

“GET ME SOME GUYS WITH KNIFE SKILLS....”

SOME ISSUES CONFRONTING THE MEAT INDUSTRY & SOME METHODS TO
EASE THE PAIN THROUGH PRE EMPLOYMENT TRAINING

Paul Grogan – FGM Consultants Pty Ltd

JOBS VICTORIA



- FGM is in the top 2 or 3 performers in the Victorian Government – Jobs Victoria Program.
- Placed over 450 people into work (80% into the Meat Industry)
- Focuses on people who find challenges in finding work. These could include –
 - Long Term unemployed (> 6 months)
 - Refugees.
 - Ex Offenders.

So, get me some people with knife skills.....there are 3 problems....

1. There “aren’t any” unemployed people with knife skills....they already have jobs with your competitors or have left the Industry.
2. The Meat Industry is blissfully unaware of where its placed in the Labour Market.
3. From the Employment perspective the Meat Industry is uncompetitive, unreliable and culturally behind other Industries.



South Eastern Melbourne and Peninsula - Summary Data

| | |
|---|--------|
| Unemployment Rate (15+): | 5.2% |
| Unemployed (15+): | 31,300 |
| Total jobactive Caseload (15+): | 22,636 |
| Youth jobactive Caseload (15-24): | 3,646 |
| Mature Age jobactive Caseload (50+): | 6,690 |

[Download Summary Data in Excel](#)

Summary Data Source: The unemployment rate and unemployed statistics are ABS Labour Force Survey, 12



[View charts and tabular data for South Eastern Melbourne and Peninsula](#)





NOT ALL IS WHAT IT SEEMS.....

Client Brief:

Requires 30 staff. Must be:

- Male.
- Under 40.
- Drug Free.
- With car and licence (for 5:30am starts).
- Fit and keen to work in the Meat Industry.

50 (8%) Potential Staff

14 (21%) Over 50 years old

65 (10%)

Female

648

518

(80%)

No car

(48%)

Medical Certificate



SO WHERE IS THE MEAT INDUSTRY IN THE LABOUR MARKET....

CASUAL RATES FOR STAFF OVER TWENTY ONE YEARS

McDonalds EBA

After 1/7/2016

| | |
|---------|----------|
| | |
| Level 2 | \$ 26.16 |
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Meat Industry Award

after 21/12/18

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|---------|----------|
| Level 1 | \$ 23.66 |
| Level 2 | \$ 24.49 |
| Level 3 | \$ 24.80 |
| Level 4 | \$ 25.41 |
| Level 5 | \$ 25.89 |
| | |
| Level 6 | \$ 26.44 |
| Level 7 | \$ 27.55 |
| Level 8 | \$ 28.55 |

forklift driver

Chobani

| | |
|---------|----------|
| Level 1 | \$ 26.59 |
| Level 2 | \$ 29.69 |
| Level 3 | \$ 31.04 |
| Level 4 | \$ 34.31 |
| Level 5 | \$ 37.09 |
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SO WHAT'S THE BEST WAY OF SUPPLYING STAFF ABLE TO MEET THE REQUIREMENTS OF THE EMPLOYER....

- Arrange information meetings explaining the jobs at Meat Process Plants.
- Field questions so candidates are fully informed.
- Then say “ thank you for coming...those interested in the role should stay behind”
- Immediately conduct “One on one” interviews on appropriateness of the candidate. If the candidate is acceptable fill out forms and take a photo.
- Establish if the candidate has any Wage Subsidy and what Stream they have been allocated to establish support.

PRE EMPLOYMENT PROCESS

- Pre employment training is done over 4 days.
- There is an emphasis on reliability with a little more pressure placed on candidates each day.
- AMP Core theory units are presented.
- On day 3 we have a walk through a working plant. In doing so we use PPE, Hand and Boot washing and importantly they see the sites and smells of a working. Supervisors also get to see potential employees,
- On day 5 the candidates work for a free trial day. At the end of the day candidates hear if a job as been offered or not.



SOME DISCUSSION POINTS

- Industry should give HR offices more responsibility to co ordinate staffing. Many are really Payroll offices.
- Industry must commit to upskilling quality new starters through skills training.
- To get the best employees Industry needs to address the payrates and conditions to meet market expectations.
- Supervisors need to be trained in the development of their staff. They need to have patience and empathy. They should never be permitted to reject staff without HR approval.
- Existing staff should be moved about to learn multiple skills so that higher Pay Levels apply.
- Pre employment training and plant walkthroughs seem to result in solid employees.

