

**AGRIFOOD**  
SKILLS AUSTRALIA



## Case for Endorsement

ACM10 ANIMAL CARE AND  
MANAGEMENT TRAINING PACKAGE

MAY 2010

## About AgriFood Skills Australia

Industry Skills Councils (ISCs) are the recognised national bodies providing advice on industry training and skills development needs to government and industry. AgriFood Skills Australia is the ISC that provides strategic leadership in skills, training products and workforce innovation for the \$200 billion national agrifood industry. The key industries are:

- food (beverages, wine, pharmaceuticals)
- rural and related industries including:
  - agriculture
  - horticulture
  - conservation land management
  - animal care and management
- meat industry
- racing industry
- seafood industry

AgriFood Skills Australia supports skills development for our industries by:

- providing industry intelligence and advice to Skills Australia, government and enterprises on workforce development and skill needs
- actively supporting the development, implementation and continuous improvement of high quality training and workforce development products and services, including Training Packages
- providing independent skills and training advice to enterprises, including matching identified training needs with appropriate training solutions
- working with enterprises, employment service providers, training providers and government to allocate training places.

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### PLEASE NOTE:

This document is **Version 2 of the ACM10 Case for Endorsement** which has been modified post-endorsement as per requirements of the DEEWR Case for Endorsement template instructions.

*' Following endorsement, appendices A and B are removed and the modified Case for Endorsement made available to all stakeholders by: the ISC posting the modified document on its website; and STAs distributing the modified Case for Endorsement to registering bodies, course accrediting bodies, jurisdictional regulators and appropriate RTOs within their jurisdiction.'*

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## **CASE FOR ENDORSEMENT:**

# **ACM10 Animal Care and Management Training Package**

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### **Overview**

This Case for Endorsement seeks approval by the National Quality Council (NQC) of the revised and updated ACM10 Animal Care and Management Training Package. The previous Training Package (RUV04) included the following key industry sectors:

- animal control and regulation
- animal technology
- captive animals
- companion animal services
- veterinary nursing.

In summary, AgriFood Skills Australia seeks endorsement for the following ACM10 Animal Care and Management Training Package components:

- change to Training Package code from 'RUV' to 'ACM'
- change to unit of competency coding to better reflect the relevant industry sectors covered by specific units
- addition of one industry sector: Farriery
- thirteen revised qualifications:
  - ACM10110 Certificate I in Animal Studies
  - ACM20110 Certificate II in Animal Studies
  - ACM30210 Certificate III in Animal Technology
  - ACM30310 Certificate III in Captive Animals
  - ACM30410 Certificate III in Companion Animal Services
  - ACM40110 Certificate IV in Animal Control and Regulation
  - ACM40210 Certificate IV in Captive Animals
  - ACM40310 Certificate IV in Companion Animal Services
  - ACM40410 Certificate IV in Veterinary Nursing
  - ACM50110 Diploma of Animal Technology
  - ACM50210 Diploma of Veterinary Nursing (Surgical)
  - ACM50310 Diploma of Veterinary Nursing (Dental)
  - ACM50410 Diploma of Veterinary Nursing (Emergency and Critical Care)
- addition of two qualifications:
  - ACM30110 Certificate III in Animal Studies
  - ACM30510 Certificate III in Farriery
- addition of six skill sets:
  - Microchip Implantation for Dogs and Cats Skill Set
  - Native Amphibian Rehabilitation Skill Set
  - Native Bird Rehabilitation Skill Set
  - Native Mammal Rehabilitation Skill Set
  - Native Reptile Rehabilitation Skill Set

- Preventative Biosecurity Skill Set
- incorporating 130 ACM coded units of competency (79 revised and 51 new units), deletion of 28 RUV04 coded units, and 54 updated or newly imported units of competency.

## **Project background**

### **RUV04 Phase 1 Environmental Scan**

In November 2005 the Board of the Agri-Food Industry Skills Council (now AgriFood Skills Australia) approved the initiation of the RUV04 Animal Care and Management Training Package Phase 1 Review – Environmental Scan. This phase commenced in March 2006 and was completed in September 2006.

The project was managed by AgriFood Skills Australia and a National Project Steering Committee (PSC). The Environmental Scan used a range of research methods which met the requirements of the AgriFood Skills Australia Project Brief and the Department of Education, Science and Training (DEST) (now the Department of Education, Employment and Workplace Relations – DEEWR) guidelines.

