



# **HSA Seminar - Wednesday 12th October 2016**

## **Outcome of audits of EU Member States on animal welfare controls at slaughter**

**Vasco Antunes**  
**Directorate -General for Health and Food Safety**

*Health and  
Food Safety*

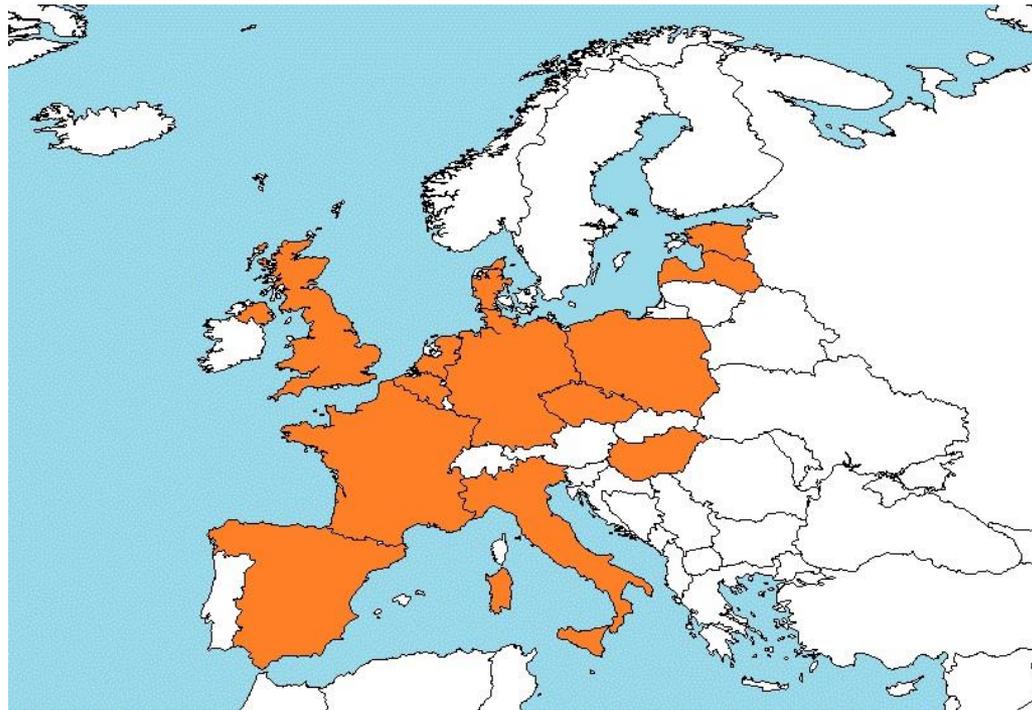
## **Preceded by an FVO desk study 2013**

*Based on a questionnaire to all Member States. Study concluded that the procedures for controls in The Netherlands and Poland were good models to follow.*

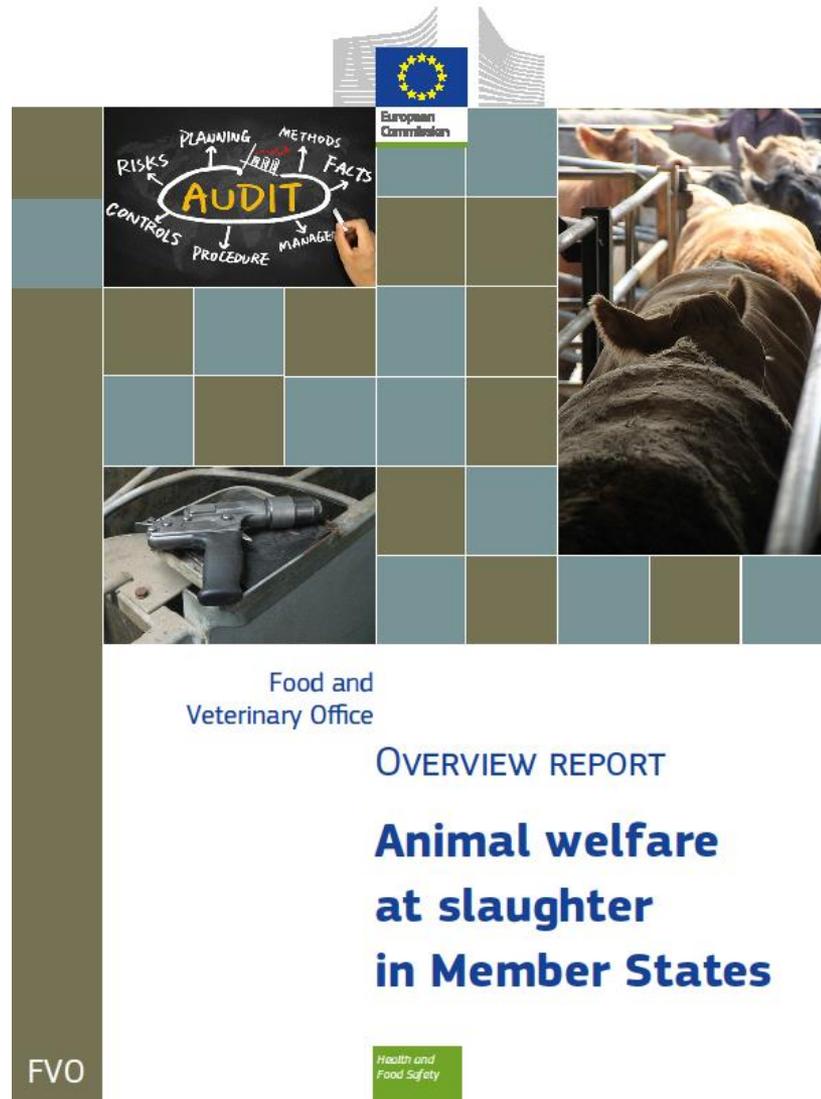
*Desk study report (2013-7124) is published and available at: [http://ec.europa.eu/food/audits-analysis/overview\\_reports/index.cfm](http://ec.europa.eu/food/audits-analysis/overview_reports/index.cfm)*

## **13 audits: a pilot audit in 2013 the others in 2014/15**

***80%  
of EU  
poultry and  
cattle  
production***



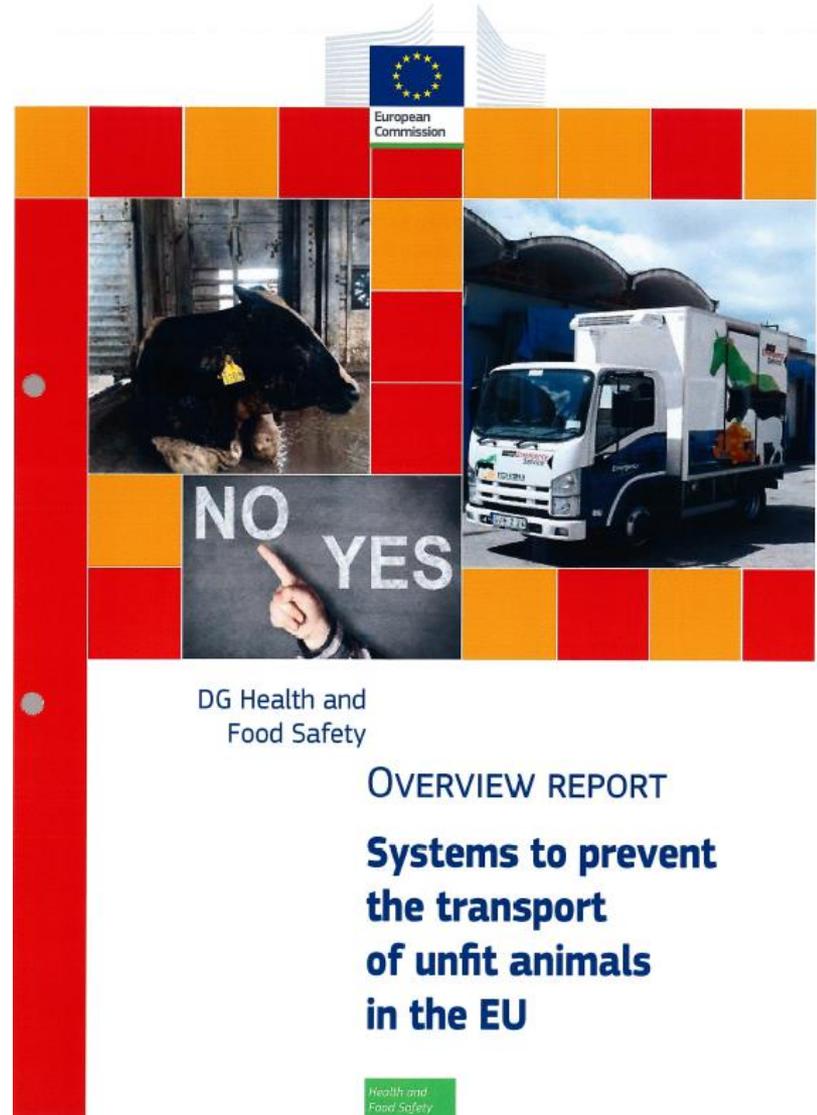
*Three Overview reports:  
1. on animal welfare at  
slaughter, 2015-  
7123 (published)*





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2. *on systems to prevent the transport of unfit animals, 2015-8721 (published)*
3. *on the use of slaughterhouse data to establish farm checks for welfare of broilers, 2016-8999 (still to be published)*

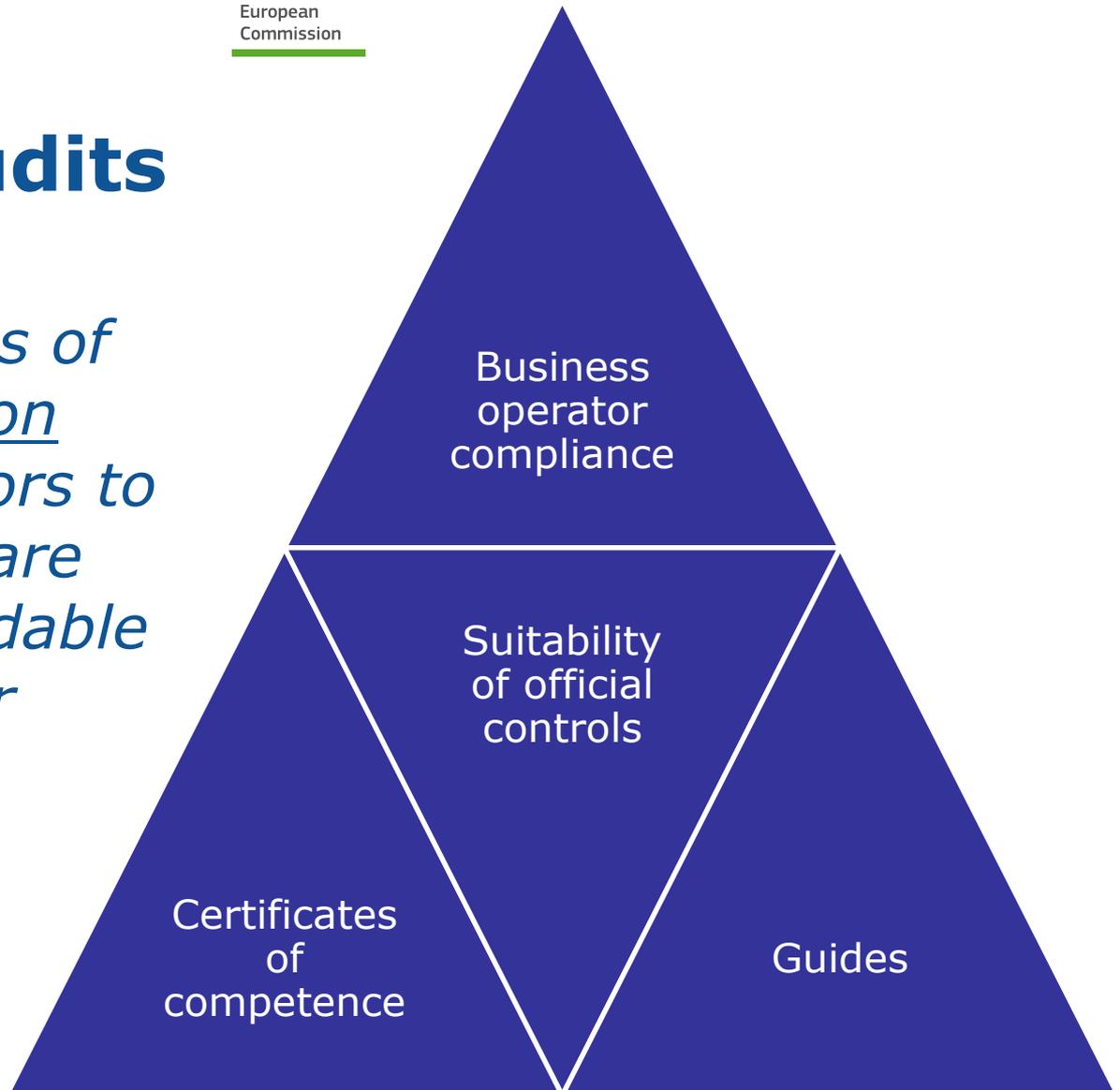




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## Focus of Audits

*The effectiveness of official controls on business operators to ensure animals are spared any avoidable pain, distress, or suffering.*





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# Support: Certificates of competence

ANNEX IV

*Practical exams in four  
Member States  
(Italy, UK, Germany  
and The Netherlands)*

## CORRESPONDENCE BETWEEN ACTIVITIES AND REQUIREMENTS FOR EXAMINATION OF COMPETENCE (as referred to in Article 21)

Slaughter operations listed in Article 7(2)	Subjects for examination of competence
All operations listed in Article 7(2)(a) to (g).	Animal behaviour, animal suffering, consciousness and sensibility, stress in animals.
(a) the handling and care of animals before they are restrained;	Practical aspects of handling and restraining animals.
(b) the restraint of animals for the purpose of stunning or killing;	Knowledge of manufacturers' instructions on the type of restraint equipments used in case of mechanical restraint
(c) the stunning of animals;	Practical aspects of stunning techniques and knowledge of manufacturers' instructions on the type of stunning equipments used. Back-up stunning and/or killing methods. Basic maintenance and cleaning of stunning and/or killing equipment.
(d) the assessment of effective stunning;	Monitoring the effectiveness of stunning. Back-up stunning and/or killing methods.
(e) the shackling or hoisting of live animals;	Practical aspects of handling and restraining animals. Monitoring the effectiveness of stunning.
(f) the bleeding of live animals;	Monitoring the effectiveness of stunning and the absence of signs of life. Back-up stunning and/or killing methods. Appropriate use and maintenance of bleeding knives.
(g) the slaughtering in accordance with Article 4(4);	Appropriate use and maintenance of bleeding knives. Monitoring the absence of signs of life.



