easily understood by those covered by the award, and results in significant confusion and uncertainty;

2.3.2.2. some task descriptions include an unnecessary level of detail, such as component tasks which fall within a major task;

2.3.2.3. some tasks descriptions do not reflect advancements in industry practices;

2.3.2.4. there is overlap and duplication of tasks between different classifications;

2.3.2.5. there is inconsistent treatment of the work value of the same task between different streams of the award; and

2.3.2.6. the work value of some tasks is treated substantially lower than under comparable modern awards.

- 2.3.3. The AMIEU submits the effect of these issues is that the current structure does not meet the modern awards objective under s 134 of the FW Act, including because:
- 2.3.3.1. the classification structure does not produce a fair and relevant minimum safety net, having regard to the relative work value of different tasks; and
- 2.3.3.2. the classification structure is not simple and easy to understand.
- 2.3.4. Many meat industry employers have expressed similar frustrations with the current classification structure to the AMIEU. We apprehend there is a significant amount of common ground between industry participants.
- 2.3.5. In the first instance, the AMIEU respectfully requests the assistance of the Commission in convening a conference of interested parties to ascertain what consensus may be reached on these proposals across the industry.

## Signature



If you are completing this form electronically and you do not have an electronic signature you can attach, it is sufficient to type your name in the signature field. You must still complete all the fields below.

Signature	
Name	Angas Oehme
Date	16 April 2020
Capacity/Position	AMIEU National Industrial Officer

**Meat Industry Award 2010**  
**Classification Review Discussion Paper for Industry**  
**Generated by the AMIEU**

An issue that arises with meeting the Better Off Overall Test is classification matching. On the one hand many of the classification titles are outdated or superseded in modern agreements that use current terminology, and even though in many cases the task continues as contemplated in the award it can become very confusing to match job titles. The exercise here is to have the tasks identified such that an assessor or any other person wanting to classification match can do so without needing intricate knowledge of the tasks and layout of meat factories to decipher them.

Some of this complexity is unnecessary and is generally a throwback to the broad banding exercises of the 1990's where we attempted to take a large number of task descriptions that fell within 9 establishment types and roll them into 10 levels (now 8) with 3 establishment types.

There is also questionable utility in continuing to use the task titles in lower levels in the modern award system as these are a throwback to when the award listed many rates of pay to match the various classifications. As there are only 8 levels of pay in the modern award is it necessary to continue to list a myriad of tasks at the lower levels?

MI 1 is already a generic level which is entry. Other than the expiry date matter which is currently before the fair Work Commission we suggest no real change but provide a proposal to resolve it.

MI 2 only has a small number of tasks applying only in manufacturing factories and one task in retail. Some of those tasks, such as linking, probably shouldn't even be in that level but at MI 3 based on work value. The one retail task of someone delivering meat is probably superseded by the driver classification at MI 4 in any event. Do we need MI 2 as it currently stands at all? An alternative is to simply move all the MI 3 and above tasks down one level and maintain the relevant pay levels from where they sit now. ie MI 2 becomes MI 3 rate of pay etc.

Assuming MI 3 remains as it is and the above suggestion is not adopted, could we not simply say that MI 3 is all general labouring tasks that are not specified elsewhere in the classification structure? Why should we maintain task headings such as *Employee directly connected to the slaughter floor—tasks such as moving cattle/sheep up the race*; or *Employee indirectly connected with the slaughter floor—tasks such as cleaning tripe by machine/hand*? Having said that as a suggestion, this paper assumes that MI 3 remains with task listings and we propose the variation as contained in the main body of the paper.

There are also contradictions to remedy. MI 3 for example contains for manufacturing *Slicing and/or operating scales*, but MI 5 applies to Slicing for all streams. Loading and unloading labourers appears in both MI 3 all streams and then in MI 4 in the retail stream.

There are also some tasks which the AMIEU says are more appropriately MI 4 and regardless as to whether or not the suggestion to simplify the MI 3 to a generic catch all level, we would still want several tasks relisted at MI 4 for work value and consistency.

The slaughtering tasks are inconsistent between species and much of the language is dated and difficult to understand. We suggest a new broad banding to remedy these issues. Many sheep slaughtering tasks are difficult to correlate to current terminology for the same or similar tasks. Some tasks have been broken down into component tasks. In earlier days much of the slaughtering on sheep chains was done as combination tasks which have now been separated. Spearcutting for example is now y cutting and broken into several stages for hygiene purposes. We also believe that a generic definition of class 1 slaughtering should be more detailed than the current schedule B definition and at the end of this paper we propose a suggested solution.