Key considerations during this phase were changes to Australian Government policy and procedures requiring the incorporation of Employability Skills, identification and removal of unnecessary duplication across and within units of competency, access and equity and template adherence.

Three structured questionnaires were developed and distributed via the PSC and animal care and management (ACM) eAlert groups and other industry networks. In excess of 400 questionnaires were distributed to employers and those working in animal care and management sectors, training providers and other industry stakeholders. One hundred responses were received as well as papers and other feedback information provided by industry and RTO representatives. The survey analysis and outcomes discussion paper formed the basis for further stakeholder input and development of the draft Phase 1 Environmental Scan. This was signed-off by the PSC in September 2006.

Findings from the Environment Scan indicated that there was a degree of dissatisfaction or lack of knowledge from industry employers. On the other hand there was strong support from RTOs for RUV04. The take up rates were variable across qualifications within the Training Package but increasing according to the most recent NCVET statistics.

Many concerns were expressed about misinterpretation, inconsistent standards in delivery and outcomes and inflexible packaging rules especially relating to lack of electives to provide flexibility dependent on enterprise/sector requirements. A key focus for Phase 2 was the need for increased flexibility, reduced duplication, greater clarity in the intent and language of units of competency as well as expanding underpinning knowledge and assessment requirements. Another focus was to introduce species-specific units and to address identified skills gaps across the sectors.

### **Farriery Environmental Scan**

In 2006, a separate environmental scan was initiated, following several requests to AgriFood Skills Australia for the inclusion of national training standards for the farriery trade. Farriery training/apprenticeships are conducted in most states/territories in Australia using the Victorian accredited Certificate III in Farriery (Trade) course. At this point in time, farriery qualifications were not included in any national Training Package. This was despite the industry sector expectation that national units of competency for farriery would be included in the 1998 and then in the 2003 review of the Rural Production Training Package.

In consultation with the Master Farriers Association (MFA) and the Australian Farriers and Blacksmiths Association (AFBA), an industry advisory group was formed in May 2006. The advisory group was made up of representatives from national and state affiliates of the two farriery associations as well as RTOs

and state/territory industry advisory bodies (ITABs). Following analysis of a range of research results, including a national survey, the Industry Reference Group (IRG) unanimously supported the inclusion of the Victorian accredited Certificate III in Farriery (Trade) Course into the Animal Care and Management Training Package.

## **Methodology**

### **RUV04 Phase 2 Redevelopment**

Phase 2 of the RUV04 Animal Care and Management Training Package review began in February 2009 and was managed by AgriFood, in conjunction with a new National Reference Group (NRG).

An RUV04 Review Working Paper was distributed to stakeholders listed in the AgriFood Skills Australia database in March 2009. This working paper outlined all the issues and concerns identified during the Phase 1 processes in order to provide stakeholders with the opportunity to reconsider these areas as well as to highlight any other emerging issues.

During the initial stages of Phase 2 questions were raised regarding the significance of the RUV coding. After consideration, and in line with other Training Packages, the Training Package code was changed to ACM to better reflect the coverage of this package. The unit coding was also changed to an alpha system to provide a better method for industry employers, employees, potential learners and other stakeholders to recognise industry and generic field codes. These changes were fully supported during the consultation and validation processes.

Following feedback on the review paper, a round of face-to-face state consultation meetings was conducted in Victoria, South Australia, Queensland, New South Wales and Western Australia. Two teleconferences were held with the Northern Territory Primary Industries Training Advisory Council. Other feedback was received via email and telephone conversations with key industry stakeholders.

Feedback received from these processes was logged and then used to inform the development of new units of competency, revision of existing units and qualifications with the assistance of:

- a range of industry nominated technical experts across the animal care and management industry sectors
- representatives of RTOs who already offer current qualifications and/or are intending to offer new qualifications.

Drafts of all units of competency and qualifications were then posted on the AgriFood Skills Australia website for validation. Stakeholders were advised by email about how to access the site and provide feedback. Another round of face-to-face meetings was held in New South Wales, Victoria, Queensland and South Australia as well as a number of teleconferences with other stakeholder groups. In all, validation draft feedback was received from over 100 industry and RTO stakeholders.

This feedback was used to further refine the units and qualifications in conjunction with a range of technical experts prior to final editing.

The final drafts of the new units of competency and qualifications have been validated and signed-off by NRG and all major stakeholders (both industry and RTOs) with no outstanding or unresolved issues. Following a 14 calendar day consideration period, all State Training Authorities have advised their support for ACM10 to be submitted to the National Quality Council for endorsement. Validation and acceptance of final drafts was managed via the AgriFood Skills Australia website and by email.

