



Level 2 Abattoir Worker (Red Meat) End Point Assessment (EPA)

What is the Abattoir Worker EPA?

The EPA is a compulsory component of the Abattoir Worker Apprenticeship. It is used to confirm that your apprentice has achieved the skills, knowledge and behaviours required by the standard. As the EPA determines whether an apprentice has succeeded in their apprenticeship it is important to register them only when they are *ready*.

First and foremost the apprentice must have successfully completed all the mandatory requirements of the abattoir apprenticeship itself. These are:

The Training programme

- This must have exceeded the 12 month Government minimum duration
- Apprentices will need to complete the training programme as set by their employer. This programme will develop the skills, knowledge and behaviours as detailed in the Standard.

Mandatory Requirements

- Level 2 Award Protecting the Welfare of Animals at Time of Killing (WATOK) Qualification no 603/0717/1
- Level 1 English
- Level 1 Maths
- Completed Logbook

Apprentices must also have *attempted* Level 2 English and Maths prior to EPA but are not required to have achieved success at this level. For those with an education, health and care plan or a legacy statement the minimum requirement for English and Maths is Entry Level 3. British Sign Language qualification is an alternative to English qualifications for those whom this is their primary language.

The EPA itself

There are two parts to the EPA:

The Gateway

This is a vital final review period, which happens once all the mandatory elements of the apprenticeship have been successfully completed. Then, provided all agree the apprentice is ready, the employer, training provider and apprentice sign the FDQ Gateway End-Point Assessment Declaration and the training provider applies for EPA via FDQ's online system.

EPA itself

The end-point assessment will take place on a single day and usually on the employer's premises. FDQ will visit the site prior to EPA and our independent examiner will outline what happens on EPA day and be available to answer any questions. They will also inspect the site to enable them to plan the EPA with minimal disruption to normal business operations. The EPA consists of 2 distinct assessments:

1. Knowledge – Multiple Choice Test (MCT)

The MCT assesses the underpinning knowledge and understanding and comprises 60 multiple choice questions (MCQs). The MCT will be undertaken under controlled conditions within a 75 minute time limit. The MCT will test understanding across a range of areas including:

The historical development of the red meat slaughter industry leading up to the modern day and the key business principles that sustain abattoir businesses and make them successful.	The process and procedure for receiving animals into, and their movement around, the lairage facility. Regulatory and official documentation including Electronic Identification (EID) required for traceability requirements within food chain information.
The function and roles carried out by lairage, supervisor and enforcement personnel: including the company's animal welfare officer (AWO), official veterinarian (OV) and meat hygiene inspectors (MHI).	The requirements for safe, efficient and hygienic practices in the bleeding of animals, religious slaughter as practised by halal and kosher religious groups.
The regulatory food safety and hygiene systems within the food chain applicable to and embedded in abattoir operations, and the need for all employees to be trained in the production of wholesome quality meat.	Employment rights and responsibilities: equality and diversity, team working practices and the importance of continuous personal development.
The importance regarding animal welfare and stress prevention during the period animals are held prior to slaughter: watering, penning, moving, handling and, where required, bedding/feeding	The designated location and value of the animal by-product and offal removed during the dressing process, alongside knowledge and use of red and green offal including by product categorisation and the legislative requirement for Specified Risk Material (SRM).
Contribute to problem solving and the continuous improvement of abattoir operations. In addition, the management of regulatory control applicable to workers in the specified roles identified within the regulated and WATOK legislated operation.	<p>Grading Criteria – Multiple Choice:</p> <p>0 – 29 Fail / 30 – 44 Pass / 45 – 60 Distinction</p>

2. Practical Observation with Questions

Following a pre-assessment visit, the employer, training provider and FDQ will evaluate the normal processing environment and map these into a practical observation test to demonstrate the apprentice's duties and activities. The on the job observation will be on a one to one basis with an FDQ independent assessor. It will last for a minimum of 1 hour 20 minutes. During the 'on job' assessment FDQ will ensure the 'controlled' aspect of the assessment observes 4 key stages of the abattoir operation.

The independent examiner will also spend up to 30 minutes asking the apprentice questions and may refer to the apprentice's logbook to help tailor questions to reflect workplace processes. This will be conducted in a quiet space away from the work line and in a controlled environment.

Questioning must not take place on the work-line due to health & safety considerations.