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# Support: Validated guides to good practice

<u>Member State</u>	<u>Subject</u>
<b>Austria</b>	All species
<b>Denmark</b>	Cattle, pigs
<b>Finland</b>	Cattle, Pigs, Poultry
<b>France</b>	Cattle
<b>Germany</b>	Cattle, Pigs
<b>Italy</b>	All species
<b>Slovakia</b>	Standard Operating Procedures

## Support? Manufacturer's instructions for restraining and stunning equipment

Slaughterhouse  
Approval  
procedures

Scientific support:  
slaughterhouse approval,  
manuf. instructions, guides to  
good practice, inspections and  
audits, training bodies

Multi-annual  
national  
control plans  
(risk planning,  
implementing  
powers)

Documented  
procedures

Suitability  
of official  
controls

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graph TD; A[Slaughterhouse Approval procedures] --> E((Suitability of official controls)); B[Scientific support: slaughterhouse approval, manuf. instructions, guides to good practice, inspections and audits, training bodies] --> E; C[Multi-annual national control plans (risk planning, implementing powers)] --> E; D[Documented procedures] --> E;
```

# Business operators compliance

✓	...	x
Layout, construction	Equipment	<i>Manufacturer's instructions for the use of restraining and stunning equipment</i>
Handling, restraining		
Stunning of cattle and pigs	Electrical stunning of sheep	Electrical (waterbath) stunning of chickens
	Guides to good practice	Monitoring of stunning
		SOPs

NGOs



business operators



Guides to good practice

Use scientific support body?  
practical trial?



competent authorities

**had a strong influence on quality of SOPs**

# Quality of SOPs also better where:

- 1. CA audit the operator's system of checks*
- 2. Consultant/scientific support for FBO*



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# Issues not fully taken into account in SOPs (1)

## Planning the arrival of animals:

- *Scheduling > lairage capacity?*
- *Feed & bedding*  
*= 12 hour rule*

*Fit for  
transport?*



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# Issues not fully taken into account in SOPs (2)

*manufacturers' instructions for  
operating equipment?*



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# Issues not fully taken into account in SOPs (3)

Monitoring of stunning

*Address the requirements  
of Article 16?*



EFSA supporting publication 2013:EN-541

TECHNICAL REPORT

**Sample size calculation tool for monitoring stunning at slaughter<sup>1 2</sup>**

European Food Safety Authority<sup>3, 4</sup>

European Food Safety Authority (EFSA), Parma, Italy



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## **Suitability of official controls: audits rather than inspections = fewer gaps in SOPs.**

*'Audit' means a systematic and independent examination to determine whether activities and related results comply with planned arrangements and whether these arrangements are implemented effectively and are suitable to achieve objectives (Art 2(6) Reg 882/2004)*

# Are animals spared avoidable pain, distress, or suffering?

- *Yes, where guides to good practice and where official controls focus on operator's procedures and records.*
- *No, waterbath stunning of poultry, due partly to lack of guides in the sector. But where good targeting of official controls compliance achieved.*
- *Not always for animals "unfit for transport" (dairy cattle mainly).*

# Slaughter without stunning

*Wide variation in how Member States implement the derogation (Art.4(4))- from highly detailed and prescriptive to ... no system.*

*Specific requirements in Regulation for:*

- 1. Training courses (Art.7(g), Annex IV): use /maintenance of knives, monitoring absence of life*
- 2. SOPS (Art. 6(c))*
- 3. Restraint and bleeding (Art.s 5(2), 15(2), Annex III(3.2))*
- 4. Systematic checks by operator (Art.s 5(2), 16(b))*

# Administrative burden?

- 1. 1099/2009 - Small slaughterhouses if less than 1 000 livestock units per year*
  - 2. Many even if >1 000 units per year still "small" - 2 staff*
- ⇒ 1 is also the AWO and must record his checks = an administrative burden*
- ⇒ SOPs produced not good*

# Some of the Commission actions

## Directorate-General Health and Food Safety

- *Organised a BTSF in October 2015 for Member State officials*
- *In September 2016 launched a study on best practices for the protection of animals at the time of killing*
- *Member States Animal Welfare Network*

## European Food Safety Authority

- *Produced several opinions related to monitoring of stunning*

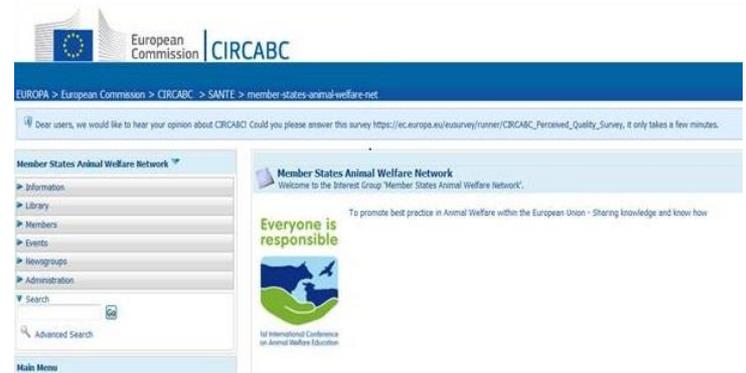
*<http://www.efsa.europa.eu/en/topics/topic/animalwelfare/slaughter>*



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# Member States Animal Welfare Network (MSAWN)

- *Database with newsgroup functions where information on animal welfare (farm, transport and slaughter) is available to Member State officials to share good practice on animal welfare.*
- *Runs on Commission's CIRCABC platform (Communication and Information Resource Centre for Administrations): <https://circabc.europa.eu> Commission controls access*
- *Access on the web through ECAS sign-in (contact: [Jakub.Hrabak@ec.europa.eu](mailto:Jakub.Hrabak@ec.europa.eu)). Users upload, download information and can post and receive information on newsgroups*





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**Thank you**

# **WATOK ONE YEAR ON – Meeting the challenges...Where are we now?**

Malcolm Mitchell



# **A seminar for the meat and livestock industry**

## **Humane Slaughter Association (HSA)**

**Jury's Inn, EMA, Castle Donnington  
Wednesday 12<sup>th</sup> October 2016**

# Was the UK ready for 1099/2009?

Malcolm Mitchell - SRUC

# Welfare of Animals at the Time of Killing (2015)

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- On 22 June 2009 the Agriculture Council reached political agreement on a Regulation to replace [Directive 93/119/EC](#) on the protection of animals at the time of slaughter or killing which was adopted in 1993.
- The new regulation [Council Regulation, 1099/2009](#) which was published in the Official Journal of the European Union on 18 November 2009, will apply from 1 January 2013

# Welfare of Animals at the Time of Killing (2015)



- Regulations to minimise pain, distress or suffering of an animal when it's killed:
- [EU regulation 1099/2009](#) on the protection of animals at the time of killing
- [Welfare of Animals at the Time of Killing \(WATOK\) regulations for England](#)



# **Welfare of Animals at the Time of Killing (2015)**

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## **COUNCIL REGULATION (EC) No 1099/2009**

of 24 September 2009 on the protection of animals at the time of killing

**2015 No. 1782**

## **ANIMALS, ENGLAND PREVENTION OF CRUELTY**

The Welfare of Animals at the Time of Killing  
(England) Regulations 2015

# Welfare of Animals at the Time of Killing (2015)

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- The *Welfare of Animals at the Time of Killing (England) Regulations 2015* (“the WATOK Regulations”) enforce the requirements of Council Regulation (EC) 1099/2009 of 24 September 2009 *on the protection of animals at the time of killing* (“the EU Regulation”).
- The EU Regulation introduces a series of new, directly-applicable operational requirements, and requirements for the construction, layout and equipment of slaughterhouses.

# Welfare of Animals at the Time of Killing (2015)

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- The EU Regulation also permits Member States to maintain existing national rules that were in force at the time the EU Regulation came into force, where they provide greater protection for animals at the time of killing than those contained in the EU Regulation, and provides a derogation for Member States to allow religious slaughter without prior stunning. The WATOK Regulations therefore maintain national rules, including national rules on religious slaughter without prior stunning.

# Background

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- **Study to examine and enhance understanding of current animal welfare monitoring practices in UK slaughterhouses.**
  - **Examine and describe current welfare monitoring practices**
  - **Determine readiness /preparedness of industry for implementation of Regulation**



# Background

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- Examine the structure of the sector
- Consider how best to sample the sector
- Representative?
- Geographical considerations
- Time course and funding
- Feasibility
- Access and co-operation?
- Nature of sample and distributions



# Background

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- The number of operational slaughterhouses in the UK has been determined from official sources and categorised on the basis of geographical distribution and species slaughtered. These data were employed to assess the requirements for the types and numbers of slaughterhouses to be used in the study notwithstanding constraints imposed by accessibility, willingness to participate and time available

# Background



## 2010 UK slaughter figures :-

- **Cattle – 3 million**
- **Sheep – 14 million**
- **Pigs – 10 million**
- **Broilers – 863 million**
- **Spent hens – 43 million**
- **Turkeys – 16 million**



# Approved establishments for domestic ungulates (February 2012)



## Breakdown of establishments by numbers and country

	<b>Bovine</b>	<b>Caprine</b>	<b>Ovine</b>	<b>Porcine</b>	<b>Farmed Game etc.</b>	<b>Unspecified</b>
<b>England</b>	<b>185 (17)</b>	<b>146 (0)</b>	<b>180 (1)</b>	<b>131 (8)</b>	<b>59 (3)</b>	<b>2</b>
<b>Wales</b>	<b>23 (0)</b>	<b>18 (0)</b>	<b>24 (0)</b>	<b>16 (0)</b>	<b>3 (0)</b>	<b>0</b>
<b>Scotland</b>	<b>25 (2)</b>	<b>19 (0)</b>	<b>26 (1)</b>	<b>23 (3)</b>	<b>11 (0)</b>	<b>2</b>
<b>Northern Ireland</b>	<b>11 (2)</b>	<b>1 (0)</b>	<b>9 (0)</b>	<b>6 (3)</b>	<b>1 (0)</b>	<b>1</b>
<b>Totals</b>	<b>244 (21)</b>	<b>184 (0)</b>	<b>239 (2)</b>	<b>176 (14)</b>	<b>74 (3)</b>	<b>5</b>

Table 1 – Breakdown of UK slaughterhouses by species slaughtered and location (figures in parenthesis indicate the number of slaughterhouses authorised to slaughter ONLY that species)

# Approved establishments for domestic ungulates and poultry (February 2012)



<b>Overall numbers of approved establishments by species and country</b>		
	<b>Domestic ungulates</b>	<b>Poultry</b>
<b>England</b>	<b>213</b>	<b>76*</b>
<b>Wales</b>	<b>24</b>	<b>4</b>
<b>Scotland</b>	<b>35</b>	<b>5</b>
<b>Northern Ireland</b>	<b>14</b>	<b>6</b>
<b>Totals</b>	<b>286</b>	<b>91</b>

# Abattoirs involved

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The slaughterhouses invited to participate in the study were selected in order that the group included:-

**All major species (cattle, sheep, pigs, broilers, turkeys + goats, wild boar)**

- **Different classes of stock (e.g. cull sows, cull cows, stock bulls)**
- **Throughputs from very small to very large**
- **Co-ops, independents, multi-site businesses.**
- **Single-species and multi-species plants**
- **Abattoirs in contrasting geographical regions**
- **Different stunning approaches**
- **Religious slaughter methods**



# Abattoirs involved

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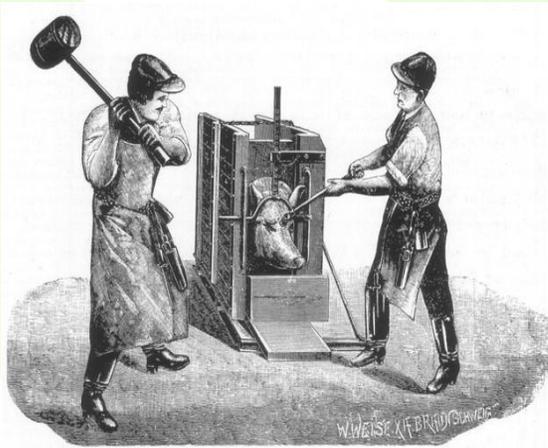


- Interviews:
  - Abattoir manager, quality manager, OV, senior AWO
  - Scale of operation
  - Supply and customer base
  - Current welfare SOPS and recording processes
  - Auditing
  - Training
  - Awareness and issues raised by EC 1099/2009
- Walk-through
  - Understand process from arrival to death
  - Constraints to structural and welfare monitoring changes on-the-ground
  - Targeting of resources to aid compliance with EC1099/2009



# Abattoirs involved

- The project has been undertaken, in part, to assess the readiness / preparedness of the UK animal slaughter industry and associated sectors for the introduction of Council Regulation (EC) 1099/2009 in January 2013.