## Conclusion

The newly structured ACM10 Animal Care and Management Training Package reflects a significant transition in scope and context. Development at both the qualification level and unit of competency levels has received wide support from stakeholders across the spectrum of industry associations and enterprises, RTOs, state/territory ITABs and other interested parties.

The contribution of a wide range of individuals and organisations to the development process is greatly appreciated. The contribution of their expertise and input has been invaluable.

**Refer to Appendix C:** Letters of Support, Reference Groups and Consultation Register.

## **SECTION 1:**

### ***Responsiveness and Recognition Quality Principles***

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#### **Industry profile**

Working with animals is an increasingly popular career choice. Many people begin working with animals at an early age – they may instinctively have a desire to care for animals and for some, a hobby turns into a fulfilling career.

For others, working with animals is a rewarding career change that allows them to fulfil a lifelong dream. A more mature person searching for a career working with animals, may have no animal welfare experience and not be sure where to start in terms of which career option to follow. Having good work experience, life skills and being able to demonstrate a genuine interest in animal welfare, is a good starting point.

The animal care and management industry offers a wide and diverse range of career opportunities and pathways, both within and across industry sectors. The industry sectors represented in ACM10 are:

- animal control and regulation
- animal technology
- captive animals
- companion animal services
- farriery
- veterinary nursing.

The industry provides work opportunities in all parts of Australia, the majority through small business enterprises employing between one and three staff. It is difficult to provide an accurate estimation of the industry workforce, due to no single statistical collection point for employment data. As an example of the size of the industry, the pet industry provides employment for over 44,000 people, both directly and indirectly covering full-time, part-time and casual positions.

The workforce comprises workers drawn from a wide variety of backgrounds, including Indigenous and workers with language backgrounds other than English. Women are well represented in the workforce across the majority of industry sectors. As an example, in 2000 the Australian Bureau of Statistics (ABS) published a report on veterinary services throughout Australia and found that veterinary science is a female dominated occupation, with 73% of all persons working in veterinary practices being female.

There is also an extensive volunteer workforce. As an example, the NSW Wildlife Council (NWC) is the state's peak body representing over 4,000 wildlife rescuers throughout NSW. Queensland RSPCA operates with the assistance of 2,000 volunteers.

#### **1.1 Reflection of contemporary work organisation and job profiles**

The ACM10 Training Package has been redeveloped in response to the initial industry feedback provided during the Phase 1 Environmental Scan. This feedback was confirmed during the Phase 2 working paper consultation period. In most cases, concerns focused on the current qualifications and individual unit content not fully reflecting current work requirements. This submission addresses these concerns through the development of generic units of competency to reduce duplication between sectors, the introduction of new units to address identified skill gaps and remapping the qualification packaging rules to reflect current job profile requirements. By also updating the imported units, assessment guidelines

and incorporating Employability Skills, this submission aims to demonstrate the currency of ACM10 Animal Care and Management Training Package.

## **1.2 Are driven by industry needs**

As already outlined previously in this submission the extent of industry involvement and input during the environmental scan and redevelopment phases attest to both the interest in this review and the quality of industry direction, especially the input of industry nominated subject matter experts, which has driven the developments.

## **1.3 Responsive to government broad policy initiatives**

The government policy initiatives that have impacted upon this review are addressed under the following separate headings.

### **Employability Skills**

In keeping with government policy of embedding Employability Skills, this review incorporates Employability Skills into all qualifications and units of competency. The Employability Skills Summary details the eight identified Employability Skills, associated facets and the industry expectations at each Australian Qualifications Framework (AQF) level.

### **Addition of Mandatory Sustainability Skills**

In line with AgriFood Skills Australia Board agreed policy, sustainability units are included in the core and elective banks of all qualifications. As a result the number of core units in some qualifications has been increased by one, which requires that the revised qualifications be deemed 'not equivalent'. The impact on delivery and funding should be minimal. Feedback from the NRG and other stakeholders is that delivery of the sustainability component can be integrated with existing units and co-assessed.

Two animal care and management coded sustainability units of competency have been developed (based on the Business Services units) to include the animal care contextualisation required to ensure these units are relevant to the specific industry sectors.

### **NQC Qualification Packaging Rules (2009)**

Ten of the fifteen qualifications contained within this Training Package conform to the NQC qualification packaging rules (2009). As a recognised traditional trade course ACM30510 Certificate III in Farriery is exempt from these requirements.

