



MINTRAC Industry Gateway Development

August 2021

Under funding from WorkSafe Victoria, MINTRAC has committed to supporting the crucial work effort required to ensure the health and safety of the meat industry and its workforce. MINTRAC undertook a wide scan of publicly available health and safety collateral and found that whilst there is a plethora of good quality resources for industry to leverage, accessing this information required comprehensive searching across endless websites on the internet.

For this reason, MINTRAC has developed an industry 'Gateway' with the intention of connecting the industry with workplace health and safety guidance and support. Whilst much of the content contained within the portal can be found via numerous independent web searches, MINTRAC has also developed collateral for industry to leverage which was not already available including a detailed COVID handbook for Employers.

This Gateway has been designed to achieve the following key objectives:

1. Promote Employee health and safety

MINTRAC seeks to support the meat industry workforce and its employers, by providing clear, accurate and consistent industry specific workplace related information, combined with training and support to develop the capabilities of employees, and to minimise risks that could affect industry shutdowns.

2. Enable Employee wellbeing and continued professional development

Mandatory workforce number reductions contribute to employees becoming isolated from their colleagues and workplaces, increasing the risk of mental illness and depression. MINTRAC intends to provide remotely accessible training and learning opportunities to employees, including employees who may become absent from the workplace, to maintain engagement with colleagues and employers, and provide an opportunity to build skills whilst not actively working onsite. The Gateway seeks to directly target employers and employees within the meat industry, and indirectly benefit employee families and the greater community. The estimated Victorian beneficiaries of the initiative include approximately 3,200 employee members of the Australian Meat Industry Employees Union (AMIEU) and approximately 395 workplace establishments that are members of the Australian Meat Industry Council (AMIC), made up of 45 processing plants, 345 retail establishments and 10 small goods providers.

3. Provide a reminder that 'Safety is for everyone'

The Gateway's purpose is to raise awareness to employers, to support and contribute to the operation of safe and healthy workplaces. In turn, informed employees will be enabled to

perform their obligations to sustain safe and healthy working practices. Employee families will also benefit from the positive health and wellbeing of their working relatives.

4. Promoting knowledge and confidence

The Gateway seeks to deliver critical knowledge to all stakeholders, allowing confident action in a safe and healthy working environment. Clear, accurate and practical information is essential to building confidence.

5. Encouraging Connected Communities

MINTRAC will deploy an industry employee engagement program targeting those employees affected by mandatory isolation. The Gateway will allow for employees to remain connected to the industry during periods of isolation, contributing to positive community wellbeing.

6. Promoting a sense of belonging

The Gateway seeks to improve employees sense of belonging, in particular if they are absent from the workplace, via remote engagement and ongoing training and skills development.