# Abattoirs involved

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- We have been tasked by Defra to assess the preparedness of the abattoir and retail industries for the implementation of EC Regulation 1099/2009. This regulation replaces the Welfare of Animals (Slaughter and Killing) Regulation 1995. Our task is not to engage in a consultation exercise geared towards modifying the regulation before implementation. Instead our role is to identify to what extent current procedures will meet the needs of the regulation, where further action will be needed, where resources are best targeted to meet these needs and where barriers might exist to achieving this. We propose to tackle this through questionnaires and discussions with relevant staff on-site. This will be complemented by walk-through observations of abattoir procedures to allow more informed recommendations on targeting of resources and barriers to meeting the needs of the new regulation. The project will conclude with an industry workshop which will allow refinement of the results of the project before final submission to Defra and confidential abattoir-specific reports feeding back to the individual abattoirs engaging with the study.*

# Abattoirs involved

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- **All of the slaughterhouses/organizations contacted expressed a willingness to participate.**
- **All the visits/meetings /interviews completed were extremely informative and successful.**
- **The participating organizations have been very candid and have all allowed us access to all parts of the process and facilities and have generally allowed to see SOPs where they exist or at least to extract notes and information from their documents and Codes of Practice.**
- **Where external or Retailer QA systems are in place these were examined and discussed.**

# Abattoirs involved



- **Visits, interviews and “walk-throughs” have been undertaken in:-**
  - **Plants killing only beef**
  - **Plants killing only pigs**
  - **Plants killing beef and sheep**
  - **Plants killing beef, sheep and pigs**
- **Plants killing poultry**



# Abattoirs involved



<b>MLC Descriptor</b>	<b>Throughput</b>
<b>Very large</b>	<b>Over 100,000 ELU a year</b>
<b>Large</b>	<b>30,000 to 100,000 ELU a year</b>
<b>Medium</b>	<b>5000 to 30,000 ELU a year</b>
<b>Small</b>	<b>1000 to 5000 ELU a year</b>
<b>Very Small</b>	<b>&lt; 1000 ELU a year</b>

# Livestock units

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**.....'livestock unit' means a standard measurement unit that allows the aggregation of the various categories of livestock in order to enable them to be compared.**



# Livestock units

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- **(a) adult bovine animals within the meaning of Council Regulation (EC) No 1234/2007 of 22 October 2007 establishing a common organisation of agricultural markets and on specific provisions for certain agricultural products (Single CMO Regulation) ( 1 ) and equidae: 1 livestock unit;**
- **(b) other bovine animals: 0,50 livestock unit;**
- **(c) pigs with a live weight of over 100 kg: 0,20 livestock unit;**
- **(d) other pigs: 0,15 livestock unit;**
- **(e) sheep and goats: 0,10 livestock unit;**
- **(f) lambs, kids and piglets of less than 15 kg live weight: 0,05 livestock unit.**

# Livestock units

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- ***ELU = 1 cattle beast = 2 calves = 5 pigs = 10 sheep:***



# Project site visits

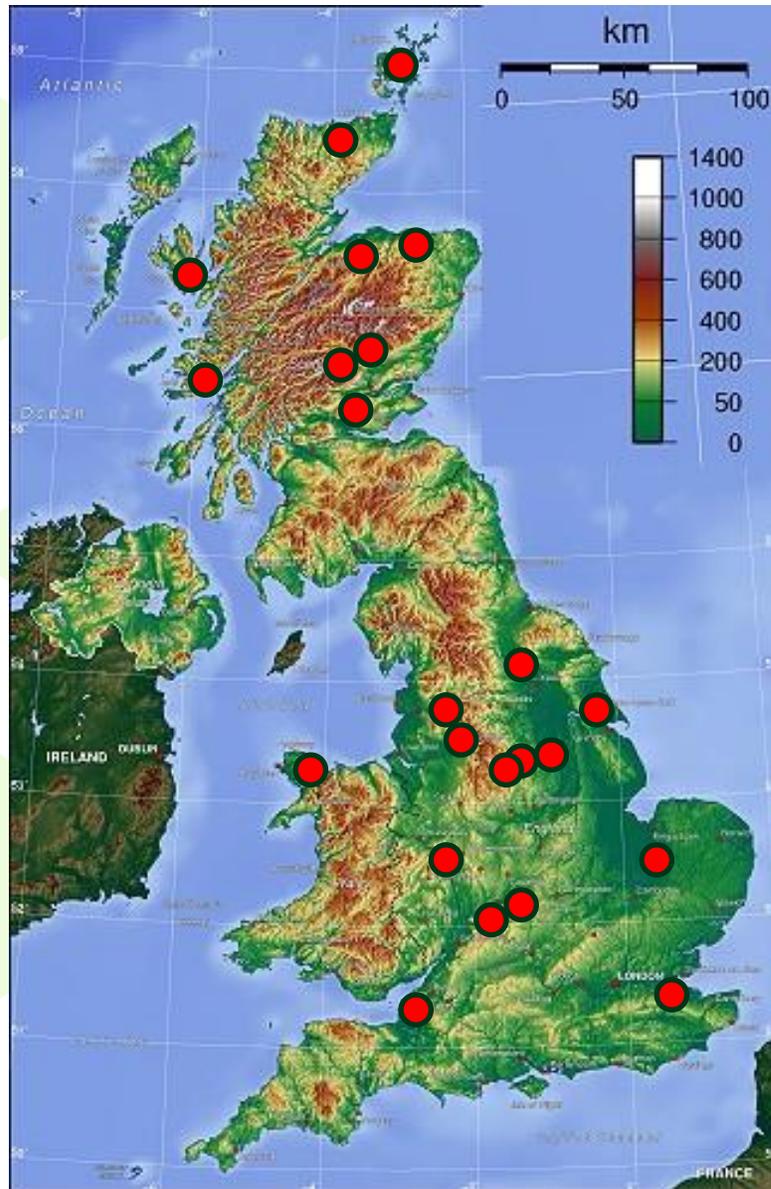
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- **MLC groupings amalgamated into large, medium and small (arbitrary)**



# Areas included



**ALL SECTORS**

# Abattoirs involved



<b>Sector</b>	<b>Number of abattoirs visited killing this species</b>	<b>Range in maximum kill per day</b>	<b>Range in annual kill</b>
<b>Cattle</b>	<b>12</b>	<b>8 - 420</b>	<b>200 – 107,100</b>
<b>Sheep</b>	<b>12</b>	<b>17 – 4000</b>	<b>1300 – 650,000</b>
<b>Pig</b>	<b>10</b>	<b>8 – 5000</b>	<b>200 – 1,275,000</b>
<b>Poultry</b>	<b>4</b>	<b>125 – 165,000</b>	<b>500 – 50,490,000</b>

Range from very small to very large



Slaughterhouse ID	Species slaughtered	Max per day	Annual kill	Size classification for current study
A	Beef	420	107,100	Large
B	Beef	280	71,400	Large
C	Pigs	5000	1,275,000	Large
D	Beef	8	200	Small
	Sheep	17	1300	Small
	Pigs	8	200	Small
	Deer	?	?	-
E	Beef	25	5100	Medium
	Sheep	75	15,300	Medium
	Pigs	100	5100	Medium
F	Beef	8	200	Small
	Sheep	75	3500	Small
	Pigs	10	250	Small
G	Broilers	165,000	50,490,000	Large
H	Beef	133	40,800	Large
I	Beef	225	57,375	Large
	Sheep	2000	153,000	Large
	Pigs	1800	459,000	Large
J	Beef	18	3570	Medium
	Sheep	250	51,000	Medium
	Pigs	50	10,200	Medium
K	Beef	17	5100	Medium
	Sheep	500	153,000	Large
	Pigs	667	204,000	Large
L	Turkeys	15,000	3,825,000	Large
M	Sheep	4000	650,000	Large
N	Turkeys	2857	40,000	Medium
O	Turkeys	125	500	Small
P	Sheep	58	15,000	Medium
Q and R S	Sheep	250	5000	Small
	Beef	12	300	Small
	Pigs	20	300	Small
	Goats	2	10	Small
S	Broilers	2760	100,000	Small
	Turkeys	400	400	Small
T	Beef	4400	51000	Medium
	Sheep	8109	66000	Medium
	Pigs	3362	67000	Medium

# Training and accreditation



- Most abattoirs sampled out-sourced training provision on welfare
- All used some form of subsequent in-house mentoring:
  - informal guidance (management, experienced colleagues, OV)
  - buddy system
  - spot checks
- Training to AWO level varied by plant (zero – 10 trained AWOs)
- Basic welfare training provided to additional staff on some plants



# Auditing of welfare standards

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- Include
  - FSA
  - levy body schemes
  - retailers
  - other major customers
  - other parties (e.g. Freedom Foods, Red Tractor, Soil Association)
- Vary between informal walk-through to formal compliance inspection
- Announced/unannounced
- Supplemented by internal audits/walk-through
- Formality dependent on purpose and personal interest of inspector



# Welfare monitoring - SOPs

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- Written method statements vary in quantity:
  - Absent
  - Present for some stages of process
  - Present for all stages
    - Included: Vehicle and initial check at arrival, DOA, out-of-hours arrival, unloading, lairaging, moving/handling, stunning, shackling, sticking.
- And detail:
  - Brief sentence
  - Detailed SOPs accompanied by photos
  - Few described a sampling regime



# Welfare monitoring - recording

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- **Continuum from:**
  - Zero recording
  - Recording by exception (e.g. double stuns, slips/trips, goad use)
  - Proactive sampling
  - Or a combination
- **Why might records not be made?**
  - Not required by customers/current legislation/OV
  - Small throughput – all animals dealt with individually by small number of staff involved throughout process

# Causes of variation

- Plants with the most elaborate SOPs have the most comprehensive recording
- Major retailers are principal driver behind formality and complexity of welfare monitoring
  - SOPs adopted designed to meet the amalgamation of all customer requirements
- Medium and large throughput plants mostly supply retailers.



# Large plant SoPs



- Includes specification of:
  - number of animals to be sampled
  - by whom
  - time during week and day
  - farm of origin
  - stages observed
  - measurements taken
  - reporting format
  - protocol for determining acceptability, remedial action and on-going assessment including reporting of trends
- Largely (wholly?) compliant with EC 1099/2009



# Large plant SoPs

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**Records taken – e.g. at lairage and moving (As dictated by SOPs):**

- Time of entry and kill
- Ambient temperatures
- Cleanliness
- Fabrication or atmospheric conditions that could cause injury
- Level of lighting
- Bedding, feed, water provision
- Stocking density
- Casualties
- Species specific issues
  - eg tail docking and tail injuries
- Trauma and lameness
- Slips/trips/falls
- Vocalisations
- Goad usage

# Small plant SoPs

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- Small plants have simpler systems, justifying briefer SOPs(?)
- Slightly simplistic
  - Some small plants supplying local caterers, butchers and home consumption have well developed SOPs but limited recording.

# Comments /questions (at that time)

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- Does collection of records or absence of these necessarily equate to good or bad welfare?
- Will SOPs and welfare recording improve welfare?
  - Clear recognition of business interest in reducing stress to improve product quality
  - Will the data be reliable?
  - Who will use the data? No value in unused data. (Some plan to integrate with other routine measures to gain value)



(Photo by Nottingham Vet School)



# Findings of the study

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- Welfare policy?
- Awareness of need for SoPs?
- Awareness of format of SoPs?
- SoPs exist – compliant?
- Written records (electronic) of welfare measures?
- Welfare parameters recorded?
- AWO?
- Welfare training other?
- Welfare auditing
- Awareness, readiness, preparedness for 1099

# Did a written welfare policy exist?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	2	1	3	1	2	1	2	1
Medium	2	2	2	2	1	2	0	1
Large	4	0	3	0	3	0	2	0

# Did a written welfare policy exist?

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	Yes	No
Small	4	2
Medium	2	3
Large	9	0

# Did a written welfare policy exist?

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- The most developed examples included a summary of key points of current animal welfare legislation affecting the business, details of third-party assurance scheme requirements, staff responsibilities and emergency procedures. The development of over-arching animal welfare policy documentation appeared to be a necessary requirement of third-party assurance schemes. The most notable in this regard and that were identified in the study were Freedom Food, British Meat Processors Association and Red Tractor Assured Food Standards. Other standards that were complied with included QMS (Quality Meat Scotland), Organic, Halal and BRC.
- Where an abattoir was not a member of such assurance schemes and did not supply a major retailer, documentary evidence of a welfare policy tended to be lacking or brief in content. The most developed animal welfare policy obtained from a small abattoir supplying small local businesses only included a brief statement of the impacts of welfare on product quality, the legal responsibility of the business to treat animals humanely and a requirement for all staff to read and be familiar with the associated SOPs

# Was there awareness of the need for SOPs in order to comply with EC 1099/2009?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	0	3	0	4	0	3	2	1
Medium	2	2	2	2	1	2	1	0
Large	3	1	2	1	2	1	2	0

# Was there awareness of the need for SOPs in order to comply with EC 1099/2009?

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	Yes	No
Small	1	5
Medium	3	2
Large	8	1

# Was there awareness of the need for SOPs in order to comply with EC 1099/2009?

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- Demonstration of any form of awareness of the need for SOPs was taken as an affirmative answer, even if awareness of the format, content and use of SOPs required for compliance with EC 1099/2009 was not apparent.

# Was there awareness of the format that SOPs should take for compliance with EC 1099/2009?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	0	3	0	4	0	3	0	3
Medium	2	2	2	2	1	1	0	1
Large	3	1	2	1	2	1	2	0

# Was there awareness of the format that SOPs should take for compliance with EC 1099/2009?

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	Yes	No
Small	0	6