Attached is a sheet of current task listed under the award along with where we say they should fit and our reasons for doing so. To achieve consistency, we are prepared to move some up or down in value as necessary.

It is possible within this exercise to narrow the streams of discrete tasks with most catered for in the all streams categories of the classification structure.

AMIEU Proposal by level.

1. MI 1

Current:

An employee at this level will be a person with no experience in the industry undergoing on-the-job training for an initial period of at least 3 months.

Proposed

An employee at this level will be a person with no experience in the industry undergoing a structured on-the-job training program for an initial period of at least 3 months. Employees may be paid at this level for no greater than three months from the date of commencement whilst undergoing training. This level shall not apply to employees with completed certificates of training in the meat industry.

The AMIEU does not oppose the use of entry levels to train new employees but does want to clarify the end usage of the MI 1 level. This is also subject to an application before the Fair Work Commission but could be resolved by agreement.

2. MI 2

Current:

An employee at this level will be performing the following indicative tasks:

Meat retail establishment stream Order person delivering meat/meat products.

Meat manufacturing establishment stream Linker, table hand; Slaughterer’s assistant; Curing section assistant required to do salting; Washing, drying, smoking section assistant; Retort; Employee in lard section.

Proposed:

An employee at this level will be performing the following indicative tasks:

Meat manufacturing establishment stream: Curing section assistant required to do salting; Washing, drying, smoking section assistant; Retort; Employee in lard section.

This proposal moves the linker into MI 3 and deletes the indecipherable tasks of table hand, slaughtering assistant and order person delivering meat / meat products. Unless the order person is delivering by bicycle or horse, they would undoubtedly be drivers or salespersons.

MI 2

Meat manufacturing establishment stream	Curing section assistant required to do salting  Washing, drying  smoking section assistant  Retort  Employee in lard section
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## 3. MI 3

Our proposal is to remove unnecessary language, correct errors such as Filerman (pretty sure we mean filler) and leave a structure that is easy to decipher. Packing room hand for instance is simply a general labourer not elsewhere specified or classified.

Current		Proposed	Reason
Meat manufacturing establishment stream	Filerman;	Fill mixing machine	Typo and sexist language
	Packing-room hand;	Delete	Between the tasks listed in MI 3 and MI 4 it has no real application.
	Slicing and/or operating scales,	Delete	Inconsistent with MI 4 (scaler) and MI 5 (Slicer)
	packing ham or bacon into cans and/or operating closing machine.	No change	
All meat industry streams	Employee directly connected to the slaughter floor—tasks such as moving cattle/sheep up the race; Employee indirectly connected with the slaughter floor—tasks such as cleaning tripe by machine/hand;	Clean tripe or offal by machine or by hand without knives	Remaining wording is argumentative and animal handling is catered for later on
	Separating and/or handling offal at the eviscerating table;	No change	
	Removing head meat;	Move to MI 4	This is knife work
	Bagging lambs;	No change	
	Labourers associated with boning and slicing activities;	General labouring duties not specified elsewhere	clarity
	Labourer associated with by-product activities;	Delete.	Superseded by above new task
	Strapping or wiring-machine operator or vacuum machine operator;	No change	
	Operating Whizard Knives;	Delete	Inconsistent with MI 4
	Wrapping, weighing, pricing, packing and packaging uncooked meat;	Delete	Consistency with MI 4 and work value
	Salter and/or pickle pumper (arterial or stab):	No change	

	<p>Chiller room/Freezer room hand; Loading and unloading labourer; Storing and packing labourer in or about storage works;</p> <p>Drover/yardperson/stockperson;</p> <p>Cleaners;</p> <p>Labourers involved in tanning or other treatment or processing of skins or hides;</p> <p>Assistants in buffing, fluffing, curtain coat, splitting, pasting, setting out and sammying;</p> <p>Machine operators/machinists in tanning or other treatment/processing of skins or hides not elsewhere classified; Yard person in tanning and/or treatment/processing of skins or hides;</p> <p>An employee performing clerical and/or office tasks such as maintenance of basic records, basic word processing, typing and filing, collating, photocopying, handling and distributing mail, delivering messages, operation of keyboard and other allied and similar equipment</p>	<p>Loading and / or unloading of rooms, chillers, freezers, transport vehicles.</p> <p>Drover and other persons handling live animals</p> <p>No change</p> <p>Labourers involved in tanning or other treatment or processing of skins or hides not elsewhere classified;</p> <p>Delete</p> <p>Delete</p> <p>No change</p>	<p>Clarity</p> <p>Clarity</p> <p>Clarity</p> <p>Superseded by above task and inconsistent with MI 4</p> <p>Superseded by above task</p>

