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## SOUTH AFRICAN QUALIFICATIONS AUTHORITY

### REGISTERED QUALIFICATION:

#### Occupational Certificate: Abattoir Foreman

SAQA QUAL ID	QUALIFICATION TITLE							
118695	Occupational Certificate: Abattoir Foreman							
<b>ORIGINATOR</b>								
Development Quality Partner - AgriSETA								
PRIMARY OR DELEGATED QUALITY ASSURANCE FUNCTIONARY	NQF SUB-FRAMEWORK							
-	OQSF - Occupational Qualifications Sub-framework							
QUALIFICATION TYPE	FIELD	SUBFIELD						
Occupational Certificate	Field 01 - Agriculture and Nature Conservation	Secondary Agriculture						
ABET BAND	MINIMUM CREDITS	PRE-2009 NQF LEVEL	NQF LEVEL	QUAL CLASS				
Undefined	165	Not Applicable	NQF Level 04	Regular-ELOAC				
REGISTRATION STATUS	SAQA DECISION NUMBER	REGISTRATION START DATE	REGISTRATION END DATE					
Registered	EXCO 0522/24	2022-02-03	2025-12-31					
LAST DATE FOR ENROLMENT	LAST DATE FOR ACHIEVEMENT							
2026-12-31	2029-12-31							

In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.

This qualification does not replace any other qualification and is not replaced by any other qualification.

#### PURPOSE AND RATIONALE OF THE QUALIFICATION

##### Purpose:

The purpose of this qualification is to prepare a learner to function as an Abattoir Foreman. An Abattoir Foreman oversees processes in an abattoir and ensures that all processes and procedures are adhered to as set out in the Meat Safety Act and Health Management System (HMS).

A qualified learner will be able to:

- Oversee optimised resource utilisation.
- Monitor that all processes and procedures are adhered to as set out in the Health Management System

(HMS) whereby ensuring abattoir compliance.

- Conduct root cause analysis to solve quality non-conformance, identify risks to product and recommend corrective action to address non-conformance.
- Monitor and control team efficiency and activities in the abattoir ensuring productivity, quality, compliance and compliant handling of condemned material.

**Rationale:**

The red meat industry requires a well-trained management cadre to ensure compliance with standards as well as to ensure the safety of the consumer. Global, 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 management of processes and procedures at red meat abattoirs and on how workers and technical staff are managed in order to conduct their day-to-day activities.

In addition to the above, consumers expect compliance with standards for animal welfare and the humane ante-mortem treatment of animals in the abattoir. Consumer tastes, preferences and expectations with regard to product have also become more sophisticated and demanding over the years, thus the leadership directing the compliance with these processes and expectations is of utmost importance.

The Occupational Certificate: Abattoir Foreman with its part-qualification: Occupational Certificate: Abattoir Supervisor provides learners with the opportunity to obtain competence in abattoir supervision and management processes and practices, with the main focus to meet meat quality and safety standards and comply with legislative and regulatory requirements. Abattoirs are regulated by stringent statutory requirements ensuring meat safety and well-being of the consumer. The main task of the Abattoir Foreman is therefore to oversee compliance to these requirements. This qualification focuses on the skills, knowledge, values and attitude required to comply with the stringent statutory requirements that prescribe meat safety standards. It will equip learners with skills and competence to operate as confident junior managers who will execute tasks related to identifying and solving complex problems, evaluating and implementing solutions, demonstrate and to listening, and understanding information and ideas as well as owning a sound knowledge of laws and legal procedures. Opportunities for employment exist in high throughput abattoirs, low throughput abattoirs as well as small abattoirs in the more rural areas.

This qualification is aimed at people who are working in the red meat industry with no formal recognition or those who would like to further a career in the industry. It is aimed at formalising the skills required to facilitate career-pathing and to provide access to management echelons and within other meat/food related industries.

