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FINAL REPORT OF AN AUDIT  
CARRIED OUT IN  
THE NETHERLANDS  
FROM 07 SEPTEMBER 2015 TO 11 SEPTEMBER 2015  
IN ORDER TO  
DETERMINE THE EFFECTIVENESS ON ANIMAL WELFARE OF ACTIVITIES  
PROMOTING COMPETENCE OF ANIMAL HANDLERS AND KEEPERS

*In response to information provided by the Competent Authority, any factual error noted in the draft report has been corrected; any clarification appears in the form of a footnote.*

## ***Executive Summary***

*This audit took place in the Netherlands from 7 to 11 September 2015 to determine the effectiveness and suitability of the activities to ensure staff looking after or handling farm animals possess the appropriate ability, knowledge and professional competence. The audit focussed on the pig and slaughterhouse sectors.*

*The report concludes that: training in the pig sector is in a transitional state in the Netherlands, and in particular that the pig sector itself is taking serious steps to adapt education and training to changes in the pig industry. There is suitable innovative vocational training for students and ad-hoc training for farmers, though there is no evaluation of whether they provide instructions and guidance to their staff on welfare requirements.*

*Efforts are being made to provide more information to pig farmers using a variety of communication channels. The recent Competent Authority initiative on group housing showed varying levels of competence in the sector and a need for further assistance and training.*

*The Competent Authority prioritised training on welfare at slaughter in 2011 and put in place an effective system to ensure that all slaughterhouse staff were trained quickly and in large numbers by the end of 2014. A post-training review by the Competent Authority identified that due to inadequate content of training material used initially, trainees may have missed important elements of the requirements of Regulation (EC) No 1099/2009 during their training but course content has subsequently been rectified and is now suitable for purpose. The report makes one recommendation to the Dutch authorities on the requirements for ensuring training and guidance are given to staff dealing with pigs on farms.*

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## ABBREVIATIONS AND DEFINITIONS USED IN THIS REPORT

<b>Abbreviation</b>	<b>Explanation</b>
AWO	Animal Welfare Officer
BO	Business Operator(s)
CA	Competent Authority
CCA	Central Competent Authority
EC	European Community
EU	European Union
FVO	Food and Veterinary Office
LLTB	<i>De Limburgse Land- en Tuinbouwbond</i> (The Limburg Agricultural and Horticultural Association, one part of LTO)
LTO	<i>LTO Nederland (Land- en Tuinbouw Organisatie)</i> is the Dutch Federation of Agriculture and Horticulture, an entrepreneurial and employers' organisation
OV	Official veterinarian
NVAO	Accreditation Organisation of the Netherlands and Flanders
NVWA	<i>Nederlandse Voedsel en Waren Autoriteit</i> (Netherlands Food and Consumer Product Safety Authority)
SBB	<i>Samenwerkingsorganisatie Beroepsonderwijs Bedrijfsleven</i> (Organisation for Cooperation and Evaluation of Vocational Education)

## 1 INTRODUCTION

This audit took place in the Netherlands from 7 to 11 September 2015 as part of the planned audit programme of the Food and Veterinary Office (FVO).

An opening meeting was held with the Central Competent Authorities (CCAs) on 7 September. At this meeting, the objectives of, and itinerary for, the audit were confirmed by the mission team. The audit team comprised two auditors from the Food and Veterinary Office and one national expert. The team was accompanied throughout the audit by representatives of the Ministry of Economic Affairs and the Netherlands Food and Consumer Product Safety Authority (NVWA) which are the competent authorities within the scope of this audit.

## 2 OBJECTIVES AND SCOPE

The objective of the audit was to determine the effectiveness and suitability of the activities to ensure staff looking after or handling farm animals possess the appropriate ability, knowledge and professional competence.