Medium	2	3
Large	8	1

## Was there awareness of the format that SOPs should take for compliance with EC 1099/2009?

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- EC 1099/2009 requires SOPs to clearly state not only the abattoir processes involved in each stage of the slaughter process, but metrics such as the sample of animals to be checked, the parameters to be assessed as indicative of welfare, the mechanism for deciding whether findings are acceptable and remedial action deemed to be unsatisfactory. An affirmative answer was recorded when participants showed awareness of these key attributes.

# Did SOPs exist in a format that would be largely or wholly compliant with EC 1099/2009?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	0	3	0	4	0	3	0	3
Medium	0	4	0	4	0	3	0	1
Large	0	1	0	3	1	2	0	2

# Did SOPs exist in a format that would be largely or wholly compliant with EC 1099/2009?



	Yes	No
Small	0	6
Medium	0	5
Large	1	5

## **Did SOPs exist in a format that would be largely or wholly compliant with EC 1099/2009?**

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- This judgement was made based purely on the project team's interpretation of the regulation and it is recognised that this interpretation may differ from that of auditors. Insufficient access was given to the SOPs from three large abattoirs (all killing beef only) to judge whether these would be compliant with EC 1099/2009. These abattoirs are not included in the following two tables.

# Did SOPs exist in a format that would be largely or wholly compliant with EC 1099/2009?

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## Variation in the development of SOPs

Abattoirs varied in the number of SOPs adopted, the number of stages of the process from animal arrival to death covered by SOPs and the depth of guidance given by the SOPs. The most developed systems adopted separate SOPs for checking animals on arrival, dealing with out-of-hours arrival, casualty slaughter, unloading, lairaging, movement to stunning, stunning, shackling and sticking. In some cases SOPs contained details of how the guidance given mapped onto third-party QA scheme requirements and procedures required for monitoring and recording of welfare parameters associated with the stage in the process governed by the SOP (e.g. the sample of animals to be checked and frequency of such checks). The most detailed SOPs included photographic examples of good practice taken on the plant itself. Systems of SOPs of the complexity described appeared to have emerged in response to the combined requirements of multiple major retailers. Plants not supplying major retailers were noted to lack SOPs, or to have less well developed documents. The most well developed documents obtained from a small abattoir supplying local businesses only included separate SOPs for lairaging, movement to the stunning area, stunning by captive bolt, stunning by electric tongs, recognition of an effective stun, shackling and sticking.

# Were written records kept of welfare parameters?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	0	3	0	4	0	3	1	2
Medium	2	2	2	2	1	2	1	0
Large	4	0	3	0	3	0	2	0

# Were written records kept of welfare parameters?

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	Yes	No
Small	1	5
Medium	3	2
Large	9	0

# Were written records kept of welfare parameters?

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- An affirmative answer was recorded if documented data was collected on at least one parameter relevant to animal welfare. The following section provides details on the nature of the recording practiced. Activities of OV's have not been included in the tables below.

# What welfare parameters are recorded presently?



	Recorded by exception		Recorded by proactive sampling on predetermined sample size at predetermined frequency		Total number of abattoirs which recorded by either exception or by proactive sampling	
	Yes	No	Yes	No	Yes	No
Fitness to travel	0	9	2	7	2	7
Time waiting on vehicle in yard	0	9	3	6	3	6
Appropriateness of grouping on vehicle	0	9	2	7	2	7
Stocking density on vehicle	0	9	2	7	2	7
Objects on vehicle posing risk of injury	0	9	2	7	2	7
Care at unloading	0	9	2	7	2	7
Casualty slaughter	1	8	0	9	1	8
Presence of injuries	1	8	0	9	1	8
Lameness	1	8	0	9	1	8
Goad use	2	7	4	5	6	3
Slips/trips/falls	0	9	4	5	4	5
Bruising (post-mortem)	2	7	0	9	2	7
Vocalisations	0	9	4	5	4	5
Duration in lairage	0	9	2	7	2	7
Objects in lairage posing risk of injury	0	9	3	6	3	6
Lairage water provision	0	9	1	8	1	8
Lairage bedding provision	0	9	1	8	1	8
Lairage temperature	0	9	1	8	1	8
Lairage dust and ammonia levels	0	9	1	8	1	8
Lairage stocking density	0	9	1	8	1	8
Stun equipment checks	0	9	3	6	3	6
Evidence of sensibility post-stun	0	9	3	6	3	6
Requirement for re-stunning	5	4	1	8	6	3
Stun to stick time	0	9	6	3	6	3
Quality of neck cut	0	9	1	8	1	8
Recovery on the bleed line	3	6	1	8	4	5

# What welfare parameters are recorded presently?



	Recorded by exception		Recorded by proactive sampling on predetermined sample size at predetermined frequency		Total number of abattoirs which recorded by either exception or by proactive sampling	
	Yes	No	Yes	No	Yes	No
Duration in lairage	0	4	2	2	2	2
Dead on arrival	1	3	3	1	4	0
Moribund	1	3	0	4	1	3
Broken or dislocated limb	1	3	0	4	1	3
Bruising (post-mortem)	1	3	0	4	1	3
Duration between shackling and stunning	0	4	1	3	1	3
Stun equipment checks	0	4	3	1	3	1
Failed stun	0	4	1	3	1	3
Requirement for manual neck cut	0	4	1	3	1	3

# What welfare parameters are recorded presently?

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- The tables demonstrate which welfare parameters are monitored and committed to writing on the 13 abattoirs which do record at least one such parameter. The first table shows data from 9 abattoirs killing beef, lamb and pigs and the second shows data from 4 abattoirs killing poultry. It must be appreciated that the data presented in these tables is likely to be an underestimate of the true level of recording. In several cases abattoirs operated to, and were inspected against, standards from third parties which they were unwilling to release to us and which we have not been successful in obtaining directly. Abattoirs recorded data either 'by exception' when each non-conformance with an SOP occurred, or by proactive sampling of a predetermined number of animals at a predetermined frequency. In the latter case, such monitoring and recording was observed to be the responsibility of the AWO. No indicators were recorded on both an exception AND a proactive sampling basis in the SAME abattoir. It was apparent the OV's also independently record some welfare parameters on some abattoirs. Activities of OV's have not been included in the tables.
- It was not possible to assess the scientific validity of the welfare indices / measures used in current practice in the slaughterhouses participating in this study. In each site visited it was possible to observe only short periods of active welfare monitoring and associated practices. This was supplemented by the interviews and discussion with staff and inspection of records. Thus it was not possible to gain objective measures of data relating to intra- and inter-observer reliability or information on the development and refinement of indicators. In most cases, it was apparent that proactive sampling was the responsibility of one, or at most a small number of staff on each plant. As each staff member on the larger plants had responsibility for only one part of the live animal process, we would expect indicators recorded by exception to also be the responsibility of a small number of people.

# Was at least one member of staff an accredited Animal Welfare Officer?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	0	3	0	4	0	3	0	3
Medium	4	0	4	0	3	0	1	0
Large	4	0	3	0	3	0	2	0

# Was at least one member of staff an accredited Animal Welfare Officer?

---



	Yes	No
Small	0	6
Medium	5	0
Large	9	0

- Participants were asked whether any of their staff had attended an accredited AWO training course and were currently operating as an AWO on the plant. The questions which follow are associated with two tables. For both questions, the first table provides data based on both species killed and abattoir throughput whereby an abattoir killing two species is represented twice under the appropriate species. The second table provides data only based on throughput in which each abattoir is only represented once. The following two tables have not been colour coded as those abattoirs classified as small in this study fell below the threshold throughput requiring them in law to appoint an AWO.
- This needs clarification – there is no accredited AWO training. An AWO should have CoC for all of the areas they supervise. This should be redrafted to prevent confusion and misled readers from the AWO UK concept pre-2013 and the legal AWO requirements from 1<sup>st</sup> January 2013.

# In addition to AWOs, did other staff receive external training on animal welfare?



	Beef		Lamb		Pigs		Poultry	
	Yes	No	Yes	No	Yes	No	Yes	No
Small	1	2	1	3	1	2	0	3
Medium	3	1	3	1	2	1	0	1
Large	3	1	2	1	2	1	0	2

# In addition to AWOs, did other staff receive external training on animal welfare?

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	Yes	No
Small	1	5
Medium	3	2
Large	6	3

# In addition to AWOs, did other staff receive external training on animal welfare?

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## Variation in external training provision

The number of non-AWO staff that had received externally provided training on animal welfare varied from 1 to 30. Training provision was received either off- or on-site and was provided by a total of 6 training providers. It was apparent that some plants relied on external training provision only for their AWO(s) and it was frequently commented that AWOs subsequently provided in-house training to other staff. All apart from one of the 6 small abattoirs sampled received no external training input (and had no AWOs as presented above). When asked why training provision was not sought, management on these abattoirs commented that remote locations and small working capital made external training difficult to justify and the small throughput and ease of communication with more experienced staff made such training unnecessary.

# Welfare Auditing



Size of operation	Mandatory inspections	Retailers inspections	Others
Large	FSA (every 4-5 months or 3 times a year)	Up to 7 retailers – up to 3 times a year announced/unannounced	QMS (unannounced - once per year), Freedom Foods, Soil Association (once per year)
Medium	FSA (every 5 months or 3 times a year)	Up to 3 retailers – up to 3 times a year announced/unannounced	QMS (unannounced - once per year), ABM (once per year), BQAP (twice a year – once unannounced), Red Tractor, Soil Association (once per year), Wholesalers/food processors, BRC?, Halal Standards
Small	FSA (every 5 months or 3 times a year)	NONE	QMS (unannounced - once per year), Wholesalers/food processors,

# Welfare Auditing

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- Welfare auditing at the slaughterhouse generally consists of inspections by external bodies that will assess the structure, resources and equipment of the plant against pre-defined standards. In addition such inspections will include assessment of the routine practices and operations in the plant and staff performance and welfare monitoring protocols in relation to the established standards or Standard Operating Procedures. Finally audits will involve examination of records and data collection, record keeping and training standards and practices.

# The readiness/preparedness for EC 1099/2009 (scoring system)



	Fully aware	Aware	Partially aware	Faintly aware	Unaware
Aware of the Regulation	5	4	3	2	1
Aware of the content of the regulation	5	4	3	2	1
Strategies and SOPs in place for new Regulation	5	4	3	2	1
Identified main issues requiring attention	5	4	3	2	1