These changes would result in a smaller and simpler structure;

MI 3

Meat manufacturing establishment stream	Load and / or operate filling machine  packing ham or bacon into cans and/or operating closing machine.
All meat industry streams	General labouring duties not specified elsewhere  Drivers and other persons handling live animals  Clean tripe or offal by machine or by hand without knives  Separating and/or handling offal at the eviscerating table  Bagging lambs  Strapping or wiring-machine operator or vacuum machine operator  Salter and/or pickle pumper (arterial or stab)  Loading and / or unloading of rooms, chillers, freezers, transport vehicles.  Cleaners  Labourers involved in tanning or other treatment or processing of skins or hides not elsewhere classified  An employee performing clerical and/or office tasks such as maintenance of basic records, basic word processing, typing and filing, collating, photocopying, handling and distributing mail, delivering messages, operation of keyboard and other allied and similar equipment

4. MI 4

The proposal here is to create one easy to read schedule of tasks and to combine the class 3 slaughtering tasks into one generic and consistent work value scheme across the main species.

This involves the moving up and down of some of the tasks into class 1 or 2 slaughtering, but this will be reciprocal or the downgrading of some of the higher class tasks to lower values as well.

Hopefully in the was it will result in consistency across the board with many of the tasks retitled to provide clarity of the work.

Tasks such as using cutters to remove sheep trotters and so on are currently argumentative under the current structure and we aim to resolve these types of issues in this proposal.

Again, we are prepared to move on areas to create consistent skill values.

Current		Proposed	Reason
Meat retail establishment stream	Smallgoods maker in a meat retail establishment (non trade qualifications);	Employee making smallgoods in a meat retail establishment without trade qualification	Clarity
	Cooker and/or scalding;	No change	
	Cashier;	Delete	Inconsistent with MI 5
	Loaders and labourers in areas such as wholesale meat markets.	Delete	Inconsistent with MI 3
Meat manufacturing establishment stream	Silent-cutter operator	No change	
	Mixing machine operator	No change	
	Smallgoods seller from a vehicle	No change	
	Cutter up, guillotine operator, derinding machine operator;	No change	
	Packer and/or scaler (smallgoods)	Scales operator	Packer in general stream
	Ham & bacon curer.	No change	
Meat processing establishment stream	Slaughterer (calves and beef) Class 3	Slaughterer class 3	Generic heading
	(feeding cattle from race into box;	Move animals from race into slaughtering pen, box, or crush	Generic consistency
	tying weasands (not in shackling area);	Move to MI 5	
	washing anus and pit;	Wash animal in slaughtering area	
	rodding weasands;	Rod or clip weasands	
	removing horns;	Remove horns with mechanical cutter	
	removal of fore hooves;	Remove forehooves with mechanical cutter	
	removing heads by severing spinal cord and placing on table or chain;	Move to MI 5	
	remove first hind foot;	Remove hind feet with mechanical shears or cutters	
	change first leg;	Changeover first and / or	

remove second hind foot;	Delete	Superseded
change second leg;	Delete	Superseded
pulling tail;	Pull or remove tails	
split paddy whack and drop;	Split paddywhack	
placing and removing chains on hide stripper and removing tail skin from hide;	Place or remove chains from hide or pelt stripper	
hide puller;	Move to MI 6	
saving sinews from forelegs;	No change	
push to saw;	Push to and / or pull from saw	
pull from saw;	Delete	Superseded
trimming sides;	Trimming	
trimming forces,	Delete	Superseded
trimming hinds);	Delete	Superseded
Slaughterer (sheep) Class 3	Delete	Superseded
(operate restrainer and stun,	Operate restrainer or knocking box	
	Stun	
shackle to fixed hook,	Shackling but not operating hoists	
gambrel and slide;	Insert gambrel and slide or spreader	
insert spreader,	Delete	Superseded
rod weasands,	Delete	Superseded
remove spreader,	Remove slide or spreader	
opening up,	Open up belly	Clarity
clear rectum gut and bladder,	Pull down or clear rectum gut	
strip rectum gut,	No change	
tie rectum gut,	No change	
trimming);	Delete	Superseded

