

## Competency of Meat Inspectors (keurmaster) and Level of Training Needs Based on the Standard of Working Competency

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### INTRODUCTION

A training program is a series of stages of training implementation that includes the analysis of training needs, the formulation of training needs, curriculum and syllabus, training patterns, training methodologies, modules and/or teaching materials as well as evaluation of learning to ensure the achievement of learning outcomes, while the training needs analysis is the activities to analyze the position/job and identify training needs (Ministry of Agriculture, 2018). Meat inspectors (keurmaster) are persons who assist the Veterinarians that are technical in charge of veterinary public health surveillance at the slaughter houses (Ministry of Agriculture, 2010).

### MATERIALS AND METHODS

The assessment method was carried out by using Competency Model Need Assessment through several stages, namely: preparing Work Competency Standards (WCS), preparing instruments, and determining the respondents. Furthermore, self-assessments were conducted on the Actual Work Competency (AWC) levels. The assessment results of WCS and AWC were values at the coordinate points, which were then analyzed using Training Need Assessment Tool/ T-NAT (Suprapti, 2012). The data were collected through questionnaires and interviews.

### RESULT AND DISCUSSION

The samples were taken from two (2) trainings of meat inspectors (keurmaster) i.e. the training held at the Cinagara Animal Health Training Centre totaling 30 people and the training of meat health inspectors collaborated with Central Sulawesi Provincial Plantation and Livestock Services in Palu with a total of 20 participants. The

characteristics of respondents were the graduates of Senior High School (46.00 percent), the highest distribution of age was in the range of 40-47 years old (30.00 percent), percentage of participants who had received training of meat inspector at the Services (10.00 percent), experience as meat inspectors between 0 - 18 years, and the average livestock slaughtering of 7 animals per day.

The Work Competency Standards for meat inspectors (keurmaster) consist of 21 competencies namely 1) Checking the completeness of livestock documents before slaughtering; 2) Supervising the treatment of animals to be slaughtered; 3) Examining the animal health; 4) Supervising the restraint of animals that are ready to be slaughtered; 5) Supervising the slaughtering technique; 6) Supervising the technique of the perfection of death; 7) Supervising of skinning process 8) Supervising the process of viscera removal; 9) Examining the heads and tongues; 10) Examining the organs inside the chest cavity; 11) Examining the organs in the abdominal cavity; 12) Checking the carcass and defense glands; 13) Supervising the cleanliness of the slaughtering tools; 14) Supervising the cleanliness of the slaughtering site; 15) Overseeing personal hygiene; 16) Supervising the availability of sanitation facilities and how they are used; 17) Supervising the carcass cleanliness; 18) Overseeing the meat withering process; 19) Carrying out the meat quality assurance; 20) Filling out the Slaughter House form 1; and 21) Reporting the incidences of infectious diseases to the Head of the local Services.

The average actual competency of the meat inspector (keurmaster) in each competency and scoring results of the training requirement are presented in Table 1, Table 2 and Graph 1.

Table 1. The Actual Work Competency Owned by Meat inspector (keurmaster)

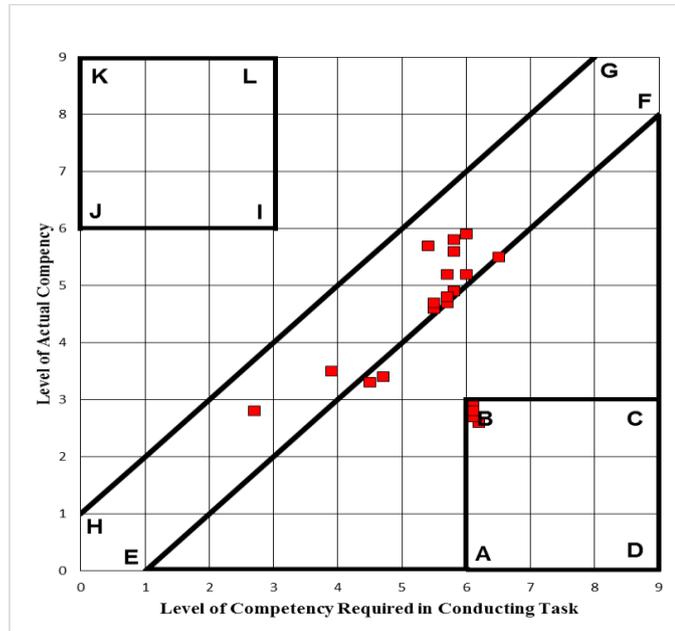
No	COMPETENCIES																					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
K	√	√					√						√	√	√	√	√					
C			√	√	√	√		√	√	√	√	√						√	√	√	√	
T																						