Professional bodies, associations and stakeholders consulted include:

- Red Meat Abattoir Association (RMAA).
- Department of Agriculture, Land Reform and Rural Development.
- Various abattoir managers/owners.

**LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING**

**Recognition of Prior Learning**

- Learners will gain access to the qualification through RPL for Access as provided for in the QCTO RPL Policy. RPL for access is conducted by accredited education institution, skills development provider or workplace accredited to offer that specific qualification or part-qualification.
- Learners who have acquired competencies of the modules of a qualification or part-qualification will be exempted from modules through RPL.
- Learners will be awarded credits for or towards the qualification or part qualification through RPL as provided in the QCTO RPL Policy. RPL for credits provides for the formal award of credits for, or towards a qualification or part-qualification registered on the NQF.

**RPL for access to the external integrated summative assessment**

Accredited providers and approved workplaces must apply the internal assessment criteria specified in the related curriculum document to establish and confirm prior learning. Accredited providers and workplaces must confirm prior learning by issuing a statement of result or certifying a work experience record.

**Entry Requirements:**

The minimum entry requirement for this qualification is:

- NQF Level 2 qualification.

## **RECOGNISE PREVIOUS LEARNING?**

Y

## **QUALIFICATION RULES**

This qualification consists of the following compulsory Knowledge, Practical Skill and Work Experience Modules:

Knowledge Modules:

- 134916-001-00-KM-01, Statutory and Regulatory Compliance in the Abattoir Industry, Level 3, 1 Credit.
- 134916-001-00-KM-02, Abattoir Hygiene and Meat Safety, Level 3, 3 Credits.
- 134916-001-00-KM-03, Cleaning and Sanitising a Meat Processing System, Level 2, 3 Credits.
- 134916-001-00-KM-04, Abattoir Processes, Quality, Yield and Line Speed, Level 3, 3 Credits.
- 134916-001-00-KM-05, Leadership and Supervision in an Abattoir, Level 3, 5 Credits.
- 134916-001-00-KM-06, Monitoring and Controlling Compliance of Abattoir Activities, Level 3, 5 Credits.
- 134916-001-00-KM-07, Abattoir Management Principles, Level 4, 4 Credits.
- 134916-001-00-KM-08, Abattoir Business Principles and Finances, Level 4, 3 Credits.
- 134916-001-00-KM-09, Abattoir Administration Principles and Practices, Level 4, 4 Credits.
- 134916-001-00-KM-10, Abattoir Production Systems and Processes, Level 4, 6 Credits.
- 134916-001-00-KM-11, Overview of Red Meat Slaughter and Dress Procedures, Level 4, 6 Credits.
- 134916-001-00-KM-12, Abattoir Infrastructure, Technology and Automation, Level 4, 4 Credits.
- 134916-001-00-KM-13, Basic Computer Literacy and Use of Software Packages, Level 3, 3 Credits.
- 134916-001-00-KM-14, Communication and Interoffice Relationships, Level 3, 2 Credits.
- 134916-001-00-KM-15, Advanced Computer Skills and Abattoir Management Information, Level 4, 4 Credits.
- 134916-001-00-KM-16, Communication, Emotional Intelligence and Personal Management, Level 4, 4 Credits.

Total number of credits for Knowledge Modules: 60

Practical Skill Modules:

- 134916-001-00-PM-01, Coordinate the Activities in a Section of an Abattoir Ensuring Compliance is Achieved and Maintained, Level 3, 7 Credits.
- 134916-001-00-PM-02, Guide Teams in a Fair and Consistent Manner in an Abattoir to Achieve Set Targets and Outputs, Level 3, 8 Credits.
- 134916-001-00-PM-03, Oversee Optimised Resource Utilisation, Level 4, 7 Credits.
- 134916-001-00-PM-04, Oversee Abattoir Processes Ensuring Consistent Quality and Productivity, Level 4, 9 Credits.
- 134916-001-00-PM-05, Troubleshoot and Solve Non-Conformance Problems and Recommend Corrective Action, Level 4, 9 Credits.