	Slaughterer (pigs) Class 3 (moving pigs from race to pen, shackling, pushing to scalding, dehairing, tow capping, dropping rectum, shaving, singeing, washing, trimming).	Delete  Delete Push to scald tank Operate dehairing machine Toe capping (remove toenails)  Move to MI 5 Move to MI 6 Singeing pigs with burner prior to shaving  Washing animals  Delete	Superseded  Superseded Clarity Clarity Typo and clarity   Clarity Clarity  Superseded
All meat industry streams	Trimmer  Using knives for cleaning or preparing meat immediately prior to packing  Use of non-licensed product handling equipment  Basic operation of data processing equipment in or about storage works.  Driver of motor vehicle not exceeding 6 tonne carrying capacity  In tanning and other treatment/processing of hides or skins, the task of fleshing, buffing, fluffing, curtain coat operating, skating, shaving, glazing, spraying, hand tipping, setting out, sammying  In addition to the clerical and/or office tasks listed under Meat Industry Level 3 an employee at this level performs tasks such as more advanced word processing, typing and filing,	No change  Employee using knives  Need clarity  No change  Driver of motor vehicle not exceeding 6 tonne carrying capacity excluding forklift operators  No change  No change	General usage  Unclear what these tasks involve  Work value

	date entries, calculating functions, maintenance of records, operates more than basic telephone equipment and message taking.		
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The resultant table of MI 4 tasks would look like this:

Meat retail establishment stream	Employee making smallgoods in a meat retail establishment with no trade qualification  Cooker and/or scalding;
Meat manufacturing establishment stream	Silent-cutter operator  Mixing machine operator  Smallgoods seller from a vehicle  Cutter up, guillotine operator, derinding machine operator  Scales operator  Ham & bacon curer
Meat processing establishment stream	Slaughtering class 3: (tasks as listed below)  Move animals from race to slaughtering pen, box or crush  Operate restrainer or knocking box  Shackling but not operating hoists  Wash animal in slaughtering area  Remove horns with mechanical cutter  Remove forehooves with mechanical cutter  Push to scald tank  Operate dehairing machine  Toe capping (remove toenails)  Singeing pigs with burner prior to shaving  Remove hindfeet with mechanical shears or cutters  Remove forefeet with mechanical shears or cutters  Changeover first or hook up second leg  Insert gambrel and slide or spreaders  Remove slides or spreaders

	<p>Rod or clip weasands</p> <p>Placing and / or removing chains on hide or pelt stripper</p> <p>Save sinews from forelegs</p> <p>Push to or pull from saw</p> <p>Split paddywhack (ligament in neck)</p> <p>Pull or remove tails</p> <p>Wash animals on conveyors</p> <p>Open up belly</p> <p>Clear rectum gut and bladder</p> <p>Strip rectum gut</p> <p>Tie rectum gut</p> <p>Trimming</p> <p>Remove ears</p>
All meat industry streams	<p>Employee using knives except where otherwise specified</p> <p>Trimmer</p> <p>Packer</p> <p>Basic operation of data processing equipment in or about storage works</p> <p>Driver of motor vehicle not exceeding 6 tonne carrying capacity excluding forklift operators</p> <p>In tanning and other treatment/processing of hides or skins, the task of fleshing, buffing, fluffing, curtain coat operating, skating, shaving, glazing, spraying, hand tipping, setting out, sammying</p> <p>In addition to the clerical and/or office tasks listed under Meat Industry Level 3 an employee at this level performs tasks such as more advanced word processing, typing and filing, generating simple documents, date entries, calculating functions, maintenance of records, operates more than basic telephone equipment and message taking.</p>

## 5. MI 5

At this level it makes no sense to have slaughtering or boning tasks. These disparities were predominantly the result of attempting to broadband a multitude of premises that were defined under the old award into 3 streams in the modern award. They are out of touch with both skill levels, MINTRAC training certification and plain common sense for people to try and read the award. It is doubtful that a BOOT assessor would know what a tunnel boner is. It is more than likely that none of the tasks that we suggest being revisited herein are in fact still relevant or even performed.

The task of sawyer needs serious consideration as this task is the key operation and usually highest paid occupation in a boning room. It is also a part of the butchers' tasks and should be at MI 6.