The FVO had selected the pig sector for review and the CCA had been asked to select one sector from the three remaining sectors (broilers, transport and slaughter) for which there are also specific EU requirements regarding operator competence. The CCA selected the slaughterhouse sector and therefore the scope of the audit was on the relevant activities in those sectors. In pursuit of the objectives, the following meetings were held:

Meetings		Comments
Competent Authorities	4	As well as an opening and final meeting, four meetings took place with Competent Authority (CA) staff responsible for official controls in slaughterhouses (1) and on pig farms (1), training staff on Regulation 1099/2009 (1) and best practice on contingency planning (1).
Pig Sector	1	One meeting with trained pig stockpersons (2) who had received training and also gave training.
Slaughterhouse Sector	1	One meeting with 3 animal welfare officers, all of whom had received training. One meeting with 3 Official Veterinarians.
Trainers	4	Meetings with training bodies and trainers providing training and setting examinations in pig (4) and slaughterhouse sectors (2).
Industry, non-state veterinary sector	5	The audit team met representatives from two Dutch agriculture organisations (two), one pig quality assurance scheme, the association of small

		slaughterhouses and poultry meat processors
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### **3 LEGAL BASIS**

The audit was carried out under the general provisions of EU legislation and, in particular Article 45 of Regulation (EC) No 882/2004 of the European Parliament and of the Council on official controls performed to ensure the verification of compliance with feed and food law, animal health and animal welfare rules.

EU legal acts quoted in this report are provided in Annex 1 and refer, where applicable, to the last amended version.

### **4 BACKGROUND**

The EU strategy for the protection and welfare of animals 2012-2015<sup>1</sup> adopted in January 2012 emphasised the need to address the lack sufficient knowledge about animal welfare of many stakeholders. A study on animal welfare education was launched to identify which animal welfare topics should be included in the professional curricula of those involved with animals and which actions would be needed to improve awareness among those professions. This study should be finalised in 2015.

This series of FVO audits aims to identify activities that are suitable and effective in delivering high levels of knowledge and competence to the professional sectors on animal welfare, and therefore achieve a high level of compliance with animal welfare requirements.

Nine Member States, the Netherlands was not one of the nine, received a letter of formal notice at the beginning of 2013 for failure to enforce group housing of sows. For this reason, professional competence in the pig sector was pre-selected for this series of audits. There have also been high levels of non-compliance regarding provision of manipulable material and avoidance of routine tail docking of pigs and the Commission has been developing guidelines on these topics. This series of audits therefore seeks to identify if the development and maintenance of professional competence is a factor in ensuring compliance with such legal requirements and which mechanisms are suitable and effective for disseminating information.

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<sup>1</sup> COM(2012) 6 final/2 from 15.2.2012 "Communication from the Commission to the European Parliament, the Council and the European Economic and Social Committee on the European Union Strategy for the Protection and Welfare of Animals 2012-2015".

## 5 FINDINGS AND CONCLUSIONS

### 5.1 TRAINING ACTIVITIES IN THE PIG SECTOR

#### Legal requirements

Article 4 of Directive 98/58/EC requires Member States to ensure that the conditions under which animals are bred or kept comply with the provisions set out in the Annex of this Directive. These include, amongst other issues that animals are cared for by a sufficient number of staff who possess the appropriate ability, knowledge and professional competence.

In addition Article 6 of Directive 2008/120/EC, hereafter the pig directive, requires Member States to ensure that: appropriate training courses are available, and such courses must focus on aspects of pig welfare. In addition, any person who employs or engages persons to attend to pigs must ensure that the person attending to the animals has received instructions and guidance on the relevant provisions of Article 3 and Annex I of the directive.

#### Findings

1. In the Netherlands, training is not required by law for persons keeping or working with pigs. However, the Animal Keepers Decree (*Besluit Houders van Dieren*) states that animals must be looked after by a sufficient number of competent persons.
2. The CA has not established a policy or framework to ensure that the requirements of Article 6(a) of the pig directive, that staff attending to animals have received instructions and guidance on the relevant provisions of Article 3 and Annex I of the directive, are met.
3. The CA's prioritisation and promotion of training in the pig sector is in a transitional state. The abolition of the semi-public Product Boards on 1 January 2015 means that the funding situation is now different. Various pig associations want to pool their resources to ensure that the knowledge required to bring the pig industry up to date, and keep it there, is available.

