

Development Guide On-the-Job Training Program





Development Guide
On-the-Job Training Program
November 2024

This Consumer Safety Inspector's Development Guide (CSIDG) is a joint effort by the U.S. Department of Agriculture (USDA) Food Safety and Inspection Service (FSIS) Office of Field Operations (OFO) and the Office of Employee Experience and Development (OEED). The CSIDG will facilitate the transition of CSI's from GS-5, GS-7, and GS-8 positions to GS-9 positions.

This CSIDG is intended for use by GS-5, GS-7, and GS-8 slaughter inspectors being promoted into GS-9 slaughter and/or processing positions. Steps applicable to the assignment are only to be completed one topic at a time. The CSIDG contains the following topics:

Step A – Orientation to a GS-9 Position

Step B – Ante-Mortem Inspection and Humane Handling

Step C – Post-Mortem Inspection

Step D – Methodology

Step E – Other Duties

Step F – Documentation of Training and Tracking

Advancing from a GS-5, GS-7, and GS-8 to a GS-9 position can be challenging. With this new position comes duties and responsibilities far beyond what you may have been performing as a GS-5, GS-7, or GS-8 in a poultry or red meat slaughter establishment. GS-9s perform duties to verify that a food safety system within officially inspected slaughter and/or processing establishments is operating in compliance with regulations and in a manner that will result in producing foods that are safe and properly labeled. These establishments will be operating under one or more Hazard Analysis and Critical Control Point (HACCP) plan(s). As a GS-9, you will be conducting regulatory oversight and verification activities inside establishments in matters relating to Sanitation Performance Standards (SPS), Sanitation Standard Operating Procedures (SSOP), HACCP verification tasks, Hazard Analysis verification tasks, pathogen reduction verification tasks, and food defense tasks. You may also perform a variety of export duties and other consumer protection tasks (e.g., economic adulteration and misbranding). The district will schedule you to attend any specialized required training that you need according to the type of your assignment, such as thermal processing training if you have inspection duties in a canning facility.

The first section, **Step A - Introduction to a GS-9 Position**, is designed to provide a better understanding of the legal responsibilities, statutory authority, and administrative duties for the day-to-day job activities. Performing at the GS-9 level requires a high level of professionalism and knowledge of the establishment processes, practices, and programs. This section provides information and tools to attain that level. Also included in this section are resources that will enhance competencies in communicating with establishment management and fulfilling administrative responsibilities.

More extensive than the duties of a GS-5, GS-7, and GS-8, **Step B – Ante-Mortem Inspection and Humane Handling** will provide the CSI with the means to address why FSIS conducts the antemortem inspection and the consequences of not performing a thorough ante-mortem inspection. This section will provide regulatory documentation and training resources that will enable the CSI to effectively enforce humane handling regulations and policies in addition to identifying livestock and poultry for veterinary examination and disposition.

Step C – Post-Mortem Inspection will take the CSI beyond the responsibilities and skills of the GS-5, GS-7, and GS-8 Food Inspector. The CSI performs inspection of slaughter animals and poultry to determine and ensure that no pathological or insanitary condition renders the product unfit for human consumption. This section will provide information and training regarding verification of food safety standards such as zero-tolerance for feces, milk, and ingesta; salvaging requirements and procedures; contamination reprocessing; animal disposition reporting; and handling and disposal of the condemned and inedible product. The CSI will receive the species-specific training in their new assignment.

Step D – Methodology is designed to provide training and resources that will facilitate the CSI's transition from performing online post-mortem inspection duties to those of verifying that a food safety system is operating in compliance with regulations. This section will provide the CSI with a working knowledge of SPS, SSOP, HACCP systems principles and practices, pathogen reduction verification tasks, and other responsibilities.

In addition to the methodology, **Step E – Other Duties** will provide insight into the CSI's regulatory activities in verifying other consumer protection (e.g., economic adulteration and labeling). This section will also address dual jurisdiction establishments, food defense, and export duties.