In the case of the Veterinary Nursing qualifications these requirements cannot be met. *Please refer to Section 2.5 for details of the industry-driven request for exemption.*

### **Biosecurity**

The Preventative Biosecurity Skill Set has been developed to address critical industry infection control requirements. This is specifically linked to industry concerns following the NSW and Queensland outbreak of Equine Influenza in 2007 and a number of Hendra Virus outbreaks in Queensland which sadly resulted in human deaths. The RTE03 Rural Production Training Package includes units of competency that link to emergency disease response; however, there are no units across Training Packages that aim to train all people who work with animals in preventative infection control procedures.

This Skill Set will be beneficial for government agencies, such as Departments of Primary Industry who are currently running infection control prevention training programs in Queensland and NSW. Likewise employers, to skill existing and new workers.

The new unit, *ACMINF301A Comply with infection control policies and procedures in animal work* has been written to address this essential need. It has also been introduced as a new core unit in relevant qualifications.

This initiative is fully supported by the national and state/territory divisions of the Australian Veterinary Association, Animal Health Australia, various state/territory regulatory authorities and individual sector employers.

#### **1.4 Recognition of convergence and connectivity of skills**

The structure of the ACM10 Animal Care and Management Training Package reflects the wide context of the animal care and management industry sectors. It fully accommodates industry-identified needs from the Certificate I and II Animal Studies pre-vocational entry levels through to the very technical skill outcome requirements for Animal Technology and Veterinary Nursing at the Diploma level.

Units of competency within the qualifications can be contextualised for specific industry contexts.

The ACM10 Animal Care and Management Training Package has imported 54 units of competency from a range of other Training Packages, to provide individuals with recognition across industries and occupations.

#### **1.5 Support movement of skills within and across organisations and sectors**

As mentioned in the Industry Profile section above, the animal care and management industry offers a wide and diverse range of career opportunities and pathways, both within and across organisations and industry sectors. The revised ACM10 Animal Care and Management Training Package components serve to enhance these opportunities, in particular, the integration of a range of current RUV04 units of competency to provide generic units across industry sectors.

The new species-specific units, which was a key focus of the Phase 1 – Environmental Scan and then supported during the early stages of Phase 2, are packaged as electives (in most cases) across a range of the sector qualifications, so supporting candidates who wish to move between organisations and industry sectors.

In addition, the ACM10 Animal Care and Management Training Package units of competency provide a wide range of opportunities for importation into other Training Packages where animal care is required, for example, agriculture and conservation land management.

#### **1.6 Promote national and international portability**

From the broad perspective of all the animal care and management industry sectors covered by the ACM10 Animal Care and Management Training Package, current practices see cross-border delivery of a range of qualifications by some RTOs. For example:

- one Queensland RTO delivers and assesses the Certificate IV in Veterinary Nurses in all states and territories using a mix of online, distance, on the job and block release formats
- one Victorian RTO delivers and assesses the Certificate III and IV in Captive Animals qualifications to Northern Territory candidates.

As previously mentioned in this submission, farriery training/apprenticeships are conducted in most states/territories in Australia using the Victorian accredited Certificate III in Farriery (Trade) course. The

two national industry associations strongly support the inclusion of the submitted Certificate III in Farriery in the ACM10 Animal Care and Management Training Package. The associations aim to establish national consistency across delivery and assessment strategies as well as resources to strengthen portability for the farriery trade between states and territories.

The Australian and New Zealand Laboratory Animal Association has been a key industry association stakeholder. The Association has indicated it is keen to foster cross-Tasman mutual recognition of revised Animal Technology qualifications.

The introduction of the four Native Animal Rehabilitation Skill Sets, provides national training standards for state and territory regulatory authorities who issue permits for approved/registered animal rehabilitation workers. The Skill Sets also provide recognition towards completing a relevant qualification at a future date.

*Please refer to Section 2.5* in relation to current negotiations underway to gain mutual recognition between Australian and the United Kingdom for the veterinary nursing qualifications.

## **1.7 Reflect licensing and regulatory requirements**

Overseeing compliance with federal, state and/or territory legislation is a significant requirement for all the animal care and management industry enterprises. Sector compliance areas include, but are not limited to:

- animal health, welfare and ethical obligations
- biosecurity and quarantine procedures
- care and use of animals for scientific purposes
- duty of care to workers
- euthanasia of animals
- local government regulations
- microchipping
- OHS responsibilities
- protection of native wildlife
- radiography
- use and application of therapeutic and controlled substances
- use of firearms
- waste handling and disposal including biological hazardous waste.