In the Netherlands, the number of pig farms is decreasing but the number of staff required increasing: i.e. from a previous average of perhaps 2-3 per farm (family-run farms) to the current 5-10 (and up to 30 in larger farms). At the same time the industry acknowledges that training provision outside of vocational training is fragmented and is attempting to consolidate all the training programmes under one industry umbrella committee organisation; this is still ongoing. Leadership and advocacy in the pig industry are also in a transitional state with various mergers of pig associations, the Joining Forces initiative, and Quality Assurance (QA) organisations taking place.

4. The requirements of Article 6(b) of the pig directive for the provision of suitable training to be made available in the pig sector in the Netherlands are met at higher and intermediate levels by suitable innovative vocational training for students.

Additional information and training for the pig sector is provided on an *ad-hoc* basis by education and research establishments and industry initiatives and through the recent CA

enforcement campaign on the transition to national requirements for group housing of sows and gilts and in QA programmes. Further details of, and feedback on, vocational training and other activities are set out below.

### **Further information to support conclusions**

#### Vocational Training

5. There are five higher levels and seven (out of twelve) intermediate level educational establishments offering courses where pig production (including animal welfare) is an option in their curriculum.
6. The Organisation for Cooperation and Evaluation of Vocational Education (SBB), an organisation consisting of industry and educational representatives, sets the syllabus and basic standards for intermediate vocational training and subsequent examinations which refer explicitly to the requirements of the Animal Keepers Decree.
7. Higher vocational education establishments are themselves responsible for the content of their training which contains requirements with regard to knowledge of welfare issues.
8. Additional support for educational establishments is provided by a development institute which provides on-line pedagogical resources and has set up an animal welfare website: the animal welfare net  
<http://www.dierenwelzijnsweb.nl/nl/dierenwelzijnsweb.htm>. This resource is available to staff and students.
9. Animal handlers can obtain training on the pig sector through vocational (animal husbandry and animal care and biology), BSc degrees of four years and two or three-year intermediate vocational education courses. Additional details on course structure are provided at the end of this report. The courses provide behavioural and physiological information which includes the context and rationale for, as well as the legislative provisions laid down in, the pig directive.
10. The Dutch Federation of Agriculture and Horticulture (LTO) together with the educational establishments review the suitability of course content and implementation three to four times per year. It takes into account the opinions of recent graduates and industry liaison groups on the relevance and utility of course programmes to the workplace.  
  
This review led over the years to changes in course structure, moving away from the system of training based on text book material subject to examination- a system style no longer suited to modern pig production - and courses were modified to reflect industry needs and more modern learning methods (see paragraph 9 above).
11. The Dutch Inspectorate of Education monitors how intermediate vocational courses are delivered on behalf of the Ministry of Economic Affairs and publishes their reports online. This function is undertaken by the Accreditation Organisation of the Netherlands and Flanders (NVAO) for higher vocational education establishments.
12. The breakdown of the educational qualifications of farmers in the pig sector in the

Netherlands in 2013 is provided in the table below. The majority have obtained an intermediate level agricultural qualification.

	Agricultural	Other	Total
Primary education or not completed	88	116	204
Finished lower vocational training	796	465	1261
Completed secondary vocational	2903	438	3341
Completed higher professional	360	113	473
Completed university	22	33	55
	4169	1165	5334

13. NVWA figures for 2014 indicate there are 5,100 pig farms in the Netherlands. Industry estimates of the number of farm staff given in point 3 above would therefore give a total varying from a conservative 15 to perhaps 25 thousand or more in the sector.