The final step, **Step F – Documentation of Training and Tracking**, is accomplished at the establishment level between the CSI and their supervisor to ensure successful completion and reporting of all the CSIDG steps completed by the trainee to the District Office. The District Office will keep track of all entry-level training received by CSIs and will forward the information quarterly to the Center for Learning (CFL.ClassRegistration@usda.gov) for entry into the new GS-9 CSI's AgLearn learning history.

For each topic that applies to the assignment, the supervisor or designee must explain relevant policies and tasks to the CSI, demonstrate how to perform the tasks, and evaluate if they understood and can properly perform them.

Upon completion of each applicable topic, the supervisor and employee will initial and date the form to signify that the employee has achieved basic proficiency and awareness. Supervisors or designees must also verify the CSI's competency and provide additional comments as needed. The supervisor will forward copies of all applicable completed forms to the District Office.

All steps in this CSIDG should be completed on time so that the CSI can successfully and independently perform their new inspection duties. The CSIDG completion time may vary based on the complexity of the new assignment's processing procedures and/or whether the slaughtered species is different from that previously performed by the CSI. However, the CSIDG should be completed within a maximum of six months unless the District Manager (DM) grants an extension for unusual situations (e.g., employee medical leave).

Prerequisite to Completing the CSI On-the-Job Training Program

All employees entering this program must have:

- An eAuthentication account from USDA.
- Completed the New Consumer Safety Inspector Computer training.
- Completed the Inspection Methods (IM) or Food Safety Regulatory Essentials (FSRE OL/OL) training.
- Determined to be a qualified applicant per <u>DR-4030-335-002</u>, Departmental Regulation – Merit Promotion and Internal Placement.

FSIS recommends successful completion of one of the following applicable training courses for CSIs with slaughter responsibilities:

- Food Inspector Poultry Training
- Food Inspector Livestock Training

Training Materials

Training materials for inspection program personnel (IPP), including professional development information, may be obtained from the FSIS at https://fsishelp.fsis.usda.gov/ipphelp/ipphelp.htm. Direct links to the AgLearn courses identified in this guide are provided at the end of this document.

It is important to remember that when using this guide, it is also a reference tool. Like all reference materials, information is subject to change. A classic example is a change in Agency policies and procedures based upon public health need and risk assessments. Therefore, this document is subject to change without notice. CFL will make every effort to ensure that this guide and resources referenced are routinely updated.



Development Guide On-the-Job Training Program

- Review <u>Inspection Methods Training</u> on FSIS Statutes.
- Demonstrate the level of professionalism required by the Agency.
- Become familiar with the Codes of Ethics and Conduct.
- Perform administrative duties properly, such as:

ЮП	ı aumını	strative duties properly, such as:
0	Time a	and Attendance (T&A) reports
0	Appea	ls
		Format
		How to respond
		Whom to call with questions
0	Travel	vouchers
0	Supply	requisitions
		Identify required forms
		How to place an order
		When to place an order by fax, email, mail, or in case of emergency
		How to handle accountable items
0	Officia	l reference material
		Able to locate, use, and apply – Index, Outlook, FSIS web site
		How to locate Directives, Notices, Regulations, Interim Regulations, etc.
0	Use a	skFSIS (<u>Directive 5620.1</u>)
0	Officia	Il file maintenance
0	Comp	uter efficiency
		How to maintain files
		How to locate specific files (e.g., Outlook district folders)
0	Acces	s sampling data through <u>LIMS - Direct</u> (Laboratory Information Management
	Systen	,
0		s current regulations on the Internet and in the Public Health Information
	<u>Syster</u>	n (PHIS)
0	Servic	es Rendered (<u>FSIS 5110-1</u>)
		How to complete the form
		Review other samples for the adequacy
		Credit card use – discuss responsibilities

- Understand weekly meetings with establishment management.
- Attend at least one meeting.
- Review noncompliance records, discuss trends, systems, and public health issues.
- Document meetings.
- · Demonstrate the ability to use PHIS.