Identified difficulties with compliance	5	4	3	2	1

# The readiness/preparedness for EC 1099/2009



Throughput	Aware of the Regulation	Aware of the content Regulation	Strategies (and/or SOPs) in place for new Regulation	Identified main issues requiring attention	Identified difficulties with compliance	Total
Large	5	4	3	4	4	20
Medium	3	3	1	3	2	13
Small	1 to 3	1 to 3	1	1	1	5 to 9

# The readiness/preparedness for EC 1099/2009



Sector	Aware of the Regulation	Aware of the content Regulation	Strategies (and/or SOPs) in place for new Regulation	Identified main issues requiring attention	Identified difficulties with compliance	Total
Beef	3	3	3	3	3	15
Sheep	3	3	3	3	3	15
Pigs	3	3	3	3	3	15
Poultry	4	4	3	3	3	17

# The readiness/preparedness for EC 1099/2009

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- Awareness of EC1099/2009 has varied and appears to be dependent upon size of the operation
  - In general large throughput plants were aware of and very familiar with the Regulation and specific changes from WASK.
  - Current SOPs and welfare monitoring systems were generally compliant with the new requirements and the producers had identified changes necessary for full compliance and had plans in place to deal with these
  - The two main areas requiring attention were monitoring and recording details of stun procedures and new initiatives and requirements relating to staff training and competences (Certificates)
  - In general the SOPs that were presented and inspected seem to be compliant with the Regulation
  - Retailer codes of practice impose rules and inspections that are compliant with (and may exceed) the requirements of the new Regulation

# The readiness/preparedness for EC 1099/2009

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- Medium sized plants and small plants were generally less aware of the regulation and in particular not familiar with its content
- Some small plants were unaware of the Regulation
- Existing codes of practice and SOPs at smaller plants tend to ensure compliance with WASK and thus with much of the new Regulation
- There may be some deficiencies in this area and several smaller establishments have requested advice
- It was apparent that information on the new Regulation was expected to have been supplied by trade organizations, Defra, FSA and SG but it is claimed that little publicity/information has been forthcoming

# The readiness/preparedness for EC 1099/2009

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- Retailers and large throughput slaughterhouses (supplying the major outlets) are aware of the Regulation and its content and recognize changes necessary for full compliance and have (or will) have SOPs demonstrating this
- Medium to small size slaughterhouses have less awareness or readiness
- Some small enterprises were unaware of the Regulation or its content but may be some way to compliance with existing codes and SOPs
- The three major changes with implications of the industry are production of compliant SOPs, record keeping (particularly stunning details and monitoring) and training and certificates of competence

# The readiness/preparedness for EC 1099/2009

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- There is variability in all these general observations across the industry:
  - There is regional variation in awareness and activities
  - Some small slaughterhouses are aware of the Regulation and have good practice guidelines in place
  - Awareness of the details of SOPs, their content and implementation is patchy across the industry
  - Awareness of the Regulation and its content is high in the religious slaughter sector and discussions on and preparations for the implementation are advanced

# The readiness/preparedness for EC 1099/2009

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- Data recording (automated) and storage are issues for all slaughterhouses but the large enterprises have IT systems, skills and resources to deal with this – it will add significant costs to production
- Small slaughterhouse may be able to initiate or extend manual data recording without major operational changes BUT will still incur costs
- Medium throughput operations may have to consider automatic and more extensive monitoring/recording systems – the costs of this could be prohibitive
- One consequence in certain sectors might be to revert to captive bolt stunning rather than electrical systems OR in the case of religious slaughter (e.g. Halal killing) to opt for non-stun killing (in plants where stunning is currently used)

# The readiness/preparedness for EC 1099/2009

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- Training requirements and records may impose further demands upon smaller operations where much training is undertaken in house and there is concern that current schemes (even using outside organizations) may not be compliant and thus further extra costs may be incurred. The smaller plants require advice and clarification in these areas (they are unfamiliar with the new Regulation)

# Unintentional consequences (@ 2011/2)

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- On farm killing to avoid costs incurred a slaughterhouses as a result of Regulation (e.g. in Crofting Communities in Scotland)
- A move to non-stun religious slaughter (which may have other economic drivers)
- What are the welfare implications of such potential outcomes?

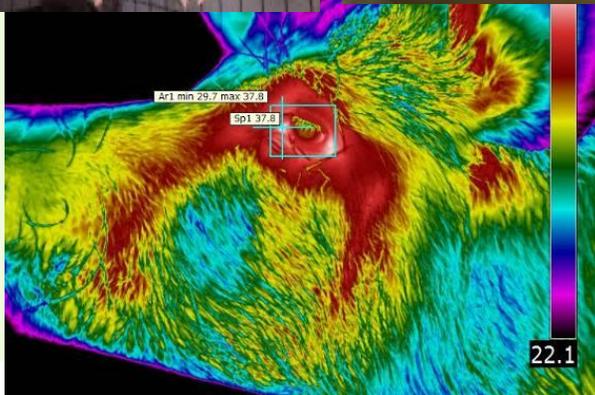
# Summary

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- In summary a wide range of operations were examined and the then current welfare monitoring practices were reviewed and considered in relation to current and future regulations.
- There was significant variation in the provision of written welfare monitoring codes, protocols and practices.
- Awareness and readiness of the industry for the introduction / implementation of EC 1099/2009 was assessed.
- There was variation in readiness / preparedness for the Regulation related to size of operation and location.
- The industry required more information and guidance from the appropriate bodies.
- Clarification of the exact interpretation and the time courses of implementation of the most important parts of the regulation were considered essential

# Thank-you for your attention!





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# The readiness/preparedness for EC 1099/2009

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- **Some comments, thoughts and concerns (misconceptions?)**
  - **The regulation means CAS stunning of poultry will be mandatory**
  - **There will be no “grandfather rights”**
  - **All C of Cs will be issued after “written exams” and a practical assessment**
  - **The requirement for stun monitoring is immediate in 2013**
  - **SOPs can be descriptions of practices (as opposed to pro-active welfare monitoring)**
  - **“Gold plating” of carry over from WASK will be punitive!**
  - **Who should have informed us about all this?!**

# Qualifying lairage and slaughter personnel

**12<sup>th</sup> October 2016**

**Derek Williams**  
**FDQ Director**



- About FDQ
- Current Watok qualifications
- Watok qualification review 2016
- New Watok qualifications - improvements
- Where are we now?

The leading food supply chain Awarding Organisation with powers to design, develop and award vocational qualifications

- regulated by qualification regulators
- all types of vocational qualifications
- 16 business (80+sites) and 6 provider approved Watok centres
- issued Watok 1300 Awards and 250 Certificates
- Leeds based, operating UK wide for Watok qualification provision

# Current Watok qualifications

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- current qualifications date from Nov 2011 and will be replaced on 1<sup>st</sup> Nov 2016
- registration on a Watok qualification is required to obtain a Temporary CoC
- achievement of a Watok qualification, within 3 months, is required to obtain a Full CoC
- use of a qualification linked to the CoC provides external quality assurance and regulated certification in approved centres

# Watok qualification review

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- started review process Jan 2016
- two rounds of consultation and feedback involving employers, trade and govt/agency representatives, training providers, learners
- technical edits of four drafts of qualification units
- substantive and thorough review process resulting in a significantly improved product and seamlessly aligned to the CoC

1. Improved qualification specification, retained **two sizes** of qualification
  - Award (2 credits minimum) and
  - Certificate (13 credits minimum)
2. Introduced a **mandatory unit**
  - covers generic welfare issues that were previously repetitively assessed in each of the species units e.g.
    - regulatory responsibilities
    - consequences of non-compliance
    - importance of minimising avoidable pain, suffering and distress

3. Species units are now **directly aligned** to an updated CoC
  - English terminology e.g. Bovine = Cattle
  - new units for calves, chicken and guinea fowl, quail
  - revised units and titles - used CoC summary species and activities table language e.g. Protect cattle welfare in **penetrative captive bolt device** stunning – aligned with A11

# New unit header



<b>Title</b>	<b>Protect cattle welfare in penetrative captive bolt device stunning</b>				
<b>RQF Unit ref</b>	<b>x/xxx/xxxx</b>	<b>Enables claim for Certificate of Competence (CoC) areas</b>	<b>A11 and A51 + A52</b>		
<b>RQF Level</b>	<b>2</b>	<b>Credit value</b>	<b>2</b>	<b>GLH</b>	<b>8</b>
<b>Learning outcomes</b>		<b>Assessment criteria</b>			

# New unit header



<b>Title</b>	<b>Protect calf welfare in non-penetrative captive bolt device stunning</b>				
<b>RQF Unit ref</b>	<b>x/xxx/xxxx</b>	<b>Enables claim for Certificate of Competence (CoC) areas</b>	<b>V12 and V51 + V52</b>		
<b>RQF Level</b>	<b>2</b>	<b>Credit value</b>	<b>2</b>	<b>GLH</b>	<b>8</b>
<b>Learning outcomes</b>	<b>Assessment criteria</b>				

# New unit header



<b>Title</b>	<b>Protect chicken and guinea fowl welfare in handling and care before they are restrained</b>				
<b>RQF Unit ref</b>	<b>x/xxx/xxxx</b>	<b>Enables claim for Certificate of Competence (CoC) areas</b>	<b>K41 only</b>		
<b>RQF Level</b>	<b>2</b>	<b>Credit value</b>	<b>2</b>	<b>GLH</b>	<b>9</b>
<b>Learning outcomes</b>	<b>Assessment criteria</b>				

4. Species unit content has been revised
  - retention of core regulatory training content
  - **significant reduction** in assessment recording bureaucracy
  
5. Clearer expression of **retained assessment** requirements that underpin quality and rigour of assessment
  - Approved centres
  - Assessor competence/CoI control
  - Assessment methodology
  - Internal/External Quality Assurance

# Meeting the Challenges

## Where are we now?

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### Capacity

- flexible network of approved centres
- sound track record in qualification provision
- initial peak in demand met, stable ongoing demand, subject to seasonal spikes

### Capability

- high proportion of well-qualified Assessors
- food businesses have used infrastructure of SOPs/Audits/Training/Tech support effectively
- new qualifications will improve efficiency of use and effectiveness of assessment

Thank you  
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Standards  
Agency  
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# WATOK one year on.

- Identify the provisions which have proved problematical to implement;
- Highlight problems which have arisen and implications for animal welfare
- How have these challenges been overcome
- Identify any problems which may arise in the future.

# WATOK one year on.

- Regulation 1099/2009 came into force on 1 January 2013.
- WATOK came into force in Wales May 2014 and England November 2015.
