



Australian Government

Department of Education, Employment and Workplace Relations

ACMCAS406A Manage companion animal breeding

Revision Number: 1

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Modification History

Not applicable.

Unit Descriptor

Unit descriptor	<p>This unit of competency covers the process of planning for and monitoring companion animal mating and breeding programs and evaluating outcomes.</p> <p>No licensing, legislative, regulatory or certification requirements apply to this unit at the time of publication.</p>
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Application of the Unit

Application of the unit	<p>This unit is applicable to senior supervisors or managers working in a companion animal facility where animal breeding is conducted.</p> <p>In addition to legal and ethical responsibilities, all units of competency in the ACM10 Animal Care and Management Training Package have the requirement for animals to be handled gently and calmly. The individual is required to exhibit appropriate care for animals so that stress and discomfort is minimised.</p>
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Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Prerequisite units		

Employability Skills Information

Employability skills	This unit contains employability skills.
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Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency.	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.
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Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Assess breeding requirements	<p>1.1. Breeding requirements are assessed and clarified according to organisational objectives.</p> <p>1.2. Resources to support breeding requirements are identified and arranged.</p> <p>1.3. Breeding options are selected to optimise results and consistency.</p> <p>1.4. Breeding programs are formulated to meet organisation objectives.</p> <p>1.5. Organisational procedures for breeding are developed in accordance with legislative requirements, industry standards and safe workplace and environmentally responsible practices.</p>
2. Select animals for breeding	<p>2.1. Animals for mating are selected in accordance with requirements of the breeding program, animal welfare regulations and ethical practice principles.</p> <p>2.2. Examinations and tests are scheduled as required to confirm suitability of selected animals for breeding program.</p> <p>2.3. Appropriate breeding systems are selected and applied in accordance with the breeding program requirements.</p> <p>2.4. Appropriate mating methods are applied in accordance with the breeding program.</p>
3. Monitor breeding programs	<p>3.1. Breeding program strategies and procedures are communicated to staff and training provided as necessary.</p> <p>3.2. Potential risks to animals during breeding, birth and early life procedures are identified and options for managing the risk are evaluated and preparations are made in case of emergencies.</p> <p>3.3. Implementation of breeding programs is monitored for efficiency and effectiveness.</p> <p>3.4. Changes necessary to achieve breeding aims are prioritised and implemented according to breeding program requirements.</p>
4. Evaluate breeding programs	<p>4.1. Breeding program processes and outcomes are reviewed and evaluated against organisation's objectives and breeding plans are updated as required.</p> <p>4.2. Criteria used to select animals for breeding are assessed and updated to meet the requirements of the</p>

ELEMENT	PERFORMANCE CRITERIA
	breeding programs. 4.3. Breeding records are maintained in accordance with <i>industry standards</i> and breeding program requirements.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit.

Required skills

- develop, monitor, evaluate and update breeding programs using appropriate breeding systems and mating methods according to species or breed requirements
- employ safe and environmentally responsible organisational systems and procedures when handling and working with animals
- evaluate behaviour, signs and objective measures that may indicate animal health is at risk
- identify indicators that animals are ready for breeding and signs of hatching or parturition
- identify situations and evaluate options for intervening in emergency situations related to the breeding, hatching and parturition and rearing of animals
- identify situations relating to the breeding and rearing of animals that require veterinary or specialist assistance
- maintain breeding program and animal records
- maintain highest standards of hygiene and infection control at all times to reduce the risk of infection and cross-infection
- monitor animal health and condition and recognise abnormalities
- literacy skills to read, select and follow organisational policies and procedures, including occupational health and safety (OHS) and infection control procedures; and record details and information accurately and legibly
- oral communication skills/language to fulfill the job role as specified by the organisation, including questioning, active listening and asking for clarification
- numeracy skills to estimate, calculate and record routine workplace measures
- interpersonal skills to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities
- problem-solving skills to use available resources and prioritise daily tasks
- use safe manual handling techniques and/or equipment
- use safe waste handling and disposal procedures.

Required knowledge

- anatomical and physiological structures and functions related to the reproduction, care and wellbeing of commonly held animals
- breeding program systems, methods and traits related to commonly held animals
- communication procedures and systems, and technology relevant to the organisation and the individual's work responsibilities
- diseases and ailments of breeding and young animals
- industry terminology related to companion animal health and breeding processes

REQUIRED SKILLS AND KNOWLEDGE

and events

- normal and abnormal animal behaviour relating to the characteristics of the species, age, health status and social needs
- principles of animal welfare and ethics
- protocols, legal and ethical considerations in providing care and treatment of breeding animals and their offspring
- relevant legislative and regulatory compliance requirements, including the Pet Industry Joint Advisory Council codes of practice, companion animal legislation, local council regulations, microchipping, animal welfare legislation and wildlife regulations
- relevant organisational policies and procedures, including OHS and emergency procedures and animal welfare requirements
- tests and examinations used to determine suitability of animals for breeding and determine pregnancy
- workplace hygiene standards, disinfectants, cleaning agents, cleaning techniques and cleaning equipment and materials.

