

SECTION 1

NATIONAL COMPETENCY STANDARDS

ASSESSMENT GUIDELINES

QUALIFICATIONS

TABLE OF CONTENTS

Part 1 - Introduction

Agriculture Training Package endorsed and non-endorsed components	1
-------------------------------------------------------------------------	---

Part 2 - Competency Standards

1 - Coverage	2
2 - Customisation of competency standards	3
3 - Incorporation of other standards in the Agriculture Industry	3
4 - Licensing	4

Part 3 - Assessment Guidelines

1 - Introduction	5
2 - Assessment System Overview	6
Benchmarks for assessment	6
Role of Registered Training Organisations	6
Assessment Pathways	7
3 - Assessment requirements	8
Graded assessment	8
Assessor qualifications	8
Role of the assessor	9
4 - Guidelines for designing assessment materials	10
Components of assessment materials	10
Collecting evidence	11
5 - Guidelines for conducting assessment	12
6 - Appeal and reassessment process	14
7 - Sources of information on assessment	15
8 - Glossary (assessment specific)	18

Part 4 - Qualifications

1 - Introduction	20
2 - Titling	20
3 - Packaging units of competency	21
Gaining a qualification	23
4 - Issuing of Qualifications	25
5 - Alignment to the Australian Qualifications Framework	25
6 - Customisation of qualifications	25
7 - New Apprenticeships	26

PART 1

INTRODUCTION

The Agriculture Training Package is based on:

1. New and revised national competency standards for the Agriculture Industry.
2. The national Agriculture and Horticulture Assessment Policy guidelines that were endorsed by the industry in 1997. These guidelines have been modified for the purpose of this endorsed component in accordance with the Draft Australian Recognition Framework paper.
3. The national qualifications for the industry, which reflect the Australian Qualifications Framework