Again, some older language such as pithing can be absorbed into a single task description of knock or stun animal.

Some tasks can be rolled into one heading and all can be made species generic.

The task of forklift operator was rolled into the driver of less than 6 tonne capacity in the broad banding exercise but is now confusing and also a work value comparison sees this task at higher levels in every comparable award, most of which are around our current MI 5 rate or higher.

Current		Proposed	Reason
Meat retail establishment stream	Salesperson;	No change	
	Slaughterer (associated with a retail butchers shop)	Delete	Work value Inconsistent with MI 6
Meat manufacturing establishment stream	Slaughterer;	Delete	Work value Inconsistent with MI 6
	Tunnel boner	Delete	
Meat processing establishment stream	Slaughterer (calves and beef) Class 2	Slaughterer class 2	<i>Generic</i>
	(knocking;	Knock or stun animal (render unconscious)	<i>Clarity</i>
	shackling	Move to MI 4	<i>Consistency</i>
	(chaining and hoisting);	Operate hoist in slaughter area	
	pithing;	Delete	<i>Superseded</i>
	tying weasands (in shackling area);	Free with knife and / or tie weasands	<i>Brings in other species</i>
	cheeking;	Move to MI 6	
	skinning heads;	Skin heads / scalping *	<i>Other species</i>
removing forefeet including skinning foot and saving sinew;	Remove forefeet, foreshank or trotters using conventional knife (knuckling)	<i>Other species</i>	

	cleaning and dropping rectum gut and bungs;	Clear and drop rectum gut and bung (anus)	<i>Typo etc</i>
	mark or strip tail;	No change	
	remove muzzle piece;	Remove muzzle	
	remove fore shanks;	Delete	<i>Superseded</i>
	cut aitch bone;	No change	
	mark and saw briskets;	Mark and cut briskets with saw or scissors	<i>Other species</i>
	Slaughterer (pigs) Class 2	Delete	<i>Superseded</i>
	(stunning,	Delete	<i>Superseded</i>
	gambrelling).	Move to MI 4	<i>Consistency</i>
All meat industry streams	Slicer;	No change	
	Sawyer;	Move to MI 6	Work value
	Bench power saw operator (breaking up);	Move to MI 6	Work value
	Employee directly connected to the slaughter floor—tasks such as knocking and making tallow;	Delete	Difficult to determine tasks
	Employee indirectly connected with the slaughter floor – tasks such as making tallow;	Delete	Difficult to determine tasks
	Lining up, backing down and chopping or sawing down (pigs);	Delete	Cover in processing
	Operator of rendering machinery; Operator of other by-product machinery;	Employees operating machinery in rendering or by products	
	Driver of motor vehicle exceeding 6 tonne carrying capacity;	No change	
	Use of licensed product handling equipment;	Need to determine tasks	
	Tractor driver; Auto-truck or tow motor drivers;	No change	
	More advanced operation of data processing equipment than in Meat Industry Level 4 in or about storage works;	No change	

	<p>In tanning and other treatment/processing of hides or skins, the task of currier, colour matching/mixing, chemical mixing, splitting and classing/sorting not elsewhere covered;</p>	<p>No change</p>	
	<p>In addition to the clerical and or/office tasks listed in Meat Industry Levels 3 and 4, an employee at this level performs more detailed tasks such as: retrieving data; maintaining appropriate records; transcribing into records; producing more advanced documents; applying knowledge of clerical and/or office operating procedures; sorting and processing and recording from original source documents; identifying and extracting information from internal and external sources; and computer program applications commensurate with tasks.</p>	<p>No change</p>	

\* Indicates an inconsistency in approach. On Ovine production this task is Class 1 slaughtering but on Bovine is Class 2. The general approach is to have all direct skinning tasks in Class 1 which then matches with the training and certification approach by MINTRAC, and this is our preference for this task but we will live with Class 2 if that is what industry decides.

