

# Level 2 Standard for Butchery

## Section 1: Occupational profile for a butcher

Butchery is one of the oldest crafts in the world, and is often where innovation meets tradition to create an industry full of character and camaraderie that plays a critical role in our social and economic future. A successful butcher must demonstrate dexterous knife skills together with craft to be able to produce the most cuts to make every carcass profitable.

Butchers work in the meat and poultry industry, which is worth several billion pounds in the UK and employs thousands of workers in the farm to fork supply chain. Qualified butchers can look forward to rewarding careers in a range of environments with different types of employers. Employers include both processors, and retailers. Processors range from multi-national processing businesses supplying meat or meat products to, for example: large food outlets, supermarkets and hotel chains; to smaller processors supplying for example, independent/local food businesses. Retailers could include supermarkets, independent retailers and farm shops. Those with an entrepreneurial spirit may be particularly attracted to butchery as the sector relies on a high proportion of small businesses, offering the potential for experienced butchers to set up on their own.

Butchery is a highly skilled profession steeped in tradition and apprentices will display understanding about a range of meat species and the various techniques needed to process and/or produce products. In addition, apprentices will be able to cut, prepare, package and present meat products to the standards required of the business and specialist needs of commercial and/or consumers. On completion of the apprenticeship, butchers will have gained a range of skills, knowledge and behaviours that can lead to rewarding careers in the butchery industry, not only in the UK but across the world. Butchers who complete the standard apprenticeship will be automatically eligible for professional registration with the Institute of Meat (IoM).

## Section 2: Butchery – The essential core knowledge, skills and behaviours

The statements in **a, b and c** below describe the essential core **knowledge, skills and behaviours** that employers would expect an apprentice to demonstrate on completion of their programme.

### a. On completion of the apprenticeship, newly qualified butchers will possess the following **CORE** knowledge:

#### Understand:

- The development of the meat sector leading up to the modern day, including its values, culture, traditions and connection to membership bodies and professional institutions
- The principles of butchery; including the selection, procurement, provenance and handling of livestock leading to welfare and associated lairage and slaughter practices, including Halal and Kosher
- The principles of waste minimisation, saleable yield and predictive costing methods
- The meat and poultry marketplace including the supply chain/traceability functions and key legislative and enforcement agencies that regulate the retail and/or process environments
- The principles of meat and poultry species including knowledge associated with carcass by-products, primal, joints and muscles
- The various craft and knife skills used for cutting, boning, trimming and mincing of meat including the use of relevant mechanical equipment as required
- Cold storage, stock control and safe movement of meat and/or poultry in the butchery environment
- Stock control, product pricing, quality assurance and meeting the expectations of customers and/or contractors
- Health and food safety including hygiene both in personal terms and as part of the wider food sales/production environment
- Methods for weighing products, controlling temperature, wrapping, sealing, packing, labelling and stock control of meat and poultry products for wholesale or retail sale
- Employment, rights and responsibilities, including equality, team working practices and the importance of continuous personal development

### b. On completion of the apprenticeship, newly qualified butchers will have proven **CORE** skills enabling them to:

#### Prove:

- Full awareness and adherence to health and safety regulations and/or additional requirements that may apply to their employer's food business

#### Carry out:

- A range of primary and secondary butchery skills involving the use of steak and boning knives, hand saws, cleavers, banding needles and other relevant hand tools used in the process of primal cutting, boning, slicing, dicing, rolling, trimming and filleting as used in their employers business

#### Produce:

- Meat and/or poultry products (as required) such as sausages/pies made to the specifications of customers or for sale to the public

#### Use:

- Machinery (as permitted) and other relevant cutting equipment including the ability to sharpen knives

#### Apply:

- Hand/eye co-ordination along with physical agility and manual handling of carcasses through the manufacturing/butchery process

#### Adhere:

- To the legislative regulations that apply in the food industry plus the organisational policies and standard