- What are we looking at?
  - 1. What has gone well.
  - 2. What has not.
  - 3. What has been done to improve where required.

# WATOK one year on.

## Main new requirements

- Standard Operating Procedures (**SOP**).
- Guides to Good Practice (**GGP**).
- Animal Welfare Officer (**AWO**).
- Certificate of Competence (**CoC**).
- Keeping of records for 1 year.
- Maintenance records for equipment.

# WATOK one year on. (SOP).

- This provision was introduced so that Operators had clear written procedures that can be verified.
- This is one of the easier provisions to implement and guidance was available
- In Wales HCC provided funding for an independent advisor to visit red meat slaughterhouses and provide support to develop SOP's.

# WATOK one year on. (SOP).

- Large companies soon complied. Many already had SOPs in place.
- In England for some smaller companies the SOP concept proved harder to implement.
- The Guides to Good Practice have a lot of useful information to help operators develop SOP's

# WATOK one year on. (SOP).

- Currently compliance with SOP's is good across England and Wales.
- 1. SOPs are now in place. Wales support worked well.
- 2. Smaller companies found it hard to develop SOPs; slow uptake initially. Some enforcement was required.
- 3. Advice given to Businesses without SOP in place. Overall SOP improved welfare monitoring and standards.

# WATOK one year on. (GGP).

- Produced by BMPPA for red meat and BPC for poultry.
- Available on line to all operators and provide guidance and support to the industry in a clear format.
- Reviewed by the Farm Animal Welfare Committee on behalf of Defra.
- Member States submit to Commission who hold a central record.

# WATOK one year on. (GGP).

- 1. An invaluable source of information for operators preparing SOP's and understanding the processes to be applied. Improved welfare outcomes
- 2. Not initially available. Some Operators unaware of the guides.
- 3. Until guides were available support and advice was available to businesses from a variety of sources.

# WATOK one year on. (AWO).

- This is a new role laid down in EC 1099/2009.
- Many premises had an AWO but were initially unable to meet the requirements of EC1099/2009.
- Every AWO must have a CoC in all species and activities that are carried out in the premises.

# WATOK one year on. (AWO).

- For some AWO's the physical and practical aspect of obtaining a CoC has proved problematical.
- Where slaughter is by religious rites the AWO must be "of the faith". This has caused some confusion.
- Many operators have appointed multiple AWO's. e.g. Lairage and slaughter

# WATOK one year on. (AWO).

- 1. Operators have accepted the AWO role well. It has allowed for individuals to take responsibility for welfare.
- 2. Some AWO have not been active in the role. Some unable to obtain a CoC for all required species and activities because of the nature of the task.
- 3. Support and advice available for Operators to understand requirement.

# WATOK one year on. (CoC).

- This is the biggest change in the new regulations and affected a large number of staff and self employed slaughterers.
- FSA have processed over 7,000 applications for CoC or WATOK licence.
- A number of late applications have been received. Because the cut off date is in the legislation FSA have refused late applications on advice from Defra.

# WATOK one year on. (CoC).

- Some initial problems with TCoC process some staff working without one.
- Huge demand for assessments.
- This led to many situations where these could not be carried out in 3 months.
- FSA have considered every application for an extension with this in mind and where the delay was beyond the control of the individual have extended TCoC's

# WATOK one year on. (CoC).

- The demand for assessments remains high with some delays still occurring.
- The training units did not link to the Species and activities table.
- Working with FSA and training providers FDQ have been able to match the units.
- FDQ have now revised the training units so that they align with the CoC table and added calves as a training unit.

# WATOK one year on. (CoC).

- There have been cases where the TCoC holder has not been under direct supervision of a CoC holder in the same activities and species.
- Some welfare cases have resulted in formal action including CoC suspension.
- A number of CoC suspensions are currently active. Some are subject to appeal.

# WATOK one year on. (CoC).

- 1. Overall the CoC application process has worked well with the new style ID card and table system generally understood and accepted.
- 2. There have been problems with the original WASK licence wording for Grandfather rights transfer. When these have been identified FSA have reissued the CoC after confirmation of the activities with the OV.

# WATOK one year on. (CoC).

- 2. There have been some individuals that were not aware of the changes missing out on Grandfather rights.
- Some applications were mislaid due to the volume of applications received.
- Some did not have all the required documents or photos. These were held on file and a deadline set of mid September to close all outstanding applications

# WATOK one year on. (CoC).

- 2. The 3 month TCoC continues to cause problems with species not available and failure to develop skills.
- 3. FSA have dealt with any problems as sympathetically as possible within the confines of legislative requirements.
- TCoC extensions are granted where there are exceptional circumstances.

# WATOK one year on.

- **Keeping of records for 1 year.**
- 1. Where records are available this has not been a problem.
- 2. Some Operators did not keep records of checks and have found this to be time consuming and onerous.
- 3. Advice and support is available and the GGP's are a good source of advice.

# WATOK one year on.

- **Maintenance records for equipment.**
- 1. Many operators already had systems in place to maintain and keep records.
- 2. Smaller operators have found this to be time consuming.
- Some older equipment has no instructions or maintenance schedule.
- 3. Advice and support continue to be available from a number of sources.

# WATOK one year on. Summary.

- 1. The industry have adopted the new requirements and overall they have improved welfare monitoring and so welfare standards.
- The CoC process is now clearer than WASK in respect of the species and activities permitted.
- Revised training units and addition of calves mean future trainees will be better trained in a range of activities.

# WATOK one year on. Summary.

- 2. The 3 month window for a TCoC has proved problematical.
- The AWO position has often not been fully understood. Requirement for a CoC have caused some problems.
- Despite all the new requirements a very small minority of operators have not maintained welfare standards. The AWO role in those premises has not resulted in any improvement.

# WATOK one year on. Summary.

- 3. FSA have revised CoC's where errors in the original WASK licence have been identified.
- TCoC extensions have been granted to help mitigate the shortage of assessors.
- FSA have worked with FDQ on improving the links between training modules and CoC activities.

# WATOK one year on. Future.

- December 2019
- EC 1099/2009 Article 29 states that;
- Until 8 December 2019, Article 14(1) shall only apply to new slaughterhouses or to any new layout, construction or equipment covered by the rules set out in Annex II which have not entered into operation before 1 January 2013.

# WATOK one year on. Future.

- Annex II applies to slaughterhouses and has provisions in relation to;
- Lairages, restraining equipment and facilities, electrical stunning, waterbath stunning and gas stunning.
- From this date some currently used equipment such as electrical stunning devices will need upgrading to comply.

# WATOK one year on. Future.

- Brexit has led to a degree of uncertainty about the implementation of EU rules but if we are to maintain export markets in the EU compliance with 1099/2009 will still be required.
- I suggest that you all look at Annex II and see what the provisions are and how they will apply to your business.

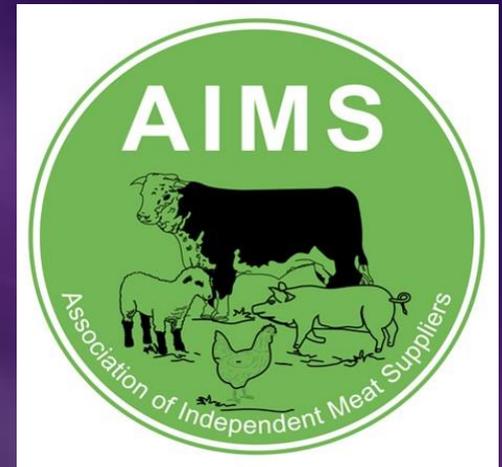
WATOK one year on.

Thank you for your interest.

Any Questions?

# Another Day: Another Problem

Craig Kirby  
Veterinary Adviser  
Association of Independent Meat Suppliers



# Main areas of change

- SOPs
- Technical detail
- AWOs
- CoCs



# Standard Operating Procedures

- Fairly straightforward to implement
- “Say what you do in the order you do it, and who is responsible for it”
- Difficult to write SOPs covering every eventuality of something going wrong
- Really good to see them linked into training documents

Standard Operating Procedure

Authorised by:	Issue Date/Version No.:
----------------	-------------------------

**Objective: Arrival and Unloading**

**Responsibility & Authority:**

**Procedure:**

Livestock vehicles are scheduled in such a way that there are no avoidable delays in unloading and there is always a member of staff reportable to the AWO present.

Upon arrival, relevant paperwork will be checked before unloading by [insert name]

Unloading of the lorry will be undertaken by the animal transporter. No goods are to be used.

No unloading is to take place until there are lairage pens free to accommodate the livestock.

The tail gate will be lowered, and the side gates chained to the sides of the unloading bay to avoid any animal escaping.

Animals will be unloaded a bay at a time, and not unloaded until there is a clear way forward.

If any animal is recumbent, or injured in such a way that it is unable to be unloaded, then [insert person] will despatch the animal once there is clear access to it. Dragging of these animals whilst still alive is not permitted and any staff doing so will be subject to disciplinary procedures.

**Control Measures**

The AWO will check each consignment of livestock on arrival.

**Frequency**

Every load

**Corrective Action**

# Standard Operating Procedures (2)

- Got a bit more complex however:
- Article 6, 2(b):
- “define for each stunning method used, on the basis of available scientific evidence, the key parameters set out in Chapter I of Annex I ensuring their effectiveness to stun the animals”



# Help is at hand...

## COWPUNCHER .22



accles  
& SHELVOKE  
Since 1913

July 2013

To whom it may concern,

Please find below key parameters relating to Accles & Shelvoke humane stunners.

This information is issued to help business operators comply with EU Council Regulation 1099/2009. The regulation is open to interpretation, but Accles & Shelvoke, with years of market experience, has developed the following parameters.

These figures may only be used when quoted with the associated notes. Accles & Shelvoke will not accept responsibility for the provenance of these figures if used out of context.

TOOL	Cartridge Grains (Nominal)	Accles & Shelvoke Cartridge (Colour)	Bolt Diameter (mm)	Average Bolt Velocity* (m/s)	Exit Length** (Minimum) (mm)	Energy Generated (J)
Cowpuncher .22"	1.25	Pink	11.43	41.41	65	210
Cowpuncher .22"	2	Purple	11.43	46.77	65	268
Cowpuncher .22"	3	Green	11.43	50.00	65	306
Cowpuncher .22"	4	Red	11.43	55.02	65	358

# Standard Operating Procedures (3)

- Also refers to frequency of checks on stunning:
  - Stunning – REGULAR CHECKS – a “sufficiently representative sample”
  - “frequency taking into account the outcome of previous checks and any other factors affecting efficiency of stunning process”
  - Religious – SYSTEMATIC CHECKS – ensure “animals do not present any signs of consciousness or sensibility before being released from restraint”
  - “no signs of life before undergoing dressing or scalding”

# EFSA Sstun tool (1)

**EFSA:**  
Number of animals slaughtered in a given observation period.  
The observation period has to be adapted to the animal species. E.g. a small plant slaughtering cattle may set an observation period of 1 month.  