Evidence Guide

EVIDENCE GUIDE	
<p>The Evidence Guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.</p>	
Overview of assessment	
Critical aspects for assessment and evidence required to demonstrate competency in this unit	<p>The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy all of the requirements of the performance criteria, required skills and knowledge and the range statement of this unit. Assessors should ensure that candidates can:</p> <ul style="list-style-type: none"> • identify, develop and implement breeding program aims • select suitable animals for breeding programs • establish appropriate mating systems and methods • monitor breeding activities and evaluate program outcomes • identify potential risks to animals in breeding, birth and early life procedures and plan for emergencies • maintain breeding program records. <p>The skills and knowledge required to manage companion animal breeding must be transferable to a range of work environments and contexts and include the ability to deal with unplanned events.</p>
Context of and specific resources for assessment	<p>Assessment of this unit is to be practical in nature and will be most appropriately assessed in a companion animal facility where animal breeding is conducted or in a situation that reproduces normal work conditions. Facilities may include aquariums, aviaries, boarding kennels, catteries or other breeding establishments.</p> <p>There must be access to a range of companion animal breeds or species and the relevant information, materials and documentation.</p>
Method of assessment	<p>To ensure consistency in one's performance, competency should be demonstrated, to industry defined standards, on more than one occasion over a period of time in order to cover a variety of circumstances, cases and responsibilities, and over a number of assessment</p>

EVIDENCE GUIDE	
	<p>activities.</p> <p>The assessment strategies must include practical skills assessment. Suggested strategies for this unit are:</p> <ul style="list-style-type: none"> • written and/or oral assessment of candidate's required knowledge • observed, documented and first-hand testimonial evidence of candidate's application of practical tasks • simulation exercises that reproduce normal work conditions • third-party evidence • workplace documentation (e.g. breeding program records) • portfolio. <p>This unit may be assessed in a holistic way with other units of competency relevant to the industry sector, workplace and job role.</p>
<p>Guidance information for assessment</p>	<p>Assessment methods should reflect workplace demands (e.g. literacy and numeracy demands) and the needs of particular target groups (e.g. people with disabilities, Aboriginal and Torres Strait Islander people, women, people with a language background other than English, youth and people from low socioeconomic backgrounds).</p>

Range Statement

RANGE STATEMENT

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

<p><i>Breeding requirements</i> may include:</p>	<ul style="list-style-type: none"> • an assessment of the organisation's breeding and production records to identify public demand for species or breeds • breed or bloodline health, soundness and temperament considerations • breed standards • breeding and rearing procedures and equipment for nominated animals • expected return on investment • licensing or registration regulations for breeding • restrictions on ownership of nominated animals • trends in breed or species popularity.
<p><i>Resources</i> may include:</p>	<ul style="list-style-type: none"> • facilities and equipment: <ul style="list-style-type: none"> • recording systems • personal protective equipment • monitoring technology for breeding • weighing and testing equipment • human resources.
<p><i>Breeding program</i> suitability considerations may include:</p>	<ul style="list-style-type: none"> • age of potential breeding animals • expertise level of staff to manage breeding animals • genetic suitability due to: <ul style="list-style-type: none"> • breeding for highly specialised purpose • closeness of relationship to potential mate • designer breed focus • dominant or recessive traits • hybrid vigour requirements • soundness and temperament • introduction of new bloodlines • location of potential breeding animals • natural mating or artificial breeding options

RANGE STATEMENT	
	<ul style="list-style-type: none"> potential restrictions on importing semen or using embryo transfer.
<i>Breeding program</i> information may include:	<ul style="list-style-type: none"> identification of parents and offspring health records (e.g. ailments, injuries, vaccinations, worming and feeding) number of breeders required production rates (e.g. miscarriages and deaths) selection criteria for breeders weaning methods used, rates and response of offspring purchaser records breeding records of matings for sire and dam.
<i>Legislative requirements</i> may include:	<ul style="list-style-type: none"> animal health and notifiable disease regulations animal welfare legislation and regulations companion animal legislation local council regulations microchipping, animal welfare legislation OHS and environmental management legislation and regulations owner or breeder licence regulations veterinary regulations wildlife regulations.
<i>Animals</i> may include:	<ul style="list-style-type: none"> those commonly encountered within the industry workplace: <ul style="list-style-type: none"> birds dogs and cats fish, reptiles and amphibians small animals (e.g. rabbits, rodents, ferrets and guinea pigs).
<i>Examinations and tests</i> may include:	<ul style="list-style-type: none"> genetic tests for heritable defects physical examination for structural and reproductive soundness tests for presence of disease that may affect breeding viability or the health of either animal.
<i>Breeding systems</i> may include:	<ul style="list-style-type: none"> breeding for specialised market purposes (e.g. colour and size) creating designer breeds cross breeding inbreeding

RANGE STATEMENT	
	<ul style="list-style-type: none"> • line breeding • outcrossing.
<i>Mating methods</i> may include:	<ul style="list-style-type: none"> • natural and artificial breeding • paired mating, the harem system and stud mating.
<i>Potential risks</i> to animals may include:	<ul style="list-style-type: none"> • breeding risks: <ul style="list-style-type: none"> • aggression from either animal • either animal has been ill prior to breeding • either animal is infected with a disease that could affect reproduction or health of other breeding animal • either animal is infertile or has poor reproductive viability • either partner refuses to breed • female does not show obvious signs of readiness for breeding • inexperienced breeders • shy or timid breeders • birth and early life risks: <ul style="list-style-type: none"> • mother attacks offspring • mother dies or cannot mother offspring • mother retains placenta (where relevant) • mother will not or cannot suckle or feed offspring • offspring are born with disease or defects that limit their ability to survive or lead healthy lives in the future • offspring are injured during or after birth • offspring are too large for natural birth • offspring contract disease or become infested with parasites • offspring die or are stillborn • offspring will not feed • weaker offspring are prevented from feeding effectively due to competition from others.
<i>Industry standards</i> may include:	<ul style="list-style-type: none"> • Pet Industry Joint Advisory Council codes of practice • ethical practices • breed association reporting requirements.

Unit Sector(s)

Unit sector	Companion animal services
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Competency field

Competency field	
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Co-requisite units

Co-requisite units		