The resultant table of tasks for MI 5 would then look like this:

Meat retail establishment stream	Salesperson
Meat processing establishment stream	<p>Slaughterer class 2: (tasks listed below)</p> <p>Knock or stun animal (render unconscious)</p> <p>Operate hoist in slaughter area</p> <p>Remove heads</p> <p>Free with knife and / or tie weasands</p> <p>Remove forefeet, foreshank or trotters using conventional knife (knuckling)</p> <p>Open knuckles on foretrotters using conventional knife</p> <p>Skin feet</p> <p>Skin heads / scalping</p> <p>Clear and drop rectum gut and bung (Anus)</p> <p>Mark or strip tail</p> <p>Remove muzzle</p> <p>Cut aitch bone</p> <p>Mark and / or cut briskets with saw or other mechanical aid</p> <p>Release, drop or remove tongue</p>
All meat industry streams	<p>Slicer</p> <p>Employees operating machinery in rendering or by products</p> <p>Driver of motor vehicle exceeding 6 tonne carrying capacity; Tractor driver; Auto-truck or tow motor drivers</p> <p>Forklift operator</p> <p>More advanced operation of data processing equipment than in Meat Industry Level 4 in or about storage works</p> <p>In tanning and other treatment/processing of hides or skins, the task of currier, colour matching/mixing, chemical mixing, splitting and classing/sorting not elsewhere covered</p> <p>In addition to the clerical and or/office tasks listed in Meat Industry Levels 3 and 4, an employee at this level performs more detailed tasks such as: retrieving data; maintaining</p>

	<p>appropriate records; transcribing into records; producing more advanced documents; applying knowledge of clerical and/or office operating procedures; sorting and processing and recording from original source documents; identifying and extracting information from internal and external sources; and computer program applications commensurate with tasks.</p>
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## 6. MI 6

The object here is to align skill sets and update the award to cover modern processing. Many of the old tasks are still relevant today but many, particularly on sheep, have been split into smaller tasks due to the creation of inverted dressers and hygiene requirements for export.

Some tasks need to be included and others clarified to cover all species and rectify inconsistencies.

Current		Proposed	Reason
Meat processing establishment stream	Slaughterer (calves and beef) Class 1	Slaughterer class 1; (tasks listed below)	Multi species
	(sticking including removing sweetbreads;	Stick animal (Cut throat)	Clarity
	skin first leg;	Skin legs (on sheep may include haning up second leg onto hook)	Generic
	skin second leg;	Delete	Superseded
	pocketing silverside;	Pocket silverside with knife or air knife	Modernisation
	resetting;	Rosetting	Typo
	flanking;	Clear flanks	Clarity
	clearing brisket and venting;	Clear brisket	Venting unnecessary
	siding;	Clear sides	
	necking;	Clear neck	
	rumping;	Clear rump / chump	Multi species
	backing off;	Back off (peel off pelt or hide)	Multi species
	skinning briskets and fore shanks;	Clear briskets	
	operating air or conventional knives on hide strippers;	Operate hide or pelt puller (including use of knives where necessary)	Combine next two tasks
	operating downward hide-puller;	Delete	Superseded
	fronting out;	Front out (evisceration)	Task clarity
	sawing down);	Sawing carcass in half	Task clarity
Slaughterer (beef)—bed and cradle;	Delete	Unnecessary	
Slaughterer (sheep) Class 1	Delete	Superseded	

	first leg (including papering),	Delete	Superseded
	second leg (including papering and hanging up second leg),	Delete	Superseded
	cheek,	Clear cheeks	
	open neck and spear cut,	Spearcut / Y Cut	Open neck already covered
	clear neck and forelegs,	Clear Forelegs	
	clear briskets,	Delete	Superseded
	free and tie weasand,	Move to MI 5	
	splitting down and removing trotters,	Split skin	Remove trotters to MI 5 and 4
	flanking,	Clear udders / pizzles (Wax eyes)	Currently part of flanking task and flanking already covered
	paunching,	Delete	Covered already by evisceration
	and/or additional task where no restrainer is used, catch, stick and shackle);	Delete	Unnecessary
	Slaughterer (pigs) Class 1 (sticking, fronting out).	Delete	covered
All meat industry streams	Boner; Carcase grader; Skin classer;  In addition to the clerical and/or office tasks listed in Meat Industry Levels 3 to 5, an employee at this level requires only some general guidance after training and there is scope for discretion/judgment at this level to provide assistance to clerical persons in clerical levels below.	No change to any of these	

The resultant combined table would be as follows overleaf:

Meat processing establishment stream	<p>Slaughterer class 1: (tasks listed below)</p> <p>Stick animal (Cutting throat)</p> <p>Skin legs</p> <p>Pocket silverside with knife or air knife</p> <p>Rosetting</p> <p>Split skin</p> <p>Clear flanks</p> <p>Clear udders / pizzles / wax eyes</p> <p>Clear brisket</p> <p>Clear sides</p> <p>Clear cheeks</p> <p>Clear Forelegs</p> <p>Clear neck</p> <p>Clear shoulders</p> <p>Spear cut / Y Cut</p> <p>Clear rump / chump</p> <p>Backing off (peel off pelt or hide)</p> <p>Operate hide or pelt puller (including use of knives where necessary)</p> <p>Shave pigs</p> <p>Front out (evisceration)</p> <p>Lining or backing down using a knife</p> <p>Sawing carcass in half</p> <p>NB. Use of the terms 'clear' or 'skin' are in many cases the same, ie clear flank is the task of remove skin from flank</p>
All meat industry streams	<p>Boner</p> <p>Carcass grader</p> <p>Skin classer</p> <p>In addition to the clerical and/or office tasks listed in Meat Industry Levels 3 to 5, an employee at this level requires only some general guidance after training and there is scope for discretion/judgment at this level to provide</p>

7. MI 7

No change proposed

8. MI 8

No change proposed

**CONSOLIDATED REVISED  
CLASSIFICATION STRUCTURE  
OVERLEAF**

## MI 1

An employee at this level will be a person with no experience in the industry undergoing a structured on-the-job training program for an initial period of at least 3 months. Employees may be paid at this level for no greater than three months from the date of commencement whilst undergoing training. This level shall not apply to employees with completed certificates of training in the meat industry.

## MI 2

Meat manufacturing establishment stream	<p>Curing section assistant required to do salting</p> <p>Washing, drying</p> <p>smoking section assistant</p> <p>Retort</p> <p>Employee in lard section</p>
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## MI 3

Meat manufacturing establishment stream	<p>Load and / or operate filling machine</p> <p>packing ham or bacon into cans and/or operating closing machine.</p>
All meat industry streams	<p>General labouring duties not specified elsewhere</p> <p>Drovers and other persons handling live animals</p> <p>Clean tripe or offal by machine or by hand without knives</p> <p>Separating and/or handling offal at the eviscerating table</p> <p>Bagging lambs</p> <p>Strapping or wiring-machine operator or vacuum machine operator</p> <p>Salter and/or pickle pumper (arterial or stab)</p> <p>Loading and / or unloading of rooms, chillers, freezers, transport vehicles.</p> <p>Cleaners</p> <p>Labourers involved in tanning or other treatment or processing of skins or hides not elsewhere classified</p> <p>An employee performing clerical and/or office tasks such as maintenance of basic records, basic word processing, typing and filing, collating, photocopying, handling and distributing mail, delivering messages, operation of keyboard and other allied and similar equipment</p>

MI 4

Meat retail establishment stream	Employee making smallgoods in a meat retail establishment with no trade qualification  Cooker and/or scalding;
Meat manufacturing establishment stream	Silent-cutter operator  Mixing machine operator  Smallgoods seller from a vehicle  Cutter up, guillotine operator, derinding machine operator  Scales operator  Ham & bacon curer
Meat processing establishment stream	Slaughtering class 3: (tasks as listed below)  Move animals from race to slaughtering pen, box or crush  Operate restrainer or knocking box  Shackling but not operating hoists  Wash animal in slaughtering area  Remove horns with mechanical cutter  Remove forehooves with mechanical cutter  Push to scald tank  Operate dehairing machine  Toe capping (remove toenails)  Singeing pigs with burner prior to shaving  Remove hindfeet with mechanical shears or cutters  Remove forefeet with mechanical shears or cutters  Changeover first or hook up second leg  Insert gambrel and slide or spreaders  Remove slides or spreaders  Rod or clip weasands  Placing and / or removing chains on hide or pelt stripper  Save sinews from forelegs  Push to or pull from saw

	<p>Split paddywhack (ligament in neck)</p> <p>Pull or remove tails</p> <p>Wash animals on conveyors</p> <p>Open up belly</p> <p>Clear rectum gut and bladder</p> <p>Strip rectum gut</p> <p>Tie rectum gut</p> <p>Trimming</p> <p>Remove ears</p>
All meat industry streams	<p>Employee using knives</p> <p>Trimmer</p> <p>Packer</p> <p>Basic operation of data processing equipment in or about storage works</p> <p>Driver of motor vehicle not exceeding 6 tonne carrying capacity excluding forklift operators</p> <p>In tanning and other treatment/processing of hides or skins, the task of fleshing, buffing, fluffing, curtain coat operating, skating, shaving, glazing, spraying, hand tipping, setting out, sammying</p> <p>In addition to the clerical and/or office tasks listed under Meat Industry Level 3 an employee at this level performs tasks such as more advanced word processing, typing and filing, generating simple documents, date entries, calculating functions, maintenance of records, operates more than basic telephone equipment and message taking.</p>