**Notes:** K = Less competent      C = Quite competent      T = Competent

Table 2. Required Work Competency Standards in the Implementation of Duties of the Meat inspector

No	COMPETENCIES																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
K																					
C	√	√					√						√	√	√	√	√				
T			√	√	√	√		√	√	√	√	√						√	√	√	√

Notes: K = Less needed C = Sufficiently needed T = Desperately needed



Description:

- ABCD : Very urgent competencies to be trained
- EABF : Urgent competencies to be trained
- HEFG : Sufficiently urgent competencies to be trained
- IJKL : Unnecessary competencies to be trained

Graph 1. Diagram of Training Need Level

According to the participants' assessments on the actual competencies, there were six (6) competencies stated to be very urgent, two (2) competencies were urgent, and 13 competencies were stated to be sufficiently urgent to be trained. The six competencies that were considered to be very urgent to be trained were; 1) Supervising of skinning process; 2) Supervising the cleanliness of the slaughtering tools; 3) Supervising the cleanliness of the slaughtering site; 4) Overseeing personal hygiene; 5) Supervising the availability of sanitation facilities and how they are used; and 6) Supervising the carcass cleanliness

Referring to the competencies that were stated insufficient, it could be seen that the respondents' perception on the scope of the task of meat inspectors (keurmaster) only focused on the competencies in the examination of meat and

offals. Competencies related to factors that might affect the quality of meat and requirements for slaughtered animals (hygiene and sanitation, document completeness requirements, and the competency in supervising the treatment of animals to be slaughtered) were still low. This situation possibly causes by the unavailability of the descriptions of work competencies established for the position or job of meat inspectors though in one of the HR requirements in slaughterhouses, it is stated that they can employ at least one meat inspector under the supervision of a veterinarian in charge of technical responsibility in veterinary public health (Ministry of Agriculture, 2010).

The study results on the level of training needs of the meat inspectors, there were six (6) very urgent competencies to be trained (Table 3).

Table 3. Extremely Urgent Competencies to be Trained

No	COMPETENCIES	COORDINATE POINTS	DESCRIPTION
1	Supervising the process of animal flaying	(6,1 ; 2,7)	Very urgent
2	Supervising the cleanliness of the slaughtering tools	(6,2 ; 2,6)	Very urgent
3	Supervising the cleanliness of the slaughtering site	(6,1 ; 2,7)	Very urgent
4	Overseeing personal hygiene	(6,3 ; 2,8)	Very urgent
5	Supervising the availability of sanitation facilities and how they are used	(6,1 ; 2,9)	Very urgent
6	Supervising the carcass cleanliness	(6,1 ; 2,8)	Very urgent

## CONCLUSION

The results showed that the average age of the meat inspectors has grown older (40-47 years), the experience of meat inspection in slaughterhouses varies greatly, the number of slaughtering per day is low (on average 7 animals) and they have less chances in improving human resources through training/ technical guidance (10.00 percent).

There were eight (8) AWCs stated **low** by meat inspectors and of those eight competencies there were six (6) competencies that were **very urgent** to be trained and two other competencies were **urgent** to be trained. The rest, 13 competencies, was stated **sufficiently** urgent to be trained.

Considering that the meat inspector profession as one of the strategic human resources in ensuring the provision of food safety from animal origin which is *halal*, safe, whole and healthy, and the clear parameter demands on the presence of the expertise and knowledge in carrying out the duty, it is necessary to have meat inspectors who are competent, meet the criteria of work competence standards according to industry demands. It is very urgent that the position/job of the meat inspector is validated in the form of a decision to further develop the Indonesian National Working Competency Standards or Indonesian National Competency Qualification.

## REFERENCES

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