In many cases the required compliance skills and knowledge have been embedded in relevant units of competency. In addition where required, individual qualifications and units of competency outline any licensing and/or regulatory implications, for example:

ACM40410 Certificate IV in Veterinary Nursing:

*'There is a direct link between this qualification and approval to perform veterinary nursing duties under the WA Veterinary Surgeons Act 1960 as amended. The WA Veterinary Surgeons Board must approve qualified persons to carry out the duties of veterinary nurses and must authorise persons enrolled in approved courses to perform the duties of trainee veterinary nurses. Candidates should confirm the regulatory requirements that apply in their relevant state or territory. In addition, individual units of competency may specify relevant licensing, legislative and/or regulatory requirements.'*

ACMSPE303A Provide basic care of common native mammals

*'Licensing, legislative, regulatory or certification requirements may apply to this unit in relation to the protection of native mammals. Therefore, it will be necessary to check with the relevant state or territory regulators for current licensing, legislative or regulatory requirements before undertaking this unit.'*

In addition, the ACM10 Assessment Guidelines provide information and a reference chart for RTOs related to conducting training and assessment for statutory licensing, other industry registrations or regulatory requirements. One example is:

ACMACR405A Euthanase sick, injured or unwanted pound animals

*'Appropriate licences are required for those involved in training and assessment against this unit. Relevant records must be kept in accordance with legislation and standard operating procedures.'*

## **SECTION 2:**

### ***Flexibility and functionality quality principles***

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#### **2.1 Quality assurance**

In developing the new and revised units of competency and qualifications, the following quality issues have been addressed:

- all development work was undertaken in compliance with Training Package Development Handbook (TPDH) guidelines and using the NTIS Content Authoring Tool templates
- all units have been reviewed for plain English, consistency and inclusion of Employability Skills relevant to the sectors
- packaging rules have been developed to ensure they are flexible enough to meet the diversity of individual and enterprise needs as well as meeting AQF requirements, except in the case of Farriery and Veterinary Nursing. *(Please refer to Section 2.5)*

#### **2.2 Findings of the Quality Report**

Prior to development of final drafts, an initial sample review of the revised and new units and qualifications was undertaken by Andre Lewis from Andre Lewis and Associates, AgriFood Skills Australia's independent QA consultant.

Following final editing, a final quality review of the Case for Endorsement and Training Package components was undertaken by Andre Lewis.

The Quality Report, Appendix B, found that: *"The ACM10 Animal Care and Management Training Package has been developed with the requisite stakeholder input and has industry support. The components of the Package are generally well structured, flexible, clear and reflect employment and learning pathways. It has had appropriate equity evaluation, been edited by a panel member and meets all quality requirements for endorsement"* (Andre Lewis, Andre and Associates Pty Ltd).

#### **2.3 Findings of the Equity Review**

The Equity Review provides evidence that the draft endorsed components meet the requirements of flexibility and functionality quality principles. There were no negative findings in the report, which stated that *'minor improvements were recommended and acted upon to ensure that the qualifications and units of competency meet the requirements for access and equity set out in Section 2 of the Equity Report'*, (Sally Tansley, J&S Learning Work).

#### **2.4 Findings of the Editorial Report**

The Editorial Report found that the draft endorsed components met the editorial requirements of the Training Package Development Handbook, except for the qualifications Certificate III in Farriery and Veterinary Nursing Certificate IV and Diplomas as noted in the case for endorsement. (Trish Gamper, Gamper Consulting Services).

#### **2.5 Conformance with revised NQC qualification packaging rules (2009)**

The review work for ACM10 was in the final stages of development when the NQC qualification packaging rules advice was released in late 2009. Following this release the ACM10 draft qualification

packaging rules were analysed and four qualifications were modified following industry consultation. These packaging amendments did not impact on the integrity nor outcomes of the qualifications in question.

These actions resulted in ten of the fifteen qualifications contained within this Training Package conforming to the NQC qualification packaging rules (2009).

As a recognised traditional trade course ACM30510 Certificate III in Farriery is exempt from these requirements.

### Request for Exception

The ACM10 Veterinary Nursing qualifications do not meet the NQC national qualification packaging rules (2009). As outlined in the letters of support received from the National Industry Advisory Group for Veterinary Nursing, the Veterinary Nursing Council of Australia (VNCA) and the Australian Veterinarian Association (AVA), these industry bodies, as well as other stakeholders, fully support the request for exception from the NQC packaging requirements in order to meet the specific job roles required by veterinary practices.

