

From: [Noegel, Klaus AGRI:EX](#)
To: [Last, Gavin AGRI:EX](#)
Subject: Fwd: s.22
Date: Sunday, June 23, 2019 11:23:49 AM

We should discuss this at our check-in on Monday.
s.22

Klaus

Klaus H. Noegel
Operations Manager BC Meat Inspection Program
Ministry of Agriculture

Sent from my iPhone

Begin forwarded message:

From: "Noegel, Klaus AGRI:EX" <Klaus.Noegel@gov.bc.ca>
Date: June 21, 2019 at 1:46:00 PM MST
To: "'felix@pasturetoplate.ca'" <felix@pasturetoplate.ca>
Cc: "Kerr, Dallas AGRI:EX" <Dallas.Kerr@gov.bc.ca>
Subject: s.22

Hello Felix,

the BC Meat Inspection Program is taking allegations of misconduct of their employees very seriously. Employees are required to exhibit the highest level conduct. Their conduct must instill confidence and trust and not bring the BC Public Service in disrepute. The honesty and integrity of the BC Public Service demands the impartiality of employees in the conduct of their duties. BC Public Service employees must provide service to the public in a manner that is courteous, professional, equitable, efficient and effective. Employees must be sensitive and responsive to be changing needs, expectations and rights of a diverse public in the proper performance of their duties.

Given the statement above, Dallas and I have met s.22 to discuss the allegation you have brought forward against him. We have questioned him on his alleged misconduct as well as on the alleged unjust condemnations you have alluded to during our telephone conversation on Wednesday June 19.

June18: s.22 condemned several pig heads, without reason, condemnation report and/or picture taking.

s.22 has stated, that he did not complete a condemnation report or take pictures of the condemned heads, because s.22 advised s.22 that only 1 head was needed and the remainder of the heads were to be discarded and not saved for human consumption.

In addition, head #4 had a large abscess located in the mandibular lymph node region and was therefore deemed condemned in accordance with section 15(1)(a)(iv) of the

BC Meat Inspection Regulations.

s.22 stated, that he has tracked these condemnations on his Ante-mortem inspection work sheet.

2018?: s.22 *condemned a poultry carcass that fell on the floor prior to evisceration and did not allow the operator to rinse off the carcass.*

Given, that there has not been a poultry kill at your facility in 2019, We can only assume that you are referring to an incident that has occurred in a previous year?

s.22 could recall one incident, where 1 bird was condemned due to excessive fecal contamination caused by unsanitary practises by BC49 personnel.

s.22 stated, that he routinely reminds BC49 personnel to keep work conditions sanitary and work in accordance with BC49 poultry slaughter SOP's.

December 2018?: s.22 *called one of the BC49 employees an "Idiot".*

s.22 recalled one incident that took place in late December of 2018.

As per BC49 procedure, pigs are to be stunned electrically first and then immediately shot and stunned with a captive bolt gun.

s.22 stated, that one the particular day in question, the electrical stunner had just been repaired (it had not functioned the prior week).

In order to assure functionality of the device, s.22 conducted a quick visual inspection of the stunner outside. (where the kill box is located).

In the meantime, s.22 proceeded to shoot one pig with the captive bolt gun without adhering to BC49 protocol and use the electrical stunner first.

s.22 stated, that the animal was shot just above the left orbital eye bone which resulted in a great deal of pain and distress for the animal.

Given the situation of inhumane slaughter, s.22 called out to foreman s.22 to please take charge of the situation but s.22 did not react.

Caused by the lack of response by BC49 personnel, s.22 took the initiative and applied the electrical stunner to the animal and subsequently ended it's suffering.

s.22 claimed that later that day, he discussed this incident with you (at the holding pens) and apologized for yelling at BC49 personnel and for potential name calling.

According to s.22 you appreciated the apology and the sharing of the incident.

I understand, that s.22 has a history with BC49 s.22

s.22

s.22 s.22 conduct and performance has been solid and in accordance with BC Public Service values.

His knowledge of pathology and his disposition making ability (as confirmed by Dr. Roblesky) are spot on and impeccable.

I know, that s.22 communication style can be perceived as somewhat abrasive at times and in return make effective communication difficult.

Dallas and I will continue to work with him on that to assure, that there will be effective and courteous communication between him and your personnel moving forward.

In addition to further training for s.22, Dallas will be traveling to Williams Lake on Monday June 24. He will conduct a performance review on s.22 on Tuesday at your facility and also observe s.22 interaction with your personnel.

I requested, that Dallas report to me immediately should he observe any misconduct or performance concerns arising during his visit with s.22

I hope this approach is to your satisfaction.

Kind regards

Klaus H. Noegel

Manager of Operations

BC Meat Inspection Program

Food Safety & Inspection Branch

Ministry of Agriculture

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Where ideas work