Total number of credits for Practical Skill Modules: 40

Work Experience Modules:

- 134916-001-00-WM-01, Abattoir Supervision, Level 3, 24 Credits.
- 134916-001-00-WM-02, Optimised Resource Utilisation, Level 4, 10 Credits.
- 134916-001-00-WM-03, Abattoir Process Control and Compliance Monitoring, Level 4, 20 Credits.
- 134916-001-00-WM-04, Non-conformance Inspection and Problem Solving, Level 4, 11 Credits.

Total number of credits for Work Experience Modules: 65

## **EXIT LEVEL OUTCOMES**

1. Oversee optimised resource utilisation.
2. Apply methods, procedures, and techniques to oversee a range of processes in an abattoir to ensure consistent quality of carcasses and meat products, timing of activities and conformance to statutory requirements.
3. Troubleshoot and solve - problems relating to quality, non-compliance, identify risks to product and recommend corrective action to address non-compliance.

4. Supervise team efficiency and activities in the abattoir ensuring productivity, quality, compliance and compliant handling of condemned material.

## **ASSOCIATED ASSESSMENT CRITERIA**

Associated Assessment Criteria for Exit Level Outcome 1:

- Plan, direct and motivate human resources to achieve the predetermined production targets of an abattoir in terms of quality, quantity, and legislative compliance.
- Control financial resources of the section of the abattoir to ensure expenditure is within the parameters of the budget.
- Promote and maintain sound labour relations.
- Plan and organise training to address skills gaps.
- Manage physical resources of the section of the abattoir to ensure efficient use and minimisation of waste.

Associated Assessment Criteria for Exit Level Outcome 2:

- Apply time management principles to optimise process flow, line speed and yield according to targets and meat quality and safety standards at each stage of the production process.
- Manage the optimisation of abattoir processes to achieve the set production targets of an abattoir in terms of quality, quantity, and legislative compliance.
- Coordinate abattoir workers and slaughterers by conducting planning, target setting and scheduling.
- Report and communicate daily production and process information to abattoir staff and management.
- Display coordination skills in dealing with incidents or accidents or in cases of emergency.

Associated Assessment Criteria for Exit Level Outcome 3:

- Monitor all processes and procedures for compliance with requirements as set out in the Meat Safety Act and Hygiene Management System (HMS) whereby ensuring a compliant abattoir.
- Conduct internal inspections of all areas and address non-compliance.
- Conduct root cause analysis of reoccurring deviations and plan and implement corrective action.

Associated Assessment Criteria for Exit Level Outcome 4:

- Monitor and control compliance with meat safety and occupational health and safety requirements in all areas of the abattoir.
- Coordinate production activities in the various areas of the abattoir ensuring that quality and quantity targets are met.
- Inspect and supervise animal welfare requirements to ensure compliance.
- Allocate tasks, equipment, and resources to achieve set targets while instructions are given to team members
- Supervise handling of condemned material and maintain compliance.

## **INTERNATIONAL COMPARABILITY**

This qualification was compared with similar qualifications from Australia and New Zealand.

### **Australia**

The Australian Qualification Certificate IV in Meat Processing (Leadership) offered by FS Alliance was used for international comparability. This qualification is at Level 4 and includes a leadership section. The qualification is aimed at experienced meat workers who are in leadership positions.

To achieve this qualification, the learner must demonstrate competency in 4 core units plus 8 elective units. The core units are:

- Manage own work performance.
- Facilitate quality assurance process.
- Participate in workplace health and safety risk control process.
- Facilitate hygiene and sanitation performance.

The learner can select from 25 elective units. Aspects covered in the selected units listed below were used for comparability:

- Facilitate achievement of enterprise environmental policies and goals.
- Manage and maintain a food safety plan (HMS).
- Plan, conduct and report a workplace incident investigation.