#### Other Training and Educational Activities for students and farmers in the pig sector

14. The stated intention of trainers and researchers met is to share information with farmers and students and vice-versa by identifying good practice and getting the farmers concerned to share this with their peers. There is a proposal to pay those who participate and share their knowledge and experience and this is in fact sometimes already being done. In general the use of e-learning initiatives for training pig farmers is not well accepted as farmers prefer to hear outcomes from their peers.
15. There is an initiative from the Dutch agriculture organisations LTO-North, LLTB and LTO-South, and the Wageningen University and Research Centre (WUR), organising pig regional and national activities. It is estimated that approximately 300 pig farmers participate annually. It facilitates knowledge sharing for pig farmers through its website. It also promotes innovation in the pig sector through publicising research carried out on commercial farms with innovative farmers willing to participate and appear in their digital magazine.
16. A private communication platform publishes an e-newsletter which is sent to 3,000 pig farmers. Approximately one third of recipients open it to review the contents during approximately one and a half minutes. It also participates with LTO in farmer training given during sponsored events with feeding and pharmaceutical companies. As regards training, there has also been a good deal of investment in promoting the importance of animal welfare. Various books have now been published discussing how to recognise "pig signals"; these too can be seen as "best practice" initiatives undertaken in the Netherlands.
17. A small industry initiative (25 farms) -which aims to improve the training and knowledge

of management and staff on pig farms- has started. It appeared in response to the acknowledged problem of finding good quality personnel. Annual training participation is estimated at approximately 150 farmers.

18. NVWA does not assess directly, during farm visits, if any training has been given to staff as per the requirements of article 6 of the pig directive. However, there is a more holistic evaluation of the general competence of those interacting with officials during inspections and through the assessment of the conditions in which the pigs are kept on farms. The approach is to assess the animals, i.e. whether they are being kept correctly and in compliance with animal welfare requirements.

If issues arise in the course of CA controls which affect several farms, those points are addressed at regular consultations, together with how compliance might be improved, and how this might be communicated to pig farmers using the various channels available.

19. On the basis of an extensive list of welfare aspects, NVWA has used the results of official controls on pig farms to target subsequent enforcement campaigns or inform research with a view to guidelines with open standards: e.g. problems with insufficient ventilation on farms. This has led to a research project to develop indicators for measuring what is satisfactory ventilation. Once finalised, the CA intends to discuss implementation with industry.

20. Industry feedback and NVWA's results from official controls on pig farms prompted the Ministry of Economic Affairs to offer targeted support to farms which reported that they were experiencing problems in complying with national requirements for group housing of pigs which go beyond the EU minimum requirement (4 day rule for time confined to stalls).

15% of the farms concerned reported that they found it difficult to comply with the rules on group housing in the early stages of pregnancy. To deal with this, expert teams of senior pig researchers and advisors from a University were put together to interview farmers. These field teams visited the farms to address the root causes of the difficulties. Time was especially made available for observations in the sheds themselves, to see how the pigs were being housed and how they were being fed.

There are 223 farms in the programme which is funded by the Ministry of Economic Affairs. The programme allows a one year derogation from the legal requirements for group housing in the early stages of pregnancy to put in place improvements before enforcement measures are taken.

This project highlighted the view that the level of farmer knowledge (and indirectly training) varies tremendously between farms and that this must be taken into account when providing training in general. In addition, the inclusion of farm veterinarians and feed and building advisors in any strategy for improvement was judged very important to keep clients focused on making the necessary changes to reach compliance.

In addition to farm visits, four meetings are held at national level at which the experience gained from those visits is shared with other pig farmers and other involved parties, such

as veterinarians, feed experts and shed builders.

21. Almost all Dutch commercial pig farms are members of a private QA scheme. The schemes reiterate the pig directive's requirements on training. One animal welfare NGO also awards a quality label, for which there are additional training requirements: managers of sites with pigs must have an intermediate vocational level qualification and undertake mandatory three hour training in human-animal interaction. It is estimated that 100 farmers have so far taken this training. Some of those seeking this quality label still have to do so. There is no requirement for refresher training in this standard.

Scheme participants are monitored annually but the training requirements were not an impediment to joining the scheme if a training course was not immediately available. A representative from the animal welfare NGO indicated that they are considering revision of the current training requirements on human-animal interaction and if this is to continue it needs additional "drivers" i.e. coaching and encouragement by veterinary practitioners, representatives of feed companies, etc., to have a longer lasting impact.