This expedient has to be considered due to the fact that the Failure Rate has to be set at very low levels (see definition).

Parameter	Value
REQUIRED SAMPLE SIZE	544
SAMPLING FRACTION	27%
SAMPLING RATE	4

Move the cursor over the black cells to read the definitions

Cell B3 commented by zancaga

13:01 08/10/2016

# EFSA Sstun tool (2)

EFSA: Probability of a given indicator to return a "warning signal", given that the animal is conscious. The value has to be inputted as a ratio, not a percentage (i.e. 95% must be 0.95)

Move the cursor over the black cells to read the definitions

Input Parameter	Value	Output Parameter	Value
Slaughter Population	3000	REQUIRED SAMPLE SIZE	544
Indicator Sensitivity	0.9	SAMPLING FRACTION	27%
Accuracy	0.9	SAMPLING RATE	4
Failure rate			
Potential failures	10		

# EFSA Sstun tool (3)

The screenshot shows an Excel spreadsheet with the following data:

	A	B	C	D	E	F	G	H	I	J	K
1											
2											
3		Slaughter Population	2000			REQUIRED SAMPLE SIZE					
4		Indicator Sensitivity	0.95			544					
5		Accuracy									
6											
7		Failure rate				SAMPLING FRACTION					
8		Potential failures				27%					
9											
10											
11						SAMPLING RATE					
12						4					
13											
14											
15											
16											
17											
18											
19											

**EFSA:**  
Desired confidence when interpreting the results.  
An accuracy of 0.95 allows stating that the prevalence of truly conscious animals out of the slaughter population is below the Failure Rate, GIVEN that all animals tested as unconscious. The value has to be inputted as a ratio, not a percentage (i.e. 95% must be 0.95)

Move the cursor over the black cells to read the definitions

# EFSA Sstun tool (4)

The screenshot shows an Excel spreadsheet titled "Sstun\_Model.xlsx [Read-Only] - Excel". The spreadsheet is divided into columns A through K and rows 1 through 19. The data is organized as follows:

	A	B	C	D	E	F	G	H	I	J	K
1											
2											
3		Slaughter Population	2000			REQUIRED SAMPLE SIZE					
4		Indicator Sensitivity	0.95			544					
5		Accuracy	0.95								
6											
7		Failure rate				SAMPLING FRACTION					
8		Potential failures				27%					
9											
10						SAMPLING RATE					
11						4					
12											
13											
14											
15											
16											
17											
18											
19											

**EFSA:**  
Maximum percentage of animals incorrectly classified as "unconscious" by the test. This value has to be specified to be able to calculate a sample size (note that setting the Failure Rate at "zero", the monitoring activity will never be able to comply, not even testing all animals as the indicators are not perfect). On the other hand, the legislation does not allow any misstunned animal along the chain. In conclusion, the Failure rate has to be as lower as possible. The value has to be inputted as a ratio, not a percentage (i.e. 0.2% must be 0.002)

Move the cursor over cells to read the data

# EFSA Sstun tool (5)

The screenshot shows the Excel interface for the EFSA Sstun tool. The spreadsheet is titled "Sstun\_Model.xlsx [Read-Only] - Excel". The active cell is B3, which contains the formula  $f_x$  and the text "Slaughter Population". The spreadsheet contains the following data:

	A	B	C	D	E	F	G	H	I	J	K
1											
2											
3		Slaughter Population	2000			REQUIRED SAMPLE SIZE					
4		Indicator Sensitivity	0.95			544					
5		Accuracy	0.95								
6											
7		Failure rate	0.005			SAMPLING FRACTION					
8		Potential failures				27%					
9											
10											
11						SAMPLING RATE					
12						4					
13											
14											
15											
16											
17											
18											
19											

A yellow callout box points to the "Potential failures" cell (B8) and contains the text: "EFSA: the formula calculates the number of conscious animals that could be misclassified by the Indicator out of the inputted Slaughter Population parameter."

A blue callout box contains the text: "Move the cursor over the black cells to read the definitions"

The bottom status bar shows "Cell B8 commented by zancaga" and the system tray displays the time "13:01" and date "08/10/2016".

# Technical detail

- Maintenance & manufacturer's instructions
- Easy in some cases
- Not so in others



## Cleaning and Maintenance

### CASH Special Captive Bolt Stunner

**accles  
&SHELVOKE**  
Since 1913

Guidance on daily and weekly cleaning and consumable parts maintenance.  
Please refer to Repair Manual for detailed instructions on parts replacement.

### DO NOT ATTEMPT TO USE THIS STUNNING TOOL UNTIL YOU HAVE READ AND UNDERSTOOD THESE INSTRUCTIONS



**WARNING** For test firing or the removal of unfired powerloads, always wear safety glasses and ear protection. Before ANY action, check to see that powerloads has not been left in chamber.

#### Cleaning - Daily

- (1) Pull back hammer and ensure that stunner is not loaded.
- (2) Unscrew the muzzle cap from the barrel. If too tight, hold on flats on muzzle in a vice fitted with soft jaws and unscrew, using the hand grip moulding as a lever.
- (3) Withdraw the bolt assembly from the barrel, it should be possible to remove the bolt from the barrel by hand. If not, grip the barrel in a vice fitted with soft jaws. Pull back the hammer and firing block and insert the push rod into the powerload chamber and gently tap out bolt.
- (4) Wipe inside of barrel with barrel brush cleaner to remove the day's soft powder and sludge. Carefully insert breech cleaner as shown opposite. Note, these operations are best done when the barrel is still warm after use and before powder solidifies. Young's 303 fluid can be used if powder is hard and difficult to remove.
- (5) Remove washers and recuperator sleeves from the bolt and with wire wheel or brush, remove carbon from bolt, wiping with a lightly oiled rag when clean. Wipe any carbon sludge from recuperator sleeves and washers and examine for wear.

#### EXAMINE PLASTIC WASHERS AND RECUPERATOR SLEEVES

##### (A) Stop washer - colour red, item No. 6.

There is one of these washers fitted at the poleaxe end of the bolt, against the muzzle cap. This protects the recuperator sleeve next to it from extruding through the clearance between the bolt stem and the muzzle bore. Once washer shows wear in bore or out side diameter, replace, otherwise rapid sleeve wear will result.

##### (B) Flange washer - colour blue, item No. 7.

This washer is placed behind the last recuperator sleeve against the bolt flange. Again, as soon as this shows wear on the outside edge, replace or rapid sleeve wear will result.

##### (C) Recuperator sleeve, item No. 8.

A full set comprises 8 sleeves. Number 1 and number 8 on the bolt will be the first to show signs of wear. They should be moved into a middle position, so that they all wear evenly. Once they become badly worn and start to fray, they should be replaced. A full set should last approximately 5000 shots, provided stop and flange washer are kept in good condition.

**DO NOT NEGLECT THE WASHERS OR SLEEVES OTHERWISE STUNNING POWER WILL BE LOST AND THE BOLT WILL STICK IN THE HEAD.**

##### (D) Muzzle barrel washer, item No. 9.

Replace if broken, torn or ragged. In this condition or if missing, rapid wear to recuperator sleeves will result.

#### RE-ASSEMBLE

Wipe all steel parts with an oily rag. Do not over oil and use only CASH pistol oil. Do not put oil into the powerload chamber, as this can cause misfiring.

#### Cleaning - Weekly

##### TO BE CARRIED OUT ONCE A WEEK, IN ADDITION TO DAILY CLEANING.

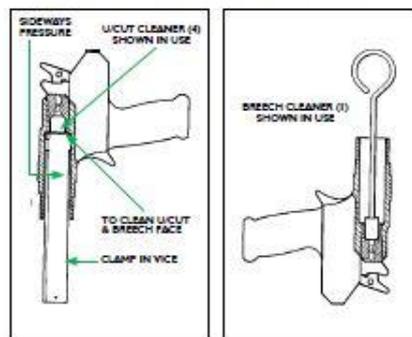
The enlarged diameter inside the barrel at the breech end, described as the 'undercut', must be kept from filling with powder, otherwise bolt return and stunning power will be affected. As well as cleaning the undercut, the undercut cleaner, will clean the front face of the breech block at the same time.

- (1) Grip the undercut cleaner in a vice in a vertical position (see diagram below).
- (2) Slide the barrel down the cleaner until the breech face contacts.
- (3) Apply sideways pressure to the barrel so that the cleaner enters the undercut. Maintaining this pressure, rotate the barrel backwards and forwards two or three times, turn the barrel through 90 degrees and repeat. Continue this process until the undercut has been cleaned completely. Check the vent hole is not blocked.

#### Cleaning Tools

ITEM NO.	PART NO.	DESCRIPTION	NO PER SET
1	4107	Breech Cleaner Assembly	1
2	5645	Barrel Bush	1
3	5647	Handle Brush Cleaner	1
4	4191	Undercut Cleaner	1
5	4119	Push Rod	1
6	4136	Spanner	1
7	4187	CASH Pistol Oil	1
8	4192	COPASLIP Thread Grease	1
9	6076	Young's 303 fluid	1

Please note items 1-6 are included with the Stunner when purchased, items 7-9 are additional extras (last three are all extras on all the stunners)



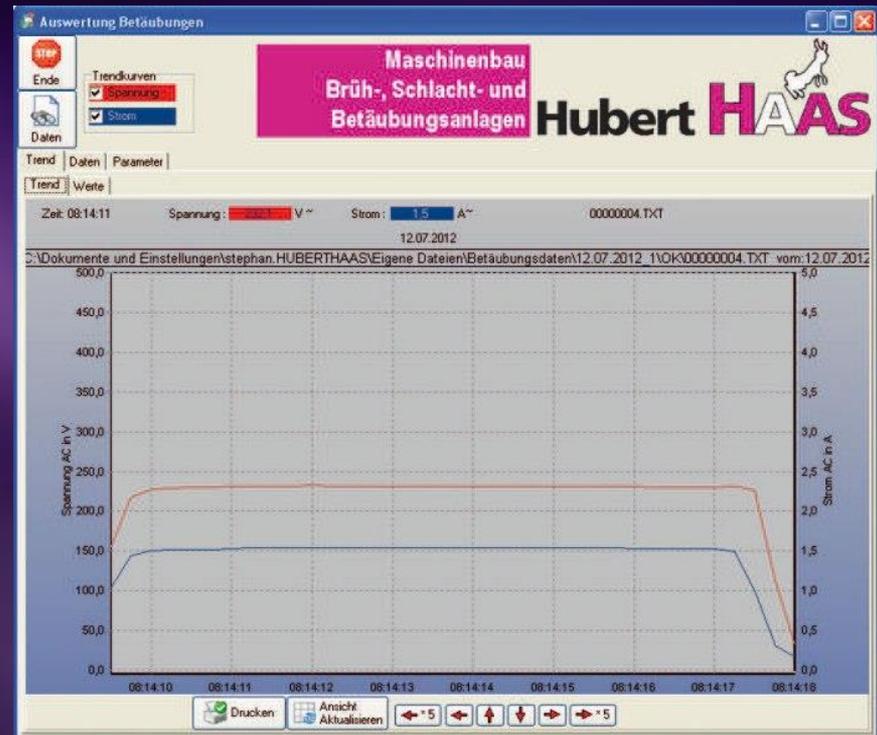
# Technical detail (2)

- For each pen it shall be indicated with a visible sign the date and time of arrival and, except for cattle kept individually, the maximum number of animals to be kept.



# Technical detail (3)

- Electrical stunning equipment shall be fitted with a device which displays and records the details of the electrical key parameters for each animal stunned.
- The device shall be placed so as to be clearly visible to the personnel and shall give a clearly visible and audible warning if the duration of exposure falls below the required level.
- December 2019 unless new.



# Technical detail (4)



# Technical detail (5)



# Animal Welfare Officers

- Covered by last Seminar
- Smooth transition
- Multiple AWOs
- Issue about having CoC still causes problems



# CoCs (1)



17 - Les Abattoirs de la Villette (XIX<sup>e</sup> arrt)  
Une Cour des Abattoirs

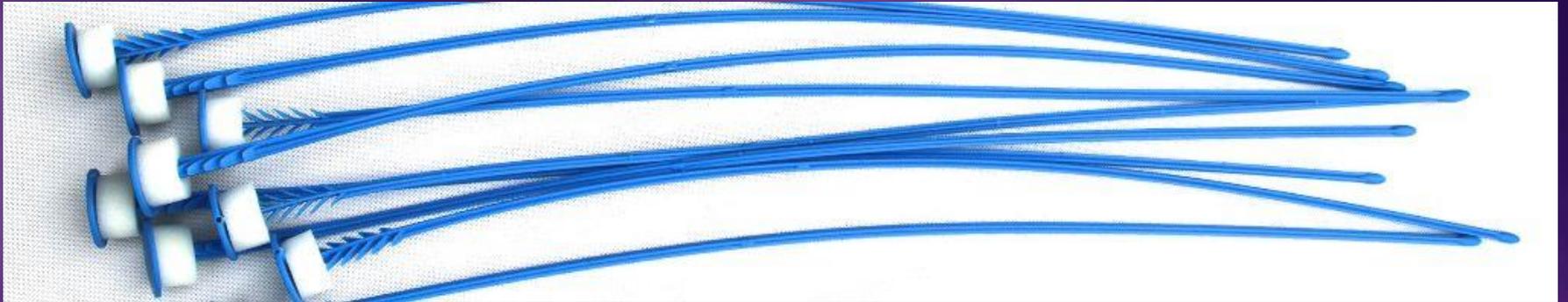
COLLECTION F. FLEURY.



# CoCs (2)



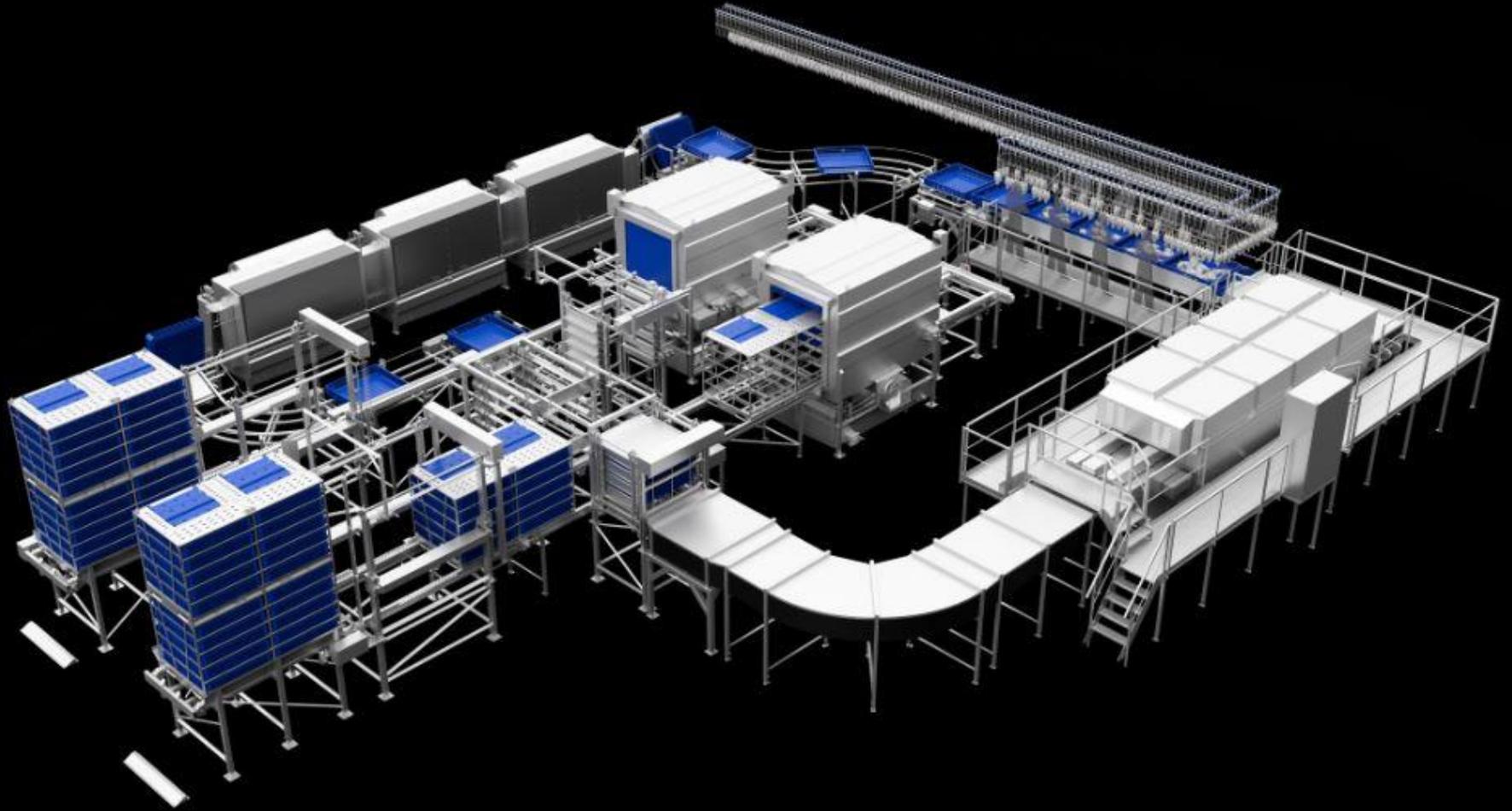
# CoCs (3)



# CoCs (4)



# COCs (5)



# CoCs (5)



Food Processing Machinery



**STORK**  
POULTRY PROCESSING

**marel**

# CoCs (6)



# CoCs (7)



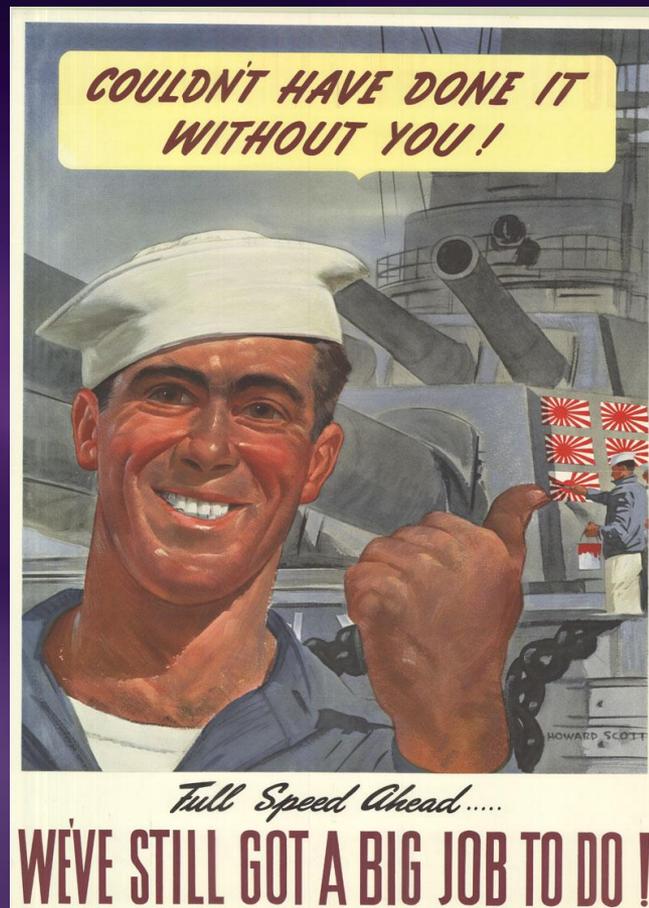
# CoCs (8)



# CoCs (9)



Thanks to:



Food  
Standards  
Agency  
[food.gov.uk](http://food.gov.uk)



Thanks for listening – still more to do





## Capestone Organic Poultry Ltd

*“Meeting the challenges of WATOK in the poultry plant”*



# Capestone's History & Heritage

## - The Scale Family -



The Scale Family have farmed the land at Capestone since 1826.

Poultry production at Capestone was first established in 1920 when father and son Benjamin and Jack Scale produced their first bronze Christmas turkeys.

Capestone Christmas turkeys soon became recognised nationally as an annual favourite.

Today Capestone is run by 5<sup>th</sup> generation Justin Scale with a team of 140 staff.



# Capestone's History & Heritage



Located in the heart of the idyllic Pembrokeshire Coast National Park, the 900 acre farm overlooks the Sandy Haven Estuary & Milford Haven waterways.

Fully integrated organic & free-range poultry company – rearing, producing & processing all poultry on-site.

One of the largest privately owned organic poultry companies in the UK supplying retail, manufacturing and individual customers.





## Organic & Free Range Products

Organic & F/R Chicken	Christmas Turkeys	Red Meat & Fish
<ul style="list-style-type: none"><li>•Whole</li><li>•Fillets</li><li>•Mini fillets</li><li>•Legs</li><li>•Thigh &amp; Drumstick</li><li>•Poussin</li><li>•Added value products</li></ul>	<ul style="list-style-type: none"><li>•Organic Bronze</li><li>•Free-Range Bronze</li><li>•Organic &amp; F/R crowns</li><li>•Organic &amp; F/R joints</li></ul>	<ul style="list-style-type: none"><li>•Beef</li><li>•Lamb</li><li>•Pork</li><li>•Salmon</li></ul>



# Capestone Poultry Production



**- Brooding - Rearing – Slaughter – Retail -**





## WATOK benefits for the business

Improves animal welfare standards and practices