## MI 5

Meat retail establishment stream	Salesperson
Meat processing establishment stream	<p>Slaughterer class 2: (tasks listed below)</p> <p>Knock or stun animal (render unconscious)</p> <p>Operate hoist in slaughter area</p> <p>Remove heads</p> <p>Free with knife and / or tie weasands</p>

	<p>Remove forefeet, foreshank or trotters using conventional knife (knuckling)</p> <p>Open knuckles on foretrotters using conventional knife</p> <p>Skin feet</p> <p>Skin heads / scalping</p> <p>Clear and drop rectum gut and bung (Anus)</p> <p>Mark or strip tail</p> <p>Remove muzzle</p> <p>Cut aitch bone</p> <p>Mark and / or cut briskets with saw or other mechanical aid</p> <p>Release, drop or remove tongue</p>
All meat industry streams	<p>Slicer</p> <p>Employees operating machinery in rendering or by products</p> <p>Driver of motor vehicle exceeding 6 tonne carrying capacity; Tractor driver; Auto-truck or tow motor drivers</p> <p>Forklift operator</p> <p>More advanced operation of data processing equipment than in Meat Industry Level 4 in or about storage works</p> <p>In tanning and other treatment/processing of hides or skins, the task of currier, colour matching/mixing, chemical mixing, splitting and classing/sorting not elsewhere covered</p> <p>In addition to the clerical and or/office tasks listed in Meat Industry Levels 3 and 4, an employee at this level performs more detailed tasks such as: retrieving data; maintaining appropriate records; transcribing into records; producing more advanced documents; applying knowledge of clerical and/or office operating procedures; sorting and processing and recording from original source documents; identifying and extracting information from internal and external sources; and computer program applications commensurate with tasks.</p>

MI 6

Meat processing establishment stream	<p>Slaughterer class 1: (tasks listed below)</p> <p>Stick animal (Cutting throat)</p> <p>Skin legs</p> <p>Pocket silverside with knife or air knife</p> <p>Rosetting</p> <p>Split skin</p> <p>Clear flanks</p> <p>Clear udders / pizzles / Wax eyes</p> <p>Clear brisket</p> <p>Clear sides</p> <p>Clear cheeks</p> <p>Clear Forelegs</p> <p>Clear neck</p> <p>Clear shoulders</p> <p>Spearcut / Y Cut</p> <p>Clear rump / chump</p> <p>Backing off (peel off pelt or hide)</p> <p>Operate hide or pelt puller (including use of knives where necessary)</p> <p>Shave pigs</p> <p>Front out (evisceration)</p> <p>Lining or backing down using a knife</p> <p>Sawing carcass in half</p> <p>NB. Use of the terms clear or skin are in many cases the same, ie clear flank is to clear skin from flanks</p>
All meat industry streams	<p>Boner</p> <p>Carcass grader</p> <p>Skin classer</p> <p>In addition to the clerical and/or office tasks listed in Meat Industry Levels 3 to 5, an employee at this level requires only some general guidance after training and there is scope for discretion/judgment at this level to provide assistance to clerical persons in clerical levels below.</p>

## MI 7

All meat industry streams	Trade qualified slaughterer  General butcher  Smallgoods maker.
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## MI 8

Meat retail establishment stream	General butcher in charge of a meat retail establishment
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## New definition.

A.2.8 Slaughterer Class 1 is an employee who performs the indicative tasks set out in the classification stream. The general definition however of a slaughterer class 1 shall be an employee engaged in the following processes: Sticking the animal (Cutting throat), using a conventional or mechanical knife to split, open, or clear any skin, pelt or hide from any part of any animal including the operation of mechanical aids where the mechanical aid assists in the skinning of an animal, the operation of pelt or hide strippers except where otherwise classified, the shaving of pigs, evisceration (removal of paunch, intestines, heart, lungs, liver and trachea), lining or backing down using a knife in preparation for sawing, and sawing carcasses in half.