### **Conclusions on training activities in the pig farming sector**

22. Training in the pig sector is in a transitional state. There is suitable innovative vocational training at higher and intermediate levels and *ad-hoc* training initiatives for farmers provided by educational, research and industry sectors.
23. The CA indirectly assesses the effectiveness of training through the results of official controls, however, it does not assess the extent to which farmers avail of training opportunities and provide instructions and guidance to their staff on welfare requirements. This is important as the recent CA initiative on group housing showed varying levels of competence in the sector and a need for further assistance and training.

## **5.2 TRAINING ACTIVITIES IN THE SLAUGHTERHOUSE SECTOR**

### **Legal requirements**

Article 21 (a) and (c) of Regulation (EC) No 1099/2009, hereafter the regulation, requires Member States to designate a CA to ensure that training courses are available for personnel involved in killing and related operations and to approve these training programmes and the content and modalities of the examination.

### **Findings**

24. The EU requirements for training courses in the slaughterhouse sector are effectively met through CA approved training with applicants subject to standardised examinations and practical assessments of competence which gives a good assurance regarding the actual competence of staff.

### **Further information to support conclusions**

25. The Animal Keepers Regulation gives the framework for the CA to design a system for

the approval of the training and examination requirements in the slaughter regulation for issuing certificates of competence.

26. This requires, amongst others, that any institution undertaking training be approved to the ISO 9001/2008 quality standard. The legislation states that this will ensure that independent teaching is conducted by suitably qualified personnel in the fields of animals husbandry and animal welfare.
27. The CA set up a project group in 2010 to implement the nine training requirements of Regulation (EC) No 1099/2009 (hereafter the regulation) which came into effect in January 2013. The project group included representatives from the slaughter and agro-industry, the CAs (Ministry of Economic Affairs and NVWA), the WUR's Livestock Research Institute, the designated training company and non-governmental organisations.
28. The points to be covered in the training syllabus were agreed during the initial project phase. There is no specific requirement under law for the CA to verify the course content from the outset. Standard ISO 9001:2008 sets out the requirements that a company must meet to demonstrate its ability to consistently meet customer and applicable statutory and regulatory requirements.
29. One private company accredited to this ISO standard was designated to provide the training. Training courses and written material were developed in-house and also used written material provided by a Dutch University.
30. The 10 trainers had all undertaken welfare qualifications (animal welfare officer AWO—both red and white meat) and have years of experience in the sector. In addition some had worked in slaughterhouses as part of their preparation to give courses and had identified weaknesses in existing practices which were then subsequently highlighted and corrected by training e.g. the lack of attention paid by slaughtermen to animals which had been slaughtered without stunning: slaughtermen only focused on making the cut and not what happened afterwards (see also point 45 below).
31. Training is given at the training company or often on site with a pre-training assessment of each slaughterhouse leading to a custom designed experience. The training course comprises a mixture of lectures, discussion groups, workshops and video presentations and covered the seven slaughter operations from Article 7(2) listed in Annex IV to the regulation following the order of these actions in a slaughterhouse. There is a holistic approach to training emphasising the background context of societal, commercial, ethological as well as legal requirements. All workers receive the same course content, regardless of which operation(s) they perform, covering: the relevant species, animal behaviour, slaughter process, stunning and legislation.
32. There is an additional module given for operatives undertaking slaughter without stunning. There is no practical “hands-on” element in the training courses and the course

lasts one day. The examination does contain a practical test, however.

33. All slaughterhouse staff were trained quickly and in large numbers by the end of 2014. A regular turnover of slaughtermen means that approximately 200 staff require training each year.

YEAR	RED MEAT	WHITE MEAT	TOTAL
2012	213	48	261
2013	713	416	1129
2014	140	120	260
2015	105	71	176
TOTAL	1171	655	1826

34. Due to feedback from trainees who had undergone training the NVWA did review the course content in 2014 and identified in handout material that there were some quite serious omissions such as a lack of references to stunning parameters and standard operating procedures, and mistakes in stunning approaches/locations etc.
35. The CA asked for substantial revisions to the course content which have been made. Therefore although all staff have been trained they may have missed some important elements of the requirements of the regulation during the training. Otherwise there have been generally few changes reported in the operation of training courses. Difficulties with languages have been dealt with by using translated texts and interpreters where required.
36. The contractor chosen by the CA to organise the examinations, a related but separate business entity to that conducting training, conducts the physical assessments of practical competence in slaughterhouses and issues certificates of competence. It is approved to the NEN-EN-ISO/IEC 1724:2012 quality standard. All 12 examiners have undertaken welfare qualifications (animal welfare officer –both red and white meat) and have years of experience in the sector.