Installs customer/consumer confidence





## Lairage Activities carried out at COPL

- Lairage –Birds are brought into the lairage in carriers and killed in a first load in first out rotation
- Hanging - Birds are shackled live by a team of 5
- Stunning- Birds are stunned using an electric water bath method
- Bleeding- We use a manual neck cutting method with 2 slaughter men in the bleed room at one time.
- Emergency killing- neck dislocation, non penetrative captive bolt device



## Improving lairage facility

Replaced stunner with new consistent easy to control and monitor

### **Plans in place for:**

Bigger lairage

New stun bath

Longer bleedline

More practical lairage layout



## Updated SOP's - Standard Operating Procedures

- Reviewed and updated SOPs to capture new regulations:
- Identified Legal responsibility
- Ensured SOPs are Compliant with Welfare regulations
- Included Photo standards
- Introduced easy to follow power points
- Set up a training programme for lairage staff to cover new SOPs
- Deliver theory sessions prior to practical training in the lairage.



## Record keeping and monitoring

- Improved the monitoring of bird welfare checks carried out and monitoring of key welfare indicators
- Introduced pre start stunner checks for birds entering and exiting the stun bath
- Worked with OV to improve the ante-mortem inspection procedure so FCI form and each load of birds are checked and signed off by the OV within the lairage facility.
- Created a simple easy to follow list located at the entrance to the lairage identifying who is qualified to partake in each activity and who holds a TCOC and who holds a full COC for OVs, PWO, Auditors



# LAIRAGE OPERATIVES

Name	Lairage	Hang	Stun	Bleed	PWO	TCOC	Expires	COC	Date assessed
Darren Tucker	Y	Y	Y	Y	Y			Y	22.9.15
Tristan Walsh	Y	Y	Y	Y	Y			Y	22.9.15
Craig Mc Culloch	Y	Y	Y	N	N			Y	22.9.15
Kaspers Grikis	Y	Y	Y	N	N			Y	29.11.15
Ryan Rees	Y	Y	Y	Y	N			Y	GF rights
Janis Dzilda	Y	Y	N	N	N	Y	03.01.17	N	
Tomas Pavey	Y	Y	N	N	N	Y	03.01.17	N	



## Benefits within the Lairage Team

- Improved performance due to better awareness and knowledge of welfare standards
- Team building
- Sense of achievement
- Encourages feedback
- Ownership of responsibilities
- Pride in their work
- Increase in pay!!!





## Examples of administrative difficulties

- OV didn't send temporary CoCs to FSA. All applications returned to OV without our knowledge.
- Missing codes on returned licences for neck dislocation and back up stunner although assessments had taken place.
- Grandfather rights – Did not include the above codes so assessments still required.
- Difficulty marrying reference codes for FSA with FDQ assessment codes.
- Keeping track of staff changes of address or circumstance during the process



## **Seasonal difficulties**

- Killing chicken all year round and only Turkeys at Christmas means some staff having to go through the process twice despite both species having the similar welfare requirements.
- Seasonal Staff given TCOC with intent of attaining a full COC; however given the time limitation and cost implication to obtain the full COC this is impractical and does not benefit bird welfare.

## **Costly**

- Registration
- Assessments
- Certificates of competence from FSA
- Re-application of additional activities (such as different species)



## Ideas for improvement

- Run day courses for OV's and PWO's
- All PWO's and OV's to still undertake the PWO Bristol University training course as well as obtaining full COC
- Return COCs to OV at business address
- Introduce a permit system for seasonal workers
- Re evaluate different species similarities to identify areas where assessments can be made on an either or basis
- Create a step by step handbook to WATOK regulations and administration which outlines welfare requirements, legal responsibilities and process flow for attaining COCs.

Visit our website [www.capestone.co.uk](http://www.capestone.co.uk)



Go

CONTACT NEWS SHOP

HOME | CAPESTONE FARM | CAPESTONE CHICKEN & TURKEY ORGANIC MEAT & FISH | GALLERY | SHOP | TRADE

What makes our location in the National Park unique?  
Find out here

### Pembrokeshire Coast National Park

Capestone Organic Poultry Ltd is located in the heart of the Pembrokeshire Coast National Park, West Wales.

Today it is run by Justin Scale, the 5th generation of the Scale Family to farm the land at Capestone.

An award-winning fully integrated organic free-range poultry farm – Capestone rear, produce and process all poultry on site.

Specialising in high quality and welfare organic free-range chicken and turkey, Capestone's customers include retailers, wholesalers and

### Capestone News

Cooking with Kids!  
January 31st, 2014

Capestone Cook Book - What's in season?  
October 29th, 2013

CAPESTONE COOK BOOK

CAPESTONE



**GOLD**



**SILVER**



**BRONZE**

**COUNTRYSIDE ALLIANCE AWARDS**  
2013 **WINNER** Welsh Enterprise Champion

**Pig & Poultry Awards**  
2013 **Winner**

YOUR **M&S**  
**FARMING FOR THE FUTURE**



**dunbia**

naturally better...

# **WATOK One Year On**

**Claire White MRCVS  
Moira King MRCVS**

**HSA AWO Seminar - Oct 2016**

# Overview



- Introduction to Dunbia and structure of Animal Welfare Team
- 5 countries and their legislation
- Fulfilling EU AWO role and responsibilities
- Operative Training
- The EU AWO and the future

# Dunbia - Group Overview



- 12 sites in UK & ROI - 8 Abattoirs
  - Employing circa 4200 people
- Largest processor of lamb in the UK (1.45 m lambs per year)
  - 2<sup>nd</sup> largest beef processor in the UK (0.3m cattle per year)
  - 3<sup>rd</sup> largest retail packer in the UK (1500 tons per week)
- Exporting beef and lamb to many countries – France, Italy, Spain, Portugal, Greece, Holland, Sweden, Denmark, Poland.
  - Hides, skins & offal exported to Europe, Turkey, Vietnam
- Turnover circa £900m p.a.

# Livestock



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- Beef: 320-350,000 beef cattle/year
- Lamb: 1.5-1.7 million lambs/year
- Pork: 750,000 pigs/year
- Wide range of farms and farming types
  - Intensive and extensive systems
  - Hill and Lowland
  - Straw, feedlot and slat housing
- Large numbers of animals passing through lairage and slaughter





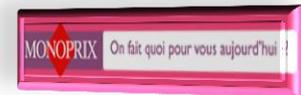
**dunbia**

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# Markets

- Major multiple retailers
- Wide range of food service businesses
- Butchers and smaller meat retailers
- Export markets
- Reputation for the highest standards of animal welfare is fundamental



The **co-operative**

THE CO-OPERATIVE



**Pictured outside original Butchers Shop in 1976**



  
dunbia

[www.dunbia.com](http://www.dunbia.com)

  
dunbia

# Animal Welfare Team



Staff at Group and Site level responsible for maintaining and improving animal welfare standards

- Work together effectively to share knowledge and best practices
  - Between sites within Dunbia
  - From wider industry
- Responsible staff collaborate with Technical, Procurement, Agriculture and Production teams to ensure
  - Compliance with Legal, customer and external assurance body requirements at all times.
  - Ongoing development of facilities and practices to further raise standards

Always working to 'best practice' in all areas.

# Animal Welfare Team



Three Qualified Veterinary Surgeons (Members of Royal College of Veterinary Surgeons)

- **Gavin Morris** – Group Primary Technical and Animal Welfare Manager
- **Moira King** – Group Animal Welfare Officer
- **Claire White** – Scottish Technical Manager

Broad understanding of the agricultural and food industries from previous roles

- Combined 15 years experience of farm animal welfare from general veterinary practice
- Gavin; 5 years experience working as Official Veterinarian for FSA

Function to support site animal welfare activities, provide training and assure animal welfare standards e.g. advisory and auditing functions



**Gavin Morris**  
(BVetMed MRCVS)



**Moira King**  
(BVMedSci BVM BVS  
MRCVS)

# The AWO in 5 Countries



- PATOK 1099/2009 requirement for AWO
  - ‘formally appointed to monitor and improve animal welfare standards’
  - Domestic legislation enacts
- Different domestic legislation for all regions of UK and ROI
  - All must meet role and responsibilities specified in PATOK
  - Broadly the same but few subtle differences
- ROI - Animal Health and Welfare Act 2013
  - AWO must undertake training approved by DAFM
  - Must undertake AWO exam by Teagasc
- Scotland - WATOK 2013
  - AWO must be formally appointed and have received ‘additional training’
- NI & Wales – WATOK 2014
  - As above
- England – WATOK 2015
  - Must have appointed AWO and be PATOK compliant including SOPs

# Animal Welfare Team



## Site

### ➤ EU Animal Welfare Officers

- Formally appointed – Specified in site policies
- Minimum of **two per site** at Dunbia
  - Divided in to lairage and slaughter roles, to ensure sufficient time to focus on each area
  - Both are in positions of responsibility (area managers) – have extensive knowledge and understanding of their area, and are able to take action to maintain and improve standards where appropriate
  - Internally and Bristol Animal Welfare trained
    - ✓ Meets requirement for ‘additional training’
    - ✓ Dunbia policy to also have Bristol AWO Training
    - ✓ Retailer expectation of Bristol Training for supervisors

# Fulfilling AWO Role and Responsibilities



**dunbia**

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- Liaise with FBO and Competent Authority representatives
  - All in supervisory or management roles & part of senior management meetings
  - Formally appointed and named in site AWO policy
  - Existing relationships with Competent Authority now strengthened by EU AWO title



# Fulfilling AWO Role and Responsibilities



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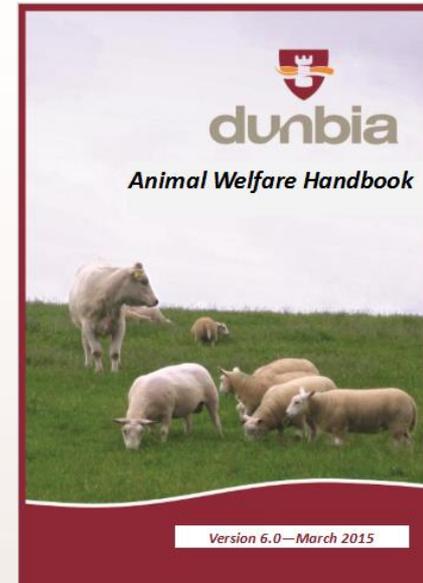
- Constant improvement to animal welfare on site
- EU AWOs are predominantly lairage/slaughterhall managers with various responsibilities, so some duties are having to be delegated out and then verified by AWO.

Is a cumulative group effort in achieving high animal welfare standards



# Training & Site

- Training of lairage and slaughter operatives
  - Internal welfare training (all lairage/slaughter staff)
  - Certificates of Competence'
    - Cannot work with animals until registered and issued a tempCOC, requiring a commitment to the role and training process with limited/no experience → high turnover
    - Whole process managed internally (FDQ awarding body)

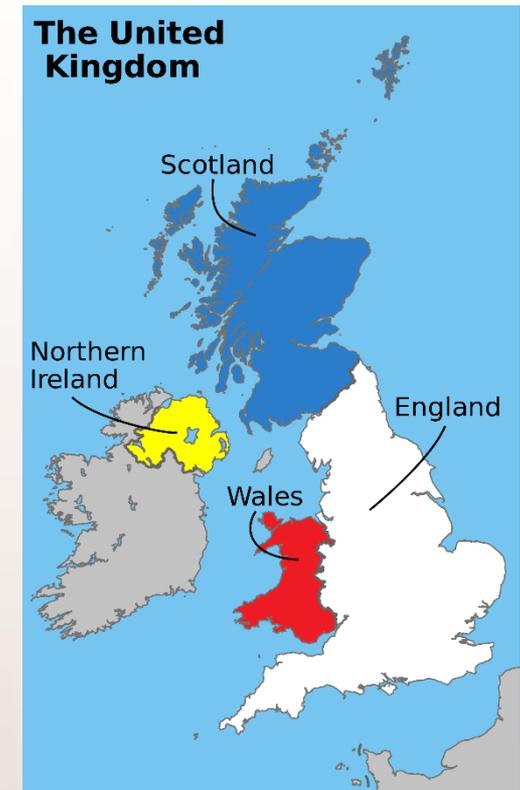


# Training & Site

- Training of lairage and slaughter operatives
  - Keeping training on track within 3 month time limit is challenging!
  - Outsourcing of training/assessments due to time constraint → additional company training costs
  - If deadline is missed or person is not deemed competent by deadline then they cannot undertake training and assessment again!



- Regional variations
  - Competent authorities in different regions applying legislation in different ways
  - Variances in categories which have been added to licenses
    - Category 51 – Assessment of effective stun
    - Category 22 – Head to back stun (pigs)
  - Lack of equivalence across states where movement of personnel is likely



# The Future of the AWO

- Development and expansion of the role
  - Group and site level
  - Internal Animal Welfare Training
  - Record of improvements made to animal welfare
- Enhancing relationship of AWO with SMT and Competent Authority
  - Increasing awareness and understanding
  - Exceptional resource



# Future stumbling blocks



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naturally better...

- Brexit and the effect this will have on Animal Welfare Legislation
  - Maintaining current standard
  - Export market



# Thank You!



## Any questions??

