

Overview of the role

Working in a butcher, butchery department or meat processing plan.

Standard in development

L2: Butcher

Title of occupation

Butcher

UOS reference number

ST0078

Core and options

Yes

This standard has options. Display duties and KSBs for:

Option title/s

Retail and instore butcher

Process butcher

Level of occupation

Level 2

Route

Sales, marketing, and procurement

Typical duration of apprenticeship

18 months

Target date for approval

02/01/2024

Resubmission

No

Would your proposed apprenticeship standard replace an existing framework?

No

Does professional recognition exist for the occupation?

Yes

Professional recognition

Institute of Meat (IOM)

Occupation summary

This occupation is found in small, medium, and large employers in the private sector such as meat processors and manufacturers, instore retailers, and independent retailers. Meat processors and manufacturers range from multi-national processing businesses supplying meat or meat products to large food outlets, supermarkets, and hotel chains; to smaller meat processors supplying independent or local food businesses. Retailers could include supermarkets, independent retailers, and farm shops.

The broad purpose of the occupation is to prepare and provide a variety of cuts of meat, and poultry for consumers to buy. This is a core and options apprenticeship, with two options and the option taken is dependent on the specialism of the employer.

Option 1 - the broad purpose of a retail or instore butcher depends on place of employment. In most retail establishments, they are responsible for receiving and storing meat products in accordance with food safety and health and safety regulations, to maintain meat quality. They will also break down, debone, cut, and trim meat species into primals for sale. They may package and price meat items after cutting and preparing for meat display.

Option 2 - a butcher in a processing or manufacturing plant has a more diverse set of tasks. Specialist equipment may be used to break down, debone, cut, and trim meat species into primals for retail or catering cuts. They will then be processed and sold to both domestic and international customers. A Butcher will be required to adhere to specific cutting lines to achieve the yield targets set out by their company. They will trim these cuts to a standard that avoids over trimming and therefore does not affect the profit and loss. Whilst cutting and trimming to the required standard, a butcher is responsible for raising awareness to any defects within the cuts of meat that would affect the quality and result in customer complaints, such as bruising, blood clots and general contamination.

The emerging green economy is creating increasing opportunities for meat services and manufactured and processed products. This may require activities to be focussed on raising awareness of the benefits of carrying out transactions or purchases or products within an environmentally sustainable model.

In their daily work, an employee in this occupation interacts with a wide range of internal stakeholders such as members of their own team, or other departments such as sales, operations, IT, HR, customer services, senior management, and finance.

They may also interact with external stakeholders such as clients or customers, suppliers' enforcement agencies and regulators, and auditors.

An employee in this occupation will be responsible for the cutting, preparing, packaging and presentation of meat products to the standards required of the business and specialist needs of commercial customers, complying with all relevant legislation.

Option 1 - in the retail environment a butcher will be responsible for customer service, special order cuts, record-keeping, inventory, cash handling and accountability for cash-balancing. They will cut and prepare meat products for sale such as roll and tie roasts, cooked meats, prepare sausages, make, and cook pies and ready meals, and cure meat. They will also advise on how to cook each cut of meat for maximum flavour, and eating qualities, and can give helpful tips to their customers. They will be exposed to cold temperatures, and damp. They will use high-risk machinery and need to wear full personal protective clothing (PPC) and observe food safety and health and safety legislation. A butchers' role in a retail environment requires a high level of specialist customer service skills and knowledge.

Option 2 - a butcher in a processing or manufacturing plant may breakdown carcasses into primal cuts, debone and prepare for further processing. Processing plants may involve the production of products like sausages, retail or catering cuts of meat, mincing, slicing and dicing meats to specific customer specifications, such as hotels, restaurants, multiple retailers, and schools. In processing plants, butchers often work on production lines. In these environments, workers may be exposed to cold temperatures, damp, and loud noise. They will use high-risk machinery and need to wear personal protective clothing (PPC) and observe food safety and health and safety legislation.

Butchers are on their feet all day and are involved in moving and handling large carcasses and boxes. They work with sharp utensils and equipment such as saws and knives and must adhere to safe methods of work and wear appropriate personal protective equipment (PPE). They may also need to sharpen their utensils such as knives.

Butchers can work in meat processing plants, catering butchers and manufacturing businesses, that can include farm shops, supermarkets, and meat markets.

In this role an individual may work on their own and in a range of team settings. They work within agreed budgets and available resources. They work with high levels of supervision, usually reporting to line managers.

Typical job titles

**Butcher Butchery operative Counter sales assistant Poultry
processor**

Are there any statutory/regulatory or other typical entry requirements?

No

Core occupation duties

DUTY	KSBS
Duty 1 Maintain the quality of fresh meat during preparation and process operations.	K3 K4 K6 K7 K8 K9 K10 K11 K19 K21 K24 S2 S3 S5 S10 B1 B2 B3 B5
Duty 2 Provide product and process information in compliance with business and legal requirements.	K2 K4 K5 K10 K11 K13 K19 K21 K22 S1 S5 S9 S10 B1 B2 B3 B5
Duty 3 Contribute to the health and safety of colleagues, customers, and the working environment by reducing hazards or reporting incidents.	K6 K7 K10 K12 K13 K15 S1 S2 S4 B1 B2 B3 B4
Duty 4 Contribute to the business key performance indicators through the reduction of waste and improving sustainability.	K1 K2 K3 K5 K9 K16 K17 K18 S5 S7 S8 S9 S10 B1
Duty 5 Maintain meat storage systems in line with regulation and legislation.	K8 K10 K13 K14 K20 S1 S5 B2 B3 B5
Duty 6 Contribute to internal and external audits by recording information and sharing with stakeholders.	K4 K8 K9 K10 K13 K16 K20 S5 S10 B2 B3 B5
Duty 7 Support the delivery of coaching, training, and development requirements for colleagues.	K1 K12 S6 B1 B2 B3 B4 B5
Duty 8 Undertake primal or secondary butchery as per company specification.	K3 K4 K5 K6 K7 K9 K24 S2 S3 S4 S5 S9 B1 B2 B3 B5
Duty 9 Undertake daily procedures on workplace, personal safety and health and safety which meet business and legal requirements.	K8 K10 K13 K16 K20 S1 S2 S6 B1 B2 B3 B5
Duty 10 Maintain quality control and consistency of the product in line with business and legal requirements.	K2 K4 K5 K6 K8 K9 K10 K13 K18 K24 S1 S2 S3 S5 B2 B3 B5
Duty 11 Use IT, technology, and digital solutions to input data, set up machinery or equipment, online orders, social media, and temperature checks.	K7 K10 K14 S7 S9 B2 B3 B5
Duty 12 Contribute to continuous improvement of systems and processes to ensure procedures, policies and guidance are updated in line with technology advancements, legislative and social changes.	K3 K9 K10 K18 K22 S1 S4 S8 S10 B2 B5

DUTY	KSBS
Duty 13 Receive deliveries and check their content and food safety.	K8 K9 K10 S1 S3 S5 S9 B1 B2 B3 B5
Duty 14 Maintain tools and equipment to ensure safe working practices, and PPE and PPC are used.	K6 K7 K10 S2 S3 S4 S5 B1 B2 B3 B5
Duty 15 Contribute to the maintenance of stock availability through the business procurement system.	K2 K3 K4 K5 K8 K9 K15 K17 K18 K21 K22 S5 S7 B2 B3 B5

Option duties

Retail and instore butcher duties

DUTY	KSBS
Duty 16 Maintain fresh meat and/or self-service product displays for retail sale including labelling and pricing and removing from display at end of day.	K23 K25 S11 S12 S13 S14 S15 S16 S17 S18
Duty 17 Undertake traditional butchery skills such as sausages, burgers, French trimming and ready to cook meals.	K23 S11 S12 S13 S14 S15 S16 S17
Duty 18 Contribute to promotional and product launch activities to support the success of the business.	K23 K25 S12 S13 S14 S15 S16 S17

Process butcher duties

DUTY	KSBS
Duty 19 Maintain workflow and line speed practices to ensure production flow.	K26 K27 K28 S19 S20
Duty 20 Set up automated machinery daily and prepare it for the food safety window at the end of shift.	K26 K27 K28 S19 S20

KSBS

Knowledge

- K1:** The development of the meat sector and how practices have evolved.
- K2:** The principles of butchery and slaughter practices, such as Halal and Kosher.
- K3:** The principles of waste minimisation, saleable yield, and predictive costing methods.
- K4:** Meat processing and preparation including the supply chain and traceability functions.
- K5:** The principles of meat species such as butchery by products, primal, joints and muscles.
- K6:** The craft and knife skills used for cutting, boning, and trimming of meat.
- K7:** Use of mechanical equipment for secondary processes such as mincing.

K8: Cold storage including the control of temperature, and safe movement of meat in the butchery environment.

K9: Stock control and quality assurance.

K10: Health and safety, and food safety including personal and workplace hygiene, and as part of the wider food sales or production environment.

K11: Methods for weighing meat products.

K12: Collaborate with the team or individual to support the working environment.

K13: Relevant legislation and regulation such as data protection, food safety and allergens and how they impact on their role.

K14: Use of IT and digital systems, and software used in their business.

K15: The customer profile of the business and customers' purchasing habits.

K16: The business aims and objectives and how their work contributes to them.

K17: Methods for communicating with customers, to support and increase sales, and encourage customer loyalty.

K18: The business approach to sustainability and its carbon footprint such as approaches to responsible product sourcing, waste reduction and recycling.

K19: The grading and classification of carcasses, the equipment used, and the impact it has on the products.

K20: The impact of their role in the audit and inspection process.

K21: The need for traceability in the procurement and supply of meat.

K22: The enforcement agencies and regulators, relevant to their organisation, that work within the meat industry and the impact on internal policies.

K23: The counter sales environment, such as cash administration, retail display, stock replenishment systems including on-line services.

K24: Common cuts associated with meat products such as poultry, game, pork, beef, and lamb.

K25: Methods for product pricing, sealing, packaging, and labelling.

K26: The parameters of customer specifications or contracts.

K27: Importance of foreign body control and metal detection.

K28: The volume and pace of meat processing required to meet key performance indicators (KPIs).

Skills

S1: Comply with regulations and legislation relevant to their role and business.

S2: Able to maintain, sharpen, and use knives and cutting equipment to undertake a range of primary and secondary butchery skills.

S3: Manual handling of carcasses and primal through the manufacturing or butchery process.

S4: Adhere to the organisational policies and standard operating procedures.

S5: Maintain the meat product to the given customer specification and food safety compliance and traceability procedures in the meat supply chain.

S6: Support colleagues in delivering the daily workplace requirements.

S7: Use technology and applications to support production, sales, and customer service.

S8: Contribute to continuous improvement activities which focus on improving sustainability within the business.

S9: Communicate with customers and stakeholders to meet their requirements.

S10: Process and dispose of waste material.

S11: Serve customers in line with brand standards.

S12: Advise customers on the use by dates, storage, preparation, and cooking of meat products.

S13: Prepare, produce, and display meat products such as joints, portions, sausages, burgers, value-added products and offer alternative products when required.
S14: Plan and prepare for seasonal supply and demand of meat products in the merchandising and promotion of seasonal foods.
S15: Provide provenance and heritage product information.
S16: Set up and close meat counter displays.
S17: Balance the customers' needs with additional linked products and services such as marinades and encourage customer loyalty and repeat business.
S18: Produce meat to the specific volume, size, and weight to meet the needs of stakeholders.
S19: Maximise the saleable yield for the business.
S20: Contribute to efficiencies to support the key performance indicators (KPIs) of the business through working to agreed specifications for their role.

Behaviours

B1: Operates professionally with integrity and confidentiality.
B2: Works collaboratively and shares knowledge with colleagues and stakeholders across the organisation.
B3: Has accountability and takes responsibility and ownership of their tasks and workload.
B4: Seeks learning opportunities and continuous professional development.
B5: Works flexibly and adapts to circumstances.

Qualifications

English and Maths

English and maths qualifications form a mandatory part of all apprenticeships and must be completed before an apprentice can pass through gateway. The requirements are detailed in the current version of the [apprenticeship funding rules](#).

Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

No

Professional recognition

This standard aligns with the following professional recognition:

- Institute of Meat for Full membership

Consultation

XX

Progression Routes

ST0077 Advanced butcher L3

Supporting uploads

Mandatory qualification uploads

Mandated degree evidence uploads

Professional body confirmation uploads

Involved employers

ABP, Morrisons, Walter Smith Fine Foods, Pilgrims, Sofina Foods, Cranswick Country Foods, Lishmans of Ilkley, Johnsons of Thirsk, Cranstons, G Shearer and Son Ltd, Waitrose, Bookers , Gigli