Immediately following the completion of each training course students take the examination, supervised by the trainers. The examination company is present for one out of every four examinations. External auditors from a Dutch accreditation organisation: in verify the performance of the examination company twice per year.

37. The written examination system is as follows:
- A 20 minutes closed book written examination;
  - 15 multiple-choice questions, with some requiring multiple correct answers;
  - Individuals with literacy or language issues are accommodated through notation of verbal responses;
  - The training company receives the examination papers in sealed envelopes on the day. Those marking examinations are from the examination company;
  - The pass mark is set at 61 per cent;
  - All examination papers are returned to the examination company;
  - Marked papers are cross checked.

38. The system for the issue of certificates of competence for plant operatives is as follows:
- Plant operatives must attend the approved course;
  - They must sit and pass the official animal welfare examination;
  - They must undergo a visual assessment by the examination company in a slaughterhouse on the competences they have applied for in their application;
  - If successful, the examination company then issues an appropriate certificate of competence to each applicant.
39. A system for the granting of grandfather rights existed up until Dec 2015 for those operatives with three years' experience.
40. There is a system in the Netherlands for training animal welfare officers as follows:
- it is recommended that they have an animal welfare officer qualification issued either in the Netherlands or from another body judged by the designated training body to have given equivalent training; a Dutch animal welfare officer training certificate is then issued;
  - animal welfare officers must meet the requirements of Article 7(4) of Regulation (EC) No 1099/2009; they must undergo a physical assessment by the examination company for all the competences listed in the annex to the regulation and if successful receive certificates of competence for these.
41. AWOs and slaughterhouse representatives met were experienced and had received much training prior to the introduction of the regulation. The introduction of the animal welfare training requirements for other operatives was viewed as an opportunity for AWOs to further raise standards as the rationale for their actions and the general responsibilities for animal welfare were now very clear to all operatives and much more easily accepted in the workplace.
42. The system of visual assessments was regarded by the AWOs and official veterinarians (OVs) as working well and giving a good assurance regarding the actual competence of staff.
43. Business operators indicated that the training requirements in the regulation were initially questioned but as the trainers and examiners were very knowledgeable, the trainees, even experienced butchers, all learned something new to help them in their tasks. The training gave many operatives a sense of achievement as they would not previously have undergone any formal animal welfare training, sat an examination on animal welfare, nor received any official certificate of competence.
44. Slaughterhouse staff gave positive feedback about training received on the care and handling of animals before restraint which has led to a change of working methods in

practice e.g. flags now tend to be used rather than electric prods to drive animals through the slaughterhouse.

45. OVs reiterated the comments in point 41 above and added that as a result of trainers' specific focus on slaughter without stunning, slaughtermen now accept that animals may feel pain after the slaughter cut, and have dropped their previous resistance to certain animals being given an emergency stun. In one slaughterhouse, as a direct result of the training and OV input, all larger cattle are now stunned 40 seconds or less after the cut. The OVs also reiterated the view that there had been some major improvements in the handling of animals and general treatment of animals in lairages after the training.

However, one OV indicated that there were systematic problems with the lack of enforcement by the CA or issuing authority concerning the withdrawal of certificates of competence when employees were not performing according to legislative requirements. Poorly performing operatives would leave an establishment and subsequently move to another slaughterhouse before any action could be taken with regard to their certificate of competence.

Another OV indicated that due to the high turnover of staff, slaughterhouses were unwilling to train more staff than was strictly necessary to fulfil legal requirements due to the expense. This has led to situations where employees with certificates of competence have had to work a lot of hours/overtime due to staffing shortfalls of certified staff and this contributed to reduced standards of performance and levels of care when staff are fatigued.