Step A – Introduction to a GS-9 Position

Topic	Description	Tools / Links	Initial and Date				
			Employee	Supervisor			
Statutory Authority	Resource Materials	Federal Meat Inspection Act (FMIA) Poultry Products Inspection Act (PPIA)					
Competency Statement: Demonstrates the ability to perform the assigned duties accurately and consistently without Supervisor/Designee intervention and/or ability to adequately describe appropriate procedures and understanding of the basic concepts of statutory authority.							
Yes	Yes No						
Comments:							



Topic	Description Tools / Links	Initial and Date				
Торіс		Employee	Supervisor			
		Employee Responsibilities and Conduct – FSIS Directive 4735.3				
Professionalism	Resource Materials	Office of Field Operations Assignment Restrictions and Rules on Gifts from Regulated Industry – FSIS Directive 4735.9				
	Materials	USDA Office of Ethics				
Competency St	atement: Obse	ervation indicates behaviors are consistent with Agency expectations.				
Yes	No [
Comments:						
Topic	Description	Tools / Links	Initial an			
Торіс	Description	10015 / LITIKS	Employee	Supervisor		
Administrative	Training	As directed by assignment				
Competency Statement: Demonstrates the ability to: 1) complete forms accurately and completely; 2) access Agency resources, and 3) make necessary contacts to obtain answers to questions. Yes No						
Comments:						



Topic	Description	on Tools / Links	Initial and Date			
Торіс	Description		Employee	Supervisor		
Establishment		Communicating with Confidence				
Management Communication	Training	Choosing the Right Interpersonal Communication Method to Make Your Point				
Competency Statement: Knows how to effectively conduct meetings and ongoing oral and written communications with establishment management.						
Yes	Yes No					
Comments:						

Step B - Ante-Mortem Inspection and Humane Handling

- · Safety protocols to be followed.
- How to observe animals at rest and in motion (livestock).
- Knowledge of unique requirements that apply to the duty station or species slaughtered.
- How to take official control action (e.g., U.S. Suspect, U.S. Condemn).
- Knowledge of applicable paperwork.
- Knowledge of and/or ability to properly handle:
 - o Bovine Spongiform Encephalitis/Central Nervous System (BSE/CNS) inspections.
 - o Reportable diseases.
 - o Foreign animal diseases.
 - Suspect livestock and poultry classification.
 - Disabled livestock.
- Regulatory requirements for humane handling of livestock.
- Ante-mortem inspection at all applicable facilities.
- Ante-mortem inspection of poultry.
- Handling of animals, including birds, and stunning routines.

Step B – Ante-Mortem Inspection and Humane Handling (Continued)

- Poultry good commercial practices (GCP) and how this differs from humane inspection duties.
- Know how/when to contact the District Veterinary Medical Specialist (DVMS) for advice.

Questions for the supervisor or designee to ask CSI to test knowledge:

- Why does FSIS conduct ante-mortem inspection?
- What might be some consequences of not performing the thorough ante-mortem inspection?
- How does the GS-9's expertise contribute to the safety and security of the food supply during ante-mortem inspection?
- Why are we charged with the responsibility of ensuring humane handling? Why is it important?



Step B – Ante-Mortem Inspection and Humane Handling (Continued)

Topic	Description	Tools / Links	Initial a	nd Date
Topic	Description	100IS / LIIIKS	Employee	Supervisor
		IPP Help: Ante-Mortem Livestock Inspection for FSIS IPP		
		IPP Help: Ante-Mortem Poultry Inspection for FSIS IPP		
	Training	Enhanced Inspection of Poultry in Response to a Notification of a Highly Pathogenic Avian Influenza Outbreak - FSIS Directive 6020.1		
Ante-Mortem Inspection		FSIS Bovine Spongiform Encephalitis (BSE) Resources		
• 		IPP Help: Livestock Slaughter Inspection Development Guide		
		IPP Help: Poultry Slaughter Inspection Development Guide		
		IPP Help: Slaughter Series		
	Resource Materials	Ante-Mortem Livestock Inspection - FSIS Directive 6100.1		
		Ante-Mortem and Post-Mortem Poultry Inspection - FSIS Directive 6100.3		
Competency Statement: Able to perform the assigned duties accurately and consistently without intervention from the Supervisor/Designee and/or adequately describe appropriate tasks and understand basic concepts of the ante-mortem inspection.				
Yes	No [
Comments:				