The 4 key stages of the abattoir operation, in relation to meat species are show below with 1 from group A and 3 from group B from the table below:

Beef	Lamb	Pork
Group A:	Group A:	Group A:
▪ Lairage and traceability documentation	▪ Lairage and traceability documentation	▪ Lairage and traceability documentation
▪ Restraining	▪ Restraining	▪ Restraining
▪ Stunning and Sticking	▪ Stunning and Sticking	▪ Stunning and Sticking
▪ Shackling		▪ Shackling
Group B:	Group B:	Group B:
▪ Legging	▪ Fronting	▪ Hair removal
▪ Flanking	▪ Flanking and hide removal	▪ Evisceration
▪ Hide Removal	▪ Evisceration	▪ Splitting
▪ Evisceration	▪ Splitting	▪ Trimming
▪ Splitting		

As part of the advance planning process FDQ will ensure the employer and apprentice has an itinerary that will explain

- how the on the job session will be 'split' to take account of working requirements, working time regulations and to allow the apprentice to move from one location to another.
- outline the criteria for the 12-15 open questions that will be covered over the course of the session. The questions will be covering underpinning knowledge related to stages observed and KSBs related to stages that **have not been** observed.
- Any follow up questions that may be necessary to seek clarification and here the independent examiners may refer to the apprentice's logbook for context and in relation to answering questions relating to processes not directly observed.
- Reasons for the need for digital recording of the questioning element for the purposes of quality assurance

The practical observation and question session will be marked and scored using robust methods of assessment. The observation will result in a pass, merit or distinction grade. FDQ will provide a range of sample materials and specifications for employers and providers that will assist preparations for the apprentices.

How can I help prepare my apprentice for their EPA?

The FDQ Abattoir Worker Employer and Training Provider Guide to EPA will explain the assessments in greater detail and is a 'must read.' The guide will specify the EPA requirements offering tips and advice on activities that will best prepare the apprentices to undertake their assessments.

The guide should be used in the months leading up to the appointed EPA day. It will also include a helpful self-assessment checklist to identify any remaining gaps in knowledge or skills and enable these to be rectified prior to applying for EPA from FDQ.

What will my apprentice need to bring with them for their EPA?

They will need to bring:

- their photo identification document (ID)
- personal protective equipment

Who will mark the assessments?

A trained FDQ independent examiner will carry out the assessments. The independent examiner then submits their judgement to FDQ for final moderation. Results will be published through FDQ's online centre management system. This process can take up to 8 weeks but we try to issue the results sooner where possible.

What are the grading criteria?

There are three possible grades: Fail, Pass or Distinction. Apprentices receive a grade for each assessment and an overall grade for their apprenticeship. If the apprentice doesn't achieve a pass as a minimum in any part of the EPA and it has to be re-sat they cannot be awarded a distinction.

What happens if my apprentice fails their EPA?

Apprentices will be able to re-sit an individual assessment method or re-take their entire EPA. A re-sit does not require further learning, a re-take does. A re-sit must be taken within two months of the original EPA, otherwise the entire EPA must be re-taken. The maximum grade awarded to a re-sit/re-take is a Pass.

What funding is available for EPA's?

To encourage completion of apprenticeship training, government withhold 20% of the total apprenticeship funding, until the EPA's have been concluded.

This represents the maximum cost of an EPA. FDQ's maximum charge for an abattoir end-point assessment will be between 15-20% of the £6000 maximum funding rate allocated to the abattoir standard. Providers using the FDQ Abattoir EPA Service will also receive a workbook to help prepare apprentices for EPA. What's more the fee also includes a pre-EPA visit from the independent examiner to ensure the apprentice, employer and provider are completely clear about the EPA and what is required. The visit normally takes place 3 to 4 weeks ahead of the event so that time is available to prepare effectively.

For contracting purposes, FDQ as the approved EPAO is required to act on behalf of the employer. The agreement and transaction of monies however is between the training provider, who is procuring the services, and FDQ who are supplying the EPA.

How are EPA fees calculated?

Your apprentices EPA will be priced taking into account variables such as:

- location – how far the independent examiner needs to travel to the apprentice's workplace and external EPA centre
- number of apprentices being assessed – where several apprentices can be assessed in one place on the same day, discounts will apply

This is to ensure FDQ can price the assessment fairly and provide the best value for money.

Each EPA is priced individually, so for a detailed quote please call us on 0113 3970 395 or email EPA@fdq.org.uk

Please note: The EPA fee must be paid 7 days in advance of the appointed day, this is to cover set up and delivery costs

The Training Provider is charged for the EPA