46. NVWA trained its staff on the Regulation through a one day training programme followed by an on-line assessment. Additional practical training has been given through shadow audits and supervisory system inspections for the slaughterhouse improvement campaign. OVs can also access senior advisors for advice in implementation or enforcement. Two workshops were also held relating to on-farm slaughter. OV feedback on this training was that it was very useful that OVs had received the training, as they wouldn't necessarily have informed themselves of the changes required by the regulation.
47. Whilst not strictly in the scope of this audit, it was notable that the provision of training to poultry catching teams was viewed by many of the audit participants (OVs, AWOs, poultry meat processing sector) as a particularly important initiative currently being undertaken on a voluntary basis in the Netherlands. This is the one link in the chain of poultry production that does not have compulsory training requirements in the Netherlands. However, some poultry service companies providing catching teams are starting to train their operatives and the company providing training on the slaughter regulation has drafted a course to meet this need. Anecdotal evidence from poultry OVs and the industry indicated that there are noticeable differences in *post-mortem* indicators when catching is supervised by the farmer. In this regard the NVWA are conducting a large project on poultry transport with one of the outcomes being the correlation between supervised catching and *post-mortem* injury incidence in broiler chickens.

### **Conclusions on training activities in the slaughter sector**

48. The CA prioritised training on welfare at slaughter in 2011 and put in place an effective system to ensure that all slaughterhouse staff were trained quickly and in large numbers by the end of 2014. A post-training review by the CA identified that due to inadequate content of training material used initially, trainees may have missed important elements of the requirements of 1099 during their training but course content has subsequently been rectified and is now suitable for purpose.

## **6 OVERALL CONCLUSIONS**

Training in the pig sector is in a transitional state in the Netherlands. There is suitable innovative vocational training for students and *ad-hoc* training for farmers though there is no evaluation of whether they provide instructions and guidance to their staff on welfare requirements. The recent CA initiative on group housing showed varying levels of competence in the sector and a need for further assistance and training.

The CA prioritised training on welfare at slaughter in 2011 and put in place an effective system to ensure that all slaughterhouse staff were trained quickly and in large numbers by the end of 2014. A post-training review by the CA identified that due to inadequate content of training material used initially, trainees may have missed important elements of the requirements of 1099 during their training but course content has subsequently been rectified and is now suitable for purpose.

## **7 CLOSING MEETING**

A closing meeting was held on 11 September with representatives of the CCAs, at which the main findings and preliminary conclusions of the audit were presented by the audit team. The CCA representatives agreed with the findings and preliminary conclusions of the audit team.

## **8 RECOMMENDATIONS**

The CAs are invited to provide, within 25 working days of receipt of the report, an action plan containing details of the actions taken and planned, including deadlines for their completion, aimed at addressing the recommendation set out below:

<b>No</b>	<b>Recommendation</b>
<b>1</b>	<p>The CCA should take the necessary measures to ensure that the requirements of Article 6(a) of Council Directive 2008/120/EC, that staff attending to animals have received instructions and guidance on the relevant provisions of Article 3 and Annex I of the directive, are met.</p> <p>Recommendation based on conclusion 23 and associated findings 2 and 3.</p>

The competent authority's response to the recommendations can be found at:

[http://ec.europa.eu/food/fvo/rep\\_details\\_en.cfm?rep\\_inspection\\_ref=2015-7417](http://ec.europa.eu/food/fvo/rep_details_en.cfm?rep_inspection_ref=2015-7417)

## ANNEX 1 – LEGAL REFERENCES

<b>Legal Reference</b>	<b>Official Journal</b>	<b>Title</b>
Reg. 882/2004	OJ L 165, 30.4.2004, p. 1, Corrected and re-published in OJ L 191, 28.5.2004, p. 1	Regulation (EC) No 882/2004 of the European Parliament and of the Council of 29 April 2004 on official controls performed to ensure the verification of compliance with feed and food law, animal health and animal welfare rules