ADVANCED HUMANE HANDLING, PROGRAMS POLICIES and COMMITMENT

A systematic approach to achieve continuous improvement in animal welfare should be everyone’s goal!

Systematic Animal Welfare Mission: 100% Compliant 100% of the Time
You have a “Systematic Approach” now what?

Has your plant reassessed critical areas for monitoring employee performance and animal behavior?

Areas in which animal handling issues may arise include:
• Trucks waiting to unload
• Trucks unloading
• Drive alleys
• Stockyards
• Drive from the yard to the stun
• Staging areas before the stun
• Stun

Issues that have occurred and how were they addressed?

Humane Handling Performance are to be Monitored through a Systematic Approach
– Collection and Review of Facility Data to Insure the System is in Control
– Implement Immediate Corrective Actions when Necessary, including preventive measures
Transportation

• Documentation of trailer condition and animal condition to be collected:
  - Receiving processes at the plant
  - Occurrences during transport
  - Excessive DOA’s, stressors, downers at unloading

• Are drivers providing animals to your facility TQA trained and certified to ensure requirements are met for:
  - Maintenance and Repair of trailers
  - Truck Driving Practices: stops and starts
  - Design: ramps, gates etc.
  - Loading: visual appearances of any abuse to animals
  - Pig weight, lbs. space in square footage per accepted standards
  - Temperature Management (slats for cold weather, air flow and misting for hot weather, bedding as needed, etc.)
Animal Receiving and Unloading

- All trailers should be inspected during unloading processes and assessed for deficiencies. (Do you have repeat offenders not fixing trailers identified?)

- Animals should be offloaded by trained employees or truck drivers that adhere to your policies and programs. (Are unloaders in the receiving areas compliant to your facilities policies?)

- Use only facility approved tools that can include: sort boards, paddles, flags and sleds – no electric prods allowed. (Are devices show up that are not part of your program?)

- Unloading chutes, alleys, ramps and floors should be reviewed for maintenance issues to minimize slips and falls. (Are work orders being completed?)

- All animals that become non-ambulatory shall be moved or protected from other animals to prevent animals jumping over or stepping on downed animals. All non-ambulatory animals should be handled using facility approved practices and devices. (Are employees following SOPs?).

- Rough or excessive aggressive handling of animals should not be tolerated by any animal handler. (Are facility employees available during all unloading process to assist unloading processes and handling of animals for adherence to facilities animal handling programs?)

- Goal is to have trailers unloaded as soon as possible to limit time animals spend on trailers, especially during inclement weather.

- SMALL GROUPS, SMALL GROUPS, SMALL GROUPS
Animal Lairage and Movement to Stunning Area

- All employees are to be trained specific to this area with inspections and audits of facilities, animal handling equipment (paddles, sort boards, flags). Deficiencies should be noted and repaired. (Are employees following programs every day? Drift from high standards.)

- Animals should have access to water at all times as part of your facilities program. (Are drop hoses and waterers in good repair?)

- Are employees using only facility approved tools that can include: sort boards, paddles, flags and sleds? (Best practice is no electric prods allowed).

- Are holding areas being reviewed and maintained to minimize slips, falls and provides minimally stress and does not cause discomfort to the animals? (Completion of work orders).

- Does the facility find higher number of animals that become non-ambulatory? Are they moved or protected from other animals to prevent animals jumping over or stepping on any downed or stressed animals. (egregious act!!) All non-ambulatory animals should be handled using facility approved practices. (written program and training should be in place and followed).

- Air handling, cycling misters for hot weather, protection from cold inclement weather but still need fresh air to provide comfort to held animals.

- Rough handling is not to be tolerated. (Employees tend to develop some bad habits outside the program and must be part of your evaluation process) (QUIET QUIET QUIET!!)
Stunning – Critical Element in your Program

- Are CO₂ minimum concentrations occurring with each stun if using CO₂ stunners
  - Set-Point should not allow any animal to regain Sensibility after Stunning

- Are proper maintenance programs being completed on electrical stunning equipment for voltage and amperage drop
  - Review cables, stunning wands, data output from stunners

- Captive bolting equipment, hand stunners, shells
  - Maintained as a expensive firearm
  - Are charges held in dry places (use desiccators, hand desiccant packets)
  - Do you have enough on hand for quick response for any failure? (Immediate corrective actions required for any failed stun).

- Are processes robust to identify potential refinements to your facilities stunning systems? (Discuss with the Manufacturers)

- Is your Preventive Maintenance Program for all stunning equipment robust?

- Increase Frequency of Auditing immediately for Stunning Effectiveness if any deficiencies are identified and implement preventative measures and reassessment of program
Initiate an Animal Welfare Committee or at least an oversight program

- Each quarter or annually AWC needs to perform a program and facility review and reassessment or any time critical issues occur.

- This committee should be chaired by a trained animal welfare person in a leadership role for the facility. The committee should include members from stockyards, supervisors, a representative worker or supervisor from the live animal areas, as well as be annually attended by an outside animal welfare specialist.

- Reports should be presented to the Plant Manager, Senior management staff and any other employees involved in animal welfare program for the information and approval. (document discussions and plans of actions needed with timeline for completion)

- Each report should review any trends in animal welfare audit measures that were identified by the auditing information. Benchmark data presented. Data analyses to include trends for the previous 3 months and an indication if the trend is up, down, or flat. If measures in a given area are increasing, the AWC should determine a root cause and identify appropriate corrective and preventive measure. This may include more intense training in that area, facility changes, etc.

- **Benchmarking**. Means, standard deviations and critical action points (+ 1 SD) for animal welfare audit measures. These standard deviations represent statistics from monthly average data. These Action Points are used only for monthly or quarterly trends analyses.
Overall Commitment to Enhance Training Programs

- All workers at the plant who work with live pigs should receive training on the materials in facilities Humane Handling Manual. (Develop SOP’s as you do for product specifications and other processes)

- In addition, people who work with live animals should have training and re-certification on a set schedule.

Training should include but not limited to:
- Lecture – Internal and / or Third Party Experts
- Include Humane Handling Manual Review when updates occur
- Use Case Studies from your own plant issues
- Video Exerts Demonstrating Proper Handling Techniques
- Audit Data Review
- Corrective Actions

Implement training programs such as Alchemy’s Interactive Training style programs can be a great asset but internally generated training programs can be just as effective. Pre and post testing for effectiveness.
Is your entire facility COMMITTED to your programs and policies?

• Are you striving for improvement or just maintaining? Use your Systematic Approach to achieve continuous improvement in Animal Welfare
  – Make it a Preventive Program – Not A Reactive Program

• Strive to be an Industry Leader in Humane Treatment of Animals
  – What happens at your facility impacts us all

• Review animal handling areas to improve performance and compliance to your facilities Humane Handling Policies and Program

• Continue to Invite 3rd party Animal Handling Experts to Tour Your Facility, Support and Review Your Program

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