Step B – Ante-Mortem Inspection and Humane Handling (Continued)

Tonic	Description Tools / Links	Initial and Date			
Topic	Description	Tools / Links	Employee	Supervisor	
	Training	IPP Help: Humane Handling of Livestock with Temple Grandin			
Humane		Humane Handling and Slaughter of Livestock - FSIS Directive 6900.2			
Handling	Resource Materials	Humane Handling of Livestock and Poultry Booklet			
		FSIS Compliance Guide for a Systematic Approach to Humane Handling of Livestock			
Competency Statement: Able to perform the assigned duties accurately and consistently without intervention from the Supervisor/Designee and/or able to adequately describe appropriate tasks and understanding of the basic concepts of humane handling. Yes No Comments:					



Development Guide On-the-Job Training Program

Step C - Post-Mortem Inspection

- Carcass presentation and line speed responsibilities assure line speeds and presentation are consistent, adequate, and do not interfere with proper inspection.
- Inspection techniques perform hand motions, observations, palpations, incisions, etc.
- Tuberculin Reactor procedure.
- Carcass dispositions recognizes normal conditions/behavior; uses public health focused-thought process to diagnose abnormal conditions and diseases (e.g., acute vs. chronic; localized vs. systemic; impacts public health vs. NFSCP); makes proper carcass dispositions.
- Condemned and inedible control understand, observe, and verify that the establishment maintains control.
- Inspection reports properly completed applicable reports.



Step C – Post-Mortem Inspection

Topic	Description	Tools / Links	Initial and Date	
Торіс	Description	100IS / LIIIKS	Employee	Supervisor
		IPP Help: Cattle Post-Mortem Procedures		
		IPP Help: Post-Mortem Inspection: Lamb, Sheep, Goat		
		IPP Help: Swine Post-Mortem Inspection		
	Training	Proper Removal of Tonsillar Materials (Inspection Methods Training Material: SRM Control)		
		IPP Help: Streamlined Inspection System (SIS): Post-Mortem Inspection Techniques for Young Chickens		
		Verifying Poultry Sanitary Dressing (Inspection Methods Training Material)		
Post-Mortem	Resource Materials	Post-Mortem Livestock Inspection - FSIS Directive 6100.2		
Inspection		Ante-Mortem and Post-Mortem Poultry Inspection - FSIS Directive 6100.3		
		Verifying Sanitary Dressing and Process Control Procedures in Slaughter Operations of Cattle of Any Age - FSIS Directive 6410.1		
		Verifying Poultry Slaughter Establishments Maintain Adequate Procedures for Preventing Contamination with Feces and Enteric Pathogens - FSIS Directive 6420.5		
		New Poultry Inspection System: Post-Mortem Inspection and Verification of Ready-to-Cook Requirement - FSIS Directive 6500.1		
		IPP Help: Condemned and Inedible		
		Verification Procedures for controlling Fecal, Ingesta, and Milk in Livestock Slaughter Operations - FSIS Directive 6420.1		
		Verification Instructions Related to Specified Risk Materials in Cattle of all Ages – FSIS Directive 6100.4		
		Inspection, Sampling, and Disposition of Animals for Tuberculosis - FSIS Directive 6240.1		

FSIS Consumer Safety Inspector



Development Guide On-the-Job Training Program

Competency Statement: Able to perform the assigned duties completely, accurately, and consistently without intervention from
the Supervisor/Designee.
Yes No No
Comments:

Step D – Methodology

- Rules of Practice (ROP)
 - o Explain regulatory control actions.
 - o Show retain/reject tags and explain their usage.
 - o Show copies of NOIEs in the government file.
 - o Walkthrough scenarios based on past experiences.
- Sanitation Performance Standards (SPS)
 - o Demonstrate the performance of SPS tasks.
 - o Review how to document noncompliance and how to interact with the establishment when noncompliance occurs.
 - Show examples of noncompliance records in PHIS and in the government file.
 - Walkthrough scenarios based on past experiences.
 - o Explain how to determine if the noncompliance found is a SSOP noncompliance (e.g., contamination of product or product contact surface) or a HACCP noncompliance (i.e., contamination is a food safety hazard).
- Sanitation Standard Operating Procedures (SSOP)
 - Review the establishment's SSOPs and SSOP records.
 - o Demonstrate the performance and documentation of SSOP tasks in PHIS.
 - o Review how to document noncompliance and how to interact with the establishment when noncompliance occurs.
 - o Show examples of noncompliance records in PHIS and the government file.
 - o Walkthrough scenarios based on past experiences.
- Hazard Analysis
 - o Review the establishment's hazard analysis and supporting records.
 - o Demonstrate the performance of the Hazard Analysis Verification (HAV) task and explain how to perform the task.
 - o Show how to document noncompliance and how to interact with the establishment when noncompliance occurs.
 - Show examples of noncompliance records in PHIS and the government file.
 - o Walkthrough scenarios based on past experiences.



- Hazard Analysis and Critical Control Point (HACCP)
 - o Review the establishment's HACCP plan and HACCP records.
 - Demonstrate the performance of HACCP tasks and explain how to perform the tasks.
 - o Show how to document noncompliance and how to interact with the establishment when noncompliance occurs.
 - o Show examples of noncompliance records in PHIS and the government file.
 - o Walk through scenarios based on past experiences.
- Pathogen Reduction Sampling Verification
 - o Demonstrate the sampling task.
 - o Explain when and how to sample.
 - o Demonstrate how to complete forms and submit samples.
 - o Explain what actions to take when sample set failure occurs.
 - o Show establishment generic E. coli written sampling plan and records of establishment sampling.
 - o Explain what to review in establishment records and what constitutes noncompliance.
- FSIS Food Safety Sampling for Shiga Toxin-producing *Escherichia coli* (STEC), including *E. coli* O157: H7; *Listeria monocytogenes*; *Salmonella*; *Campylobacter*)
 - o Demonstrate sampling techniques.
 - o Explain why sampling is done.
 - o Explain what products are sampled.
 - o Explain how the Office of Public Health Science (OPHS) determines what products to sample.
 - o Show how to check records of in-plant testing based on instructions in FSIS Directive 5000.2.
 - o Explain what constitutes noncompliance and how to document noncompliance.
 - o Show how to submit samples and how to check LIMS Direct for results.



Step D – Methodology

Topic	Description	Tools / Links	Initial and Date	
Торіс	Description		Employee	Supervisor
		IPP Help: Meat and Poultry Processing Equipment		
		AgLearn: Lockout/Tag Out Procedures		
		IPP Help: Lockout/Tagout Safety Procedures		
	Training	IPP Help: Raw Beef (STEC) Verification		
		STEC Sampling of Domestic Raw Beef Products		
		MT60_C/MT65_C Cloth Sample Collection		
		Verifying and Establishment's Food Safety System - FSIS Directive 5000.1		
Methodology	Resource Materials	Review of Establishment Data by Inspection Personnel - FSIS Directive 5000.2		
		FSIS Industry Guideline for Minimizing the Risk of Shiga Toxin-Producing Escherichia coli (STEC) in Beef (including Veal) Slaughter Operations		
		FSIS Industry Guideline for Minimizing the Risk of Shiga Toxin-Producing Escherichia coli (STEC) in Beef (including Veal) Processing Operations		
		Verification of Less Than Daily Sanitation Procedures in Meat and Poultry Processing Operations and Egg Products Establishments - FSIS Directive 5000.5		
		Sampling Verification Activities for Shiga Toxin-Producing Escherichia Coli (STEC) in Raw Beef Products - FSIS Directive 10010.1		
		Salmonella and Campylobacter Verification Program for Raw Poultry Products – FSIS Directive 10250.1		
		Meat and Poultry Hazards Control Guide		
		Performing The Pre-Operational Sanitation Standard Operating Procedures Verification Task – FSIS Directive 5000.4		

FSIS Consumer Safety Inspector



Development Guide On-the-Job Training Program

Competency Statements: Able to perform the HACCP, SPS, and SSOP verification duties completely, accurately, and consistently without intervention from the Supervisor/Designee.

