

MHS PERFORMANCE TARGETS 2002/03

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Issues and Aims	2002/03 Target	Assessment	Consumer Benefit / Interest
1. Public Health Protection			Safer meat for human consumption through:
a) Reduction of microbiological hazards in meat	Fully apply MHS Clean Livestock Policy *	<p>This target will be assessed through the FSA audit of MHS compliance with Operations Manual requirements. The relevant non-compliance is NC10a (see Appendix). This target will be failed by:-</p> <ul style="list-style-type: none"> • A single critical non-compliance, or • More than 5 major non-compliances per 100 audit visits of sheep/cattle slaughterhouses. 	Reduced risk of carcass contamination from dirty hides / fleeces.
	Strictly enforce the hygiene requirements of the fresh meat, poultry meat, wild game meat hygiene and inspection regulations.	<p>This target will be assessed through the FSA audit of MHS compliance with Operations Manual requirements. The relevant non-compliance is NC5 (see Appendix). This target will be failed by:-</p> <ul style="list-style-type: none"> • A single critical non-compliance or • More than 8 major non-compliances per 100 audit visits. 	Reduce bacterial load on carcass.
	To secure improvement in MHS enforcement in poorly performing plants.	MHS to implement, within agreed timescales, the action plan endorsed by the Meat Hygiene Advisory Committee designed to improve MHS enforcement in poorly performing plants, i.e. those which consistently fail to comply with hygiene legislation. MHS to produce report by 31 March 2003 detailing measures taken in respect of each of the	Assurance that effective enforcement action being taken to improve hygiene standards or suspend/revoke licences.

		elements of the action plan, and, for each poorly performing plant, a report detailing the enforcement action taken, the improvements secured, or license suspension / revocation recommendations made to the licensing authorities.	
	To take appropriate action to enforce the requirements of new EU rules on HACCP and microbiological testing in licensed meat plants.	MHS to produce report 3 months after date of implementation on the number of plants complying with the legislation, and on the enforcement action taken in non-complying plants. MHS to produce further reports as at 31 December 2002 and as at 31 March 2003. (In due course it is envisaged that the FSA will audit this particular target and that an appropriate non-compliance would be developed.)	Reduction in food poisoning from meat-borne pathogens.
b) Removal of Specified Risk Material (SRM) from the human food and animal feed chains	Strictly enforce SRM controls in licensed plants *	This target will be assessed through the FSA audit of MHS compliance with Operations Manual requirements. Revised audit arrangements for SRM are being developed. It is envisaged that the target will be failed by: <ul style="list-style-type: none"> • A single critical non-compliance; or • More than 5 major non-compliances per 100 audit visits. 	Prevention of tissues with the potential to contain BSE infectivity from entering the food chain.
c) Removal of Over Thirty Month (OTM) cattle from the human food and animal feed chains.	Strictly enforce the OTM rule in licensed plants *	This target will be failed if any OTM animal is found to have been health marked in contravention of the legislation.	Prevention of tissues with the potential to contain BSE infectivity from entering the food chain

2. Animal Welfare	Strictly enforce Welfare of Animals (Slaughter or Killing) Regulations. *	This target will be assessed through the FSA audit of MHS compliance with Operations Manual requirements. The relevant non-compliance is NC9 (see Appendix). This target will be failed if audit finds: <ul style="list-style-type: none"> • A single critical non-compliance or; • More than 5 major non-compliances per 100 visits covering all slaughterhouses. 	Assurance to consumers that there is no avoidable excitement, pain or suffering to any animal between arrival at the abattoir and the point of slaughter (including unloading, lairaging, restraint, stunning and slaughter).
3. Staff Training	To develop and implement a corporate training strategy for 2002/03.	This target will be assessed on the basis of a satisfactory report against the strategy covering training activities in the previous 12 months. The strategy should in particular reflect the introduction of HACCP and microbiological testing in 2002, and possible modernisation of meat inspection in later years.	Staff fully trained to carry out job.
4. Diversity of MHS Staff.	To develop a diversity action plan for MHS staff.	MHS to present action plan, which should take account of the Modernising Government/Civil Service Reform initiatives and the Race Relations Amendment Act, to MHAC by June 2002. MHS to provide report to MHAC detailing progress against that action plan by 31 March 2003.	
5. Customer Focus / Provision of High Quality Service / Value for Money	To deliver an improvement in customer satisfaction with the work of the MHS.	This target will be assessed by FSA on the basis of a satisfactory report produced by the MHS by 31 March 2003, setting out the results of customer surveys conducted by the MHS and in particular, information on the levels of	Improved consumer and customer confidence in the work of the MHS.

		customer satisfaction in 2002/03 compared with previous years.	
6. Financial Performance	To operate within the agreed MHS resource budgets for 2002/03. *	This target will be assessed by FSA Finance Division on the basis of audit reports by the National Audit Office on the MHS accounts.	
	To operate within the total net cash management figure agreed with the FSA. *	This target will be assessed by FSA Finance Division based on the actual net cash position at 31 March 2003 compared with the forecast following the end of the third quarter of the financial year.	
7. Efficiency	To implement, within agreed timescales, a pilot project involving increased direct employment of veterinarians.	MHS to provide quarterly reports to MHAC on progress.	