<b>Display:</b>	operating procedures that apply within the employer's business
<b>Maintain:</b>	<ul style="list-style-type: none"> <li>The ability to work in a team and individually as required in a busy environment with pre-determined deadlines and productivity targets</li> </ul>
<b>Support:</b>	<ul style="list-style-type: none"> <li>The quality environment; including product sampling, specification (including customer requirements), food safety compliance and traceability procedures in the meat supply chain</li> </ul>
<b>Communicate</b>	<ul style="list-style-type: none"> <li>Workforce development; sharing own knowledge and experience to in order to assist new recruits and/or inexperienced colleagues</li> <li>Effectively with customers, suppliers and colleagues displaying the excellent interpersonal skills required to perform the role to the required standard</li> </ul>

**c. During the programme apprentices will display CORE behaviours enabling them to:**

<b>Take:</b>	<ul style="list-style-type: none"> <li>Appropriate personal operational responsibility for both health and food safety, apply safe working practices when using knives, hazardous tools and/or related equipment</li> </ul>
<b>Display:</b>	<ul style="list-style-type: none"> <li>A willingness to learn, solve problems and acquire new skills that will be applied in the working environment</li> </ul>
<b>Be:</b>	<ul style="list-style-type: none"> <li>Punctual, reliable, diligent and respectful towards customers, peers and colleagues at all times</li> </ul>
<b>Show:</b>	<ul style="list-style-type: none"> <li>Attention to detail, carrying out duties in a diligent way and taking account of efficiencies and understanding how these support the profitability of the business</li> </ul>
<b>Maintain:</b>	<ul style="list-style-type: none"> <li>The vision and ethos of the business, including performance levels whilst taking pride in work and fostering positive relationships with customers and colleagues</li> </ul>

**Section 3: Butchery – Additional essential knowledge, skills and behaviours for retail and process**

Butchers generally work in **retail** or **meat processing** businesses. Depending on the route they take, butchers will need to supplement their **CORE** standard programme by demonstrating a minimum range of **specialist** knowledge, behaviours and skills.

Retail butchers must be able to:	Process butchers must be able to:
<ul style="list-style-type: none"> <li>Communicate enthusiastically and with personality to customers offering excellent service</li> <li>Advise domestic and commercial customers on the preparation &amp; cooking of red &amp; white meat products</li> <li>Produce a range of meat &amp; poultry products including joints, portions, cooked and hot products, sausages, burgers, pasties, curing, smoking, air drying &amp; value added products</li> <li>Plan &amp; prepare for seasonal supply &amp; demand (availability) of meat products ensuring best practice in the merchandising &amp; promotion of seasonal foods</li> <li>Understand the counter sales environment, including cash administration, stock replenishment systems</li> </ul>	<ul style="list-style-type: none"> <li>Produce meat to the specific volume, size &amp; weight to meet the needs of national/local consumers and customers in a timely and accurate fashion</li> <li>Know and understand the need for traceability in the procurement and supply of meat</li> <li>Know and understand their role in the audit and inspection process</li> <li>Estimate saleable yield and predictive costing methods as required for customers</li> </ul>

**Section 4 - Additional information**

<b>Duration:</b>	18 to 24 months is the expected average duration for new entrants
<b>Level:</b>	This Standard is set at <b>Level 2</b>
<b>Qualification:</b>	Apprentices will achieve QCF L2 Food Safety Award, QCF L2 Health & Safety in the Food Supply Chain Award and QCF L2 Knife Skills Award as part of the foundation phase of the Standard. In addition, employers working with their external training providers will have discretion to select and tailor an appropriate range of learning and training modules to meet the needs of the apprentice and their job role
<b>Professional reg:</b>	Automatic eligibility for appropriate level of professional registration by the Institute of Meat
<b>Progression:</b>	On completion of the Level 2 Butchery Standard, suitably able Butchers will have the opportunity to progress to Level 3 and Higher Apprenticeships in Butchery occupations.
<b>Renewal:</b>	The standard will be reviewed in September 2017