Yes 🗌	No 🗌							
Schedules, prepares, a	Schedules, prepares, and submits food safety samples correctly; completes forms accurately; retrieves results from LIMS - Direct.							
Yes 🗌	No							
Able to review generic I	E. <i>coli</i> records and other sampling to determine process control.							
Yes 🗌	No							
Understands when and control actions.	how to document noncompliance, and when and how to follow the Rules of Practice when taking regulatory							
Yes 🗌	No							
Comments:								

Step E - Other Duties

- Other consumer protection verification and labeling verification tasks
 - o Demonstrate the performance of various NFSCP tasks as appropriate (e.g., FPS for poultry, carcass AQL, net weights, formulation check, X % solution)
 - o Show establishment labeling files
 - o Discuss when and how to document noncompliance
- Dual jurisdiction establishment (if applicable)
- Export certification
 - o Certificate preparation
 - Product examination
 - o Determine requirements
- Food defense
 - o Demonstrate how to complete food defense tasks
 - o Explain when food defense tasks must be completed
 - o Demonstrate how to document completed food defense tasks



Step E - Other Duties

Topic	Description	Description Tools / Links	Initial an	d Date
			Employee	Supervisor
		IPP Help: Non-Food Safety Verification Tasks		
	Training	IPP Help: Labeling Overview: Meat, Poultry, and Egg Products		
Other	Trailling	Verification of Non-Food Safety Consumer Protection Regulatory Requirements - FSIS Directive 7000.1		
Consumer Protection		Food Standards and Labeling Policy Book		
Verification and	Resource Materials	Ongoing Verification of Product Formulation and Labeling Targeting the Nine Most Common ("Big 9") Food Allergens – FSIS Directive 7230.1		
Labeling		Responsibilities in Dual Jurisdiction Establishments - FSIS Directive 5730.1		
Dual Jurisdiction Establishments (if applicable)	Resource Materials	AgLearn: FSIS - Introduction to Export Certification		
		AgLearn: FSIS - Export Certification II: Letterhead, Transit, and Replacement Certificates		
Export		Export Certification - FSIS Directive 9000.1		
Certification	Resource Materials	United States Exported and Returned Product - FSIS Directive 9010.1		
	Training	IPP Help: Food Defense		
Food Defense	Resource Materials	Food Defense Tasks and Threat Notification Response Procedures for the Office of Field Operations - FSIS Directive 5420.1		

FSIS Consumer Safety Inspector



Development Guide On-the-Job Training Program

		Compliance Guideline for Minimizing STEC in Beef Slaughter				
		Compliance Guideline for Minimizing STECs in Beef Processing				
Processing Patrol	Resource	Compliance Guideline for Appendix A				
Assignments	Materials	Compliance Guideline for Appendix B				
		Compliance Guideline for Listeria Control				
		Compliance Guideline for Meat and Poultry Jerky				
Competency S	tatements: Ab	le to perform the assigned duties completely, accurately, and consistently	without interver	ntion from the		
Supervisor/Design	gnee.					
Yes	s No					
Demonstrates a	basic understa	anding of procedures.				
Ye	s No					
Comments:						



Development Guide On-the-Job Training Program

Step F – Documentation of Training and Tracking

After completion of Steps A through E, the supervisor will send a completed copy to the District Office. The Resource Management Specialist/Resource Management Assistant (RMS/RMA) will complete the District On-the-Job Training (OJT) Tracking Report to track the CSI's completion of the training steps. This tracking report is to be submitted to the Center for Learning (FSISAgLearn@usda.gov) during the first week after the conclusion of each quarter. When all steps are complete and all documentation submitted, enter a date in the "Step F Documentation" column to indicate the completion of all documentation.

District OJT Tracking Report

Consumer Safety Inspectors (CSI)

District Office

Employee Name	Date Entered Position	AgLearn ID	Step A Date	Step B Date	Step C Date	Step D Date	Step E Date	Step F Documentation
_			_	_	_			