STANDARD NON-COMPLIANCE LIST

Non-Compliance	Number
MHS staff do not have appropriate/correct/complete warrants/authorisations/medical certificates/Operations Manuals/day books as required by Chapter 1 of the MHS Operations Manual	NC1
The OVS has failed to take action where the operator is operating outwith the conditions of the licence issued under the FM Regs ¹ / PM Regs ² / WGM Regs ³ or, in co-located premises, without approvals under the MP Regs ⁴ or the MMMP Regs ⁵ , where required.	NC2
The OVS has failed to determine the HAS score in accordance with the guidance given in Chapter 2 of the Operations Manual	NC3
MHS staff have not completed and retained performance monitoring records in accordance with the requirements of Chapters 1 and 2 of the Operations Manual (including compiling HAS scores at the required frequency)	NC4
MHS staff have failed to enforce the hygiene requirements of the FM Regs/ PM Regs / WGM Regs	NC5
MHS staff have failed to enforce the structural requirements of the FM Regs/ PM Regs/ WGM Regs	NC6
MHS staff have failed to take action to ensure that the operator fulfils his duties under Regulation 20 of the FM Regs/ Regulation 18 of the PM Regs / Regulation 15 of the WGM Regs, in respect of: water testing vermin control medical certificates staff training operator checks on cleaning commercial documents	NC7a NC7b NC7c NC7d NC7e NC7f
MHS staff have failed to take action to ensure operator compliance with the Meat Products (Hygiene) Regulations 1994/Minced Meat and Meat Preparations (Hygiene) Regulations 1995 , in accordance with Chapter 15	NC8
The OVS has failed to take action to safeguard the welfare of animals in accordance with the requirements of Chapter 3 of the Operations Manual	NC9
MHS staff have failed to carry out ante-mortem inspection in accordance with the requirements of Chapter 4 of the Operations Manual	NC10

¹ Fresh Meat (Hygiene and Inspection) Regulations 1995 (as amended)

² Poultry Meat, Farmed Game Bird Meat and Rabbit Meat (Hygiene and Inspection) Regulations 1995

³ Wild Game Meat (Hygiene and Inspection) Regulations 1995

⁴ Meat Products (Hygiene) Regulations 1994

⁵ Minced Meat and Meat Preparations (Hygiene) Regulations 1995

ANNEX A (Non Compliance Table)

MHS staff have failed to fully apply the MHS Clean Livestock Policy in accordance with Chapter 4 of the Operation Manual	NC10a
The OVS has failed to take action to ensure that all necessary pre-slaughter documentation required for poultry is supplied, or, where appropriate, that pre-slaughter inspection is carried out in accordance with the requirements of Chapter 7 of the Operations Manual	NC11
MHS staff have failed to carry out post mortem inspection of red meat animals and large farmed game in accordance with the requirements of Chapter 6 of the Operations Manual	NC12
MHS staff have applied the health mark stamp to meat showing visible faecal or alimentary tract contents contamination.	NC12a
MHS staff have failed to ensure that post mortem inspection of poultry , farmed game birds or rabbits has been carried out in accordance with the requirements of Chapter 7 of the Operations Manual	NC13
MHS staff have failed to ensure that post mortem inspection of wild game has been carried out in accordance with the requirements of Chapter 16 of the Operations Manual	NC14
MHS staff have not reported and recorded notifiable diseases of animals in accordance with the instructions in Chapter 14 of the Operations Manual	NC15
The OVS has failed to take the appropriate action to secure control of the use of the health mark/health marked labels/bags in accordance with the requirements of Chapter 11 of the Operations Manual	NC16
The OVS has failed to carry out certification in accordance with the requirements of Chapter 11 of the Operations Manual and relevant LVI instructions	NC17
MHS staff have failed to take action to ensure operator compliance with the APBO and the AB(I) Regulations in accordance with Chapter 10 Part II	NC18
MHS staff have failed to take appropriate action to ensure operator compliance with the SRM Regulations in accordance with Chapter 10 Part I	NC19
MHS staff have failed to collect residue samples in accordance with the requirements of Chapter 17 of the Operations Manual	NC20
MHS enforcement action has not been in accordance with the requirements of Chapter 18	NC21
Other	NC22

GENERAL PRINCIPLES USED TO CATEGORISE NON-COMPLIANCES IN THE AUDIT

Critical - public health: any non-compliance which causes an immediate, serious risk to public health, requiring immediate corrective action by MHS.

Critical - animal welfare: any non-compliance which permits an animal to sustain any avoidable excitement, pain or suffering.

Major: any non-compliance which may have significant implications for public health or animal welfare and which constitutes a clear breach of working instructions or an unequivocal failure to fulfil a statutory duty.

Standard: a non-compliance which is not **critical** or **major** is classified as **standard**.

In all cases 'non-compliance' refers to a deficiency on the part of the MHS and not to deficiencies of the licensed premises or the operator.