- Address customer needs (implement instruction).
- Assess and evaluate meat industry requirements and processes.
- Lead team effectiveness.
- Implement operational plan.
- Implement continuous improvement.
- Develop and implement work instructions and Standard Operation Procedures (SOPs).
- Supervise new recruits.

The Occupational Certificate: Abattoir Foreman compares well with aspects included in the units above, namely: management, leadership, team effectiveness, food safety plan (HMS), incident investigation, implementing instructions, evaluating meat industry requirements and processes.

#### New Zealand

The New Zealand Certificate in Meat Processing and Meat Product Manufacturing (Level 4) with strands in Boning Operations, Grading, Meat Quality Assurance, Slaughter Floor Operations, Dressing Operations, Optimising Meat Yields, and Meat Product Manufacturing is offered by the Primary Industry Training Organisation. This qualification is at Level 4 and presents the potential learner with a range of options to choose from. Depending on the selected strand, the credits of the qualification range between 50 and 75 credits. This qualification is stranded to recognise the specialist skills and knowledge required of the meat and meat product manufacturing industry. This qualification will allow meat and meat product manufacturing workplaces to recognise qualifying learner skills and knowledge that meet domestic and international market standards in a range of quality meat manufactured meat products.

Compulsory units focus on the monitoring and implementation of practices and operations, thus the supervisory aspect, and include:

- Monitor sustainable environmental practices in a primary products food processing operation.
- Monitor the implementation of health and safety practices in a primary products food processing operation.
- Analyse and convey workplace information in a primary products food processing operation.
- Implement work priorities in a primary products food processing operation.
- Implement food safety requirements in a primary products food processing operation.

The New Zealand qualification differs from the South African qualification in terms of the wide selection possibilities specified as "strands". It should be noted that at 60 credits (for the strand in Slaughter Floor Operations) the New Zealand qualification is much shorter than this Occupational Certificate. In terms of content, similar aspects are covered, namely the focus on monitor, implementation, and analysis of information, etc. which are typical junior management functions.

#### Conclusion

It can be concluded that the Occupational Certificate: Abattoir Foreman compares well with the two international qualifications in terms of the level and content of the qualifications.

### **ARTICULATION OPTIONS**

This qualification allows possibilities for both vertical and horizontal articulation.

#### Horizontal Articulation:

- Further Education and Training Certificate: Dry Pet Food Advanced Processing Technology, NQF Level 4.

#### Vertical Articulation:

- National Certificate: N5 Management Assistant, NQF Level 5.
- Occupational Certificate, NQF Level 5.

### **NOTES**

#### Qualifying for External Assessment:

To qualify for an external assessment, learners must provide proof of completion of all required modules by means of statements of results and work experience records.

#### Additional legal or physical entry requirements

None

Criteria for the accreditation of providers

Accreditation of providers will be done against the criteria as reflected in the relevant curriculum on the QCTO website.

The curriculum title and code: Occupational Certificate: Abattoir Foreman: [134916-001-00-00](#)

Encompassed Trades

This qualification encompasses the following trades as recorded on the NLRD.

This is not a trade qualification.

Assessment Quality Partner (AQP)

- AgriSETA.

Related Part-qualification

Occupational Certificate: Abattoir Supervisor, NQF Level 3.

#### **LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION:**

**NONE**

#### **PROVIDERS CURRENTLY ACCREDITED TO OFFER THIS QUALIFICATION:**

*This information shows the current accreditations (i.e. those not past their accreditation end dates), and is the most complete record available to SAQA as of today. Some Primary or Delegated Quality Assurance Functionaries have a lag in their recording systems for provider accreditation, in turn leading to a lag in notifying SAQA of all the providers that they have accredited to offer qualifications and unit standards, as well as any extensions to accreditation end dates. The relevant Primary or Delegated Quality Assurance Functionary should be notified if a record appears to be missing from here.*

**NONE**

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