Continuous research and consultation conducted by the VNCA and AVA since 1998 has verified the industry demands and needs that are common to all practices. According to the ABS Veterinary Services Survey (2000) at the end of June 2000 there were 1,792 veterinary practices in Australia, operating from a total of 2,325 locations.

The underlying critical requirement for veterinary employers is to ensure consistency of standards where all veterinary nursing graduates are competent across the SAME set of skills and knowledge. For employers this is imperative given the high level of staff turnover and movement of veterinary nurses between practices. For the employees this provides clear direction regarding the benchmark standards required by prospective employers.

This exception request is based on:

- the requirements for specific mandatory industry-identified clinical outcomes that cover the **minimum routine services** offered by general practice veterinary facilities at AQF4 level. Elective units are only offered for outcomes that fall outside the minimum routine service requirements. At the Diploma level graduates must be able to exercise skills, discretion and responsibilities beyond that required at AQF4 level to support the specific clinical services offered by specialist veterinary practices and animal hospitals.
- the linkage of the current core unit suite to industrial awards, for example the new modern national award: *MA000118 Animal Care and Veterinary Services Award 2010* - operative from 1 January 2010 and applying in all states and territories. Industry questions a system where there are two conflicting government systems (ie. industrial awards linked to industry-defined training package skill requirements and a demand driven training system which will not readily align to the requirements of a specific job role). The justification for the skill linkage with the new model award was achieved through the demonstration of the linkage to the standard set of skills required in the Training Package.
- Western Australian legislative registration requirements - *WA Veterinary Surgeons Act 1960 as amended*. This legislation requires all veterinary nurses to be registered with the Western Australian Veterinary Practitioner's Board. In order to qualify for registration candidates must be able to demonstrate they have the required skills and knowledge as linked to the standard set of skills required in the Training Package. In addition, a trainee veterinary nurse must gain approval from the WA Veterinary Practitioner's Board prior to enrolment.

Any changes to the industry supported packaging rules would severely impact on the integrity of these qualifications and may limit access for potential candidates in some situations.

Another consideration is that any impact on the integrity of the submitted ACM40410 Certificate IV in Veterinary Nursing could jeopardise the outcomes of final negotiations to gain mutual recognition between the Australian qualification and the United Kingdom RCVS Veterinary Nursing qualification. These negotiations are between the AVA and VNCA and the Royal College of Veterinary Surgeons (UK licensing body) and the British Veterinary Nurses Council. Once finalised mutual recognition negotiations will be conducted for the three Veterinary Nursing Diploma specialisations.

Negotiation is also underway with the International Veterinary Nursing and Technicians Association to foster mutual understanding and recognition of Veterinary Nursing qualifications between the 19 member countries.

As part of the scheduled ACM10 continuous improvement, consultation will be undertaken during 2010 to reassess the three Veterinary Nursing Diploma outcomes and the potential industry requirement for a Diploma in General Veterinary Nursing Practice. Part of this consultation process will incorporate considerations for how the current Diploma packaging rules can be adapted to meet NQC rules without compromising the integrity of the qualifications or providers currently involved in deliver.

## SECTION 3: Impact of changes

### 3.1 ACM10 Summary of Changes

ACM10 Animal Care and Management Training Package is based on a comprehensive review of industry trends and feedback on RUV04 from industry employers, employees, past and present students as well as training providers. *Refer to Appendix C for details of the stakeholders involved.*

#### Redevelopment changes

The Phase 2 development work is based on the findings and recommendations of the Phase 1 – Environmental Scan as well as additional feedback received following the distribution of a Phase 2 Working Paper in March 2009 to stakeholders nationally. This has resulted in the following amendments to the Training Package.

<b>New Industry Sector</b>	Farriery
<b>Qualifications</b>	<p>Thirteen revised and two new qualifications. Amendments include:</p> <ul style="list-style-type: none"> <li>• packaging changes applied to increase flexibility and redefine content to be more specific to industry outcome requirements</li> <li>• maintaining and revising the Certificate I in Animal Studies to reduce duplication across units and provide an entry level pathway for Indigenous and other equity groups. This revision was strongly supported by WA, NSW and SA</li> <li>• introducing a new generic Certificate III in Animal Studies to address gaps where industry sector qualifications do not provide the required flexibility for other identified outcome requirements, e.g. Indigenous Animal Health Care Workers, Assistant Animal Control Officers. This was strongly supported by WA, NSW and SA</li> <li>• introducing Certificate III in Farriery trade qualification</li> <li>• incorporating industry defined Employability Skills Summaries</li> <li>• ensuring compliance with revised COAG packaging criteria requiring one third or more of total units to be electives and one sixth of elective units can be imported from within the parent/host Training Package, other Training Packages and accredited courses. All the ACM10 qualification packaging rules comply with the COAG requirement, with the following exceptions: <ul style="list-style-type: none"> <li>• Certificate III in Farriery which is a recognised traditional trade qualification and therefore exempt</li> <li>• Veterinary Nursing Certificate IV and Diplomas which require specific clinical outcomes and are linked to industrial awards and in Western Australian to legislation requirements. <i>Refer to Section 2.5 regarding 'request for exception'.</i></li> </ul> </li> </ul>
<b>Skill Sets</b>	Six industry identified Skills Sets introduced, aligned to either state or territory legislation and/or regulatory requirements, or to address other industry requirements and provide additional flexibility for

	<p>learners to progress to achieving a related qualification. These are:</p> <ul style="list-style-type: none"> <li>• Microchip Implantation for Dogs and Cats Skill Set</li> <li>• Native Amphibian Rehabilitation Skill Set</li> <li>• Native Bird Rehabilitation Skill Set</li> <li>• Native Mammal Rehabilitation Skill Set</li> <li>• Native Reptile Rehabilitation Skill Set</li> <li>• Preventative Biosecurity Skill Set.</li> </ul>
<b>Units of Competency</b>	<p>One hundred and thirty ACM coded units in total (79 revised and 51 new units). Twenty eight RUV04 units deleted. Fifty four units imported from other Training Packages. Unit revisions and development included:</p> <ul style="list-style-type: none"> <li>• remapping units to ensure identified skills and knowledge gaps are embedded, e.g. genetics, anatomy and physiology</li> <li>• explicitly embedding Employability Skills to ensure appropriate and meaningful inclusion</li> <li>• developing twelve species-specific units</li> <li>• introducing generic cross-sector units to reduce sector duplication where outcomes have been deemed by industry as identical</li> <li>• replacing three RUV04 OHS units with four contextualised national OHS guidelines units to incorporate specific animal care and welfare context requirements</li> <li>• introducing two environmental sustainability units contextualised from the Business Services units to incorporate specific animal care and welfare context requirements</li> <li>• introducing infection control unit to address industry biosecurity requirements</li> <li>• introducing microchip unit to support state and/or territory regulatory requirements</li> <li>• introducing two new animal technology transgenic (genetically modified) breeding units to address industry identified technical skill gaps</li> <li>• revising imported units, updating to latest versions and introducing new units where required.</li> </ul>

## Code changes

During the initial stages of Phase 2 questions were raised regarding the significance of the RUV coding. After consideration, and in line with other Training Packages, the Training Package code was changed to ACM to better reflect the coverage of this package.

The unit coding was also changed to an alpha system to provide a better method for industry employers, employees, potential learners and other stakeholders to recognise industry and generic field codes. These changes were fully supported during the consultation and validation processes.

### *Units of competency coding changes*

The table below maps the generic and industry sector alpha field codes for ACM10 to the previous RUV numerical codes.

<b>RUV04 coding</b>	<b>ACM10 coding</b>	<b>Sector/competency field</b>
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RUVx2xxA	ACR	Animal control and regulation
RUVx3xxA	ATE	Animal technology
RUVx4xxA	CAN	Captive animals
RUVx5xxA	CAS	Companion animal services
n/a	FAR	Farriery
RUVx1xxA	GAS	General animal studies
n/a	INF	Infection control
n/a	MIC	Microchipping
RUVxxx1A	OHS	Occupational health and safety
n/a	SPE	Species specific
n/a	SUS	Environmental sustainability
RUVx6xxA	VET	Veterinary nursing

### **Application of the field codes**

The six generic units of competency fields that are packaged in the Animal Studies qualifications and across industry sector qualifications are:

- general animal studies
- infection control
- microchipping
- occupational health and safety
- species specific
- environmental sustainability.

The six industry sector unit of competency fields are:

- animal control and regulation
- animal technology
- captive animals
- companion animal services
- farriery
- veterinary nursing.

### **Addition of mandatory sustainability units**

In line with AgriFood Skills Australia Board agreed policy, where sustainability units are included in the core and elective banks of all qualifications, the two animal care and management sustainability units have been incorporated in the animal care and management qualifications.

As a result the number of core units in some qualifications has been increased by one, which requires that the revised qualifications be deemed 'not equivalent'. The impact on delivery and funding should be minimal. Feedback from the NRG and other stakeholders is that delivery of the sustainability component can be integrated with existing units and co-assessed.

## 3.2 Industry priorities and expectations

Industry representatives and RTOs consider that the expanded coverage and improved flexibility will enhance uptake of recognised training in many sectors.

The units of competency make it clear that this industry expects delivery and assessment to reflect actual workplace conditions. Given the nature of working with animals it is expected that much of the training will require access to real animal care and nursing situations not just simulations or theoretical training.

The veterinary nursing and farriery streams in particular cannot be accomplished without access to workplaces. Farriery is most likely to be delivered through an Australian Apprenticeship pathway to accommodate this and veterinary nursing qualifications make the delivery/assessment requirements quite explicit.

The introduction of Skill Sets has been welcomed by a number of state regulatory authorities, who are planning to link Skill Sets to the relevant legislation and regulations, e.g. microchipping and native animal rehabilitation.

Training providers in some states are already working with the draft Training Package materials to prepare their systems and promotional materials. Subject to the success of this submission and subsequent endorsement most public/private training and assessment services are targeting implementation at the beginning of 2011.

## 3.3 Impact of changes

No changes have been made to the previous version of the units of competency or qualifications that will cause significant impacts to RTOs. As a full review of a Training Package results in coding changes, there is minimal impact from the revised coding format.

The new general animal studies units developed to reduce duplication across existing general and sector-specific units have been mapped and in most cases are equivalent to previous units. Other existing units of competency have been revised to improve their currency and reflect feedback from users. The bulk of the revised units of competency are equivalent to the units of competency in the previous version of the Training Package. This information is included in the *Appendix A* section of this submission.

Other than the addition of a sustainability unit of competency in the core groups for some existing qualifications, the revised qualifications are considered equivalent in technical content. This information is included in the *Appendix A* section of this submission.

The ACM30510 Certificate III in Farriery replaces a Victorian accredited course which is currently delivered in most states and territories of Australia under licence. As the new qualification is deemed equivalent to the accredited course, there should be minimal impact experienced by RTOs who currently have this course on their scope.

The ACM30110 Certificate III in Animal Studies is a new general qualification and will require some development work before RTO implementation.

The new Skill Sets comprise new and revised units of competency. In the case of microchipping and native animal rehabilitation, some RTOs currently deliver similar courses on a fee for service basis. Therefore, there should be minimal effort required to add these Skill Sets to their current scope.

No impact is envisaged on enterprises by the changes outlined in this Training Package.

Licensing and regulatory requirements that apply to ACM10 Animal Care and Management Training Package have been outlined in the relevant qualifications and units of competency. There is also guidance provided in the ACM10 Volume I Assessment Guidelines related to training delivery and assessment.

## **Implementation**

Implementation of ACM10 Animal Care and Management Training Package is expected in all states and territories. Many RTOs throughout Australia are delivering the previous version of the Animal Care and Management Training Package. These RTOs will now be able to expand their delivery to take advantage of the wider range of units, Skill Sets and qualifications. The trend of uptake and interest by enterprise RTOs is likely to continue. Feedback indicates this is particularly the case in the animal technology and captive animal sectors. In addition, the Northern Territory has indicated plans to expand Indigenous delivery at Certificate I, II and III in Animal Studies levels.

State and Territory Training Authorities (STAs), RTOs and industry stakeholders have been consulted during the development process and have been kept informed of the changes. AgriFood Skills Australia is not aware of any issues that need addressing to ensure successful implementation. It is expected RTOs with scope of existing RUV04 qualifications will seek extension of scope for the revised qualifications.

RTOs that include imported units of competency from the TAA04 Training and Assessment Training Package in a qualification training plan are advised to consult with their relevant STA prior to implementation.

To ensure successful implementation, AgriFood Skills Australia will be developing complementary materials, in the latter half of 2010, including User Guides aligned to the *Training Products of the 21st Century* initiatives. These materials will underpin ongoing implementation and support consistency of implementation and quality of provision in the longer term. Assistance will be provided wherever possible to streamline training delivery approaches and to encourage sharing of training and assessment resources to improve the consistency and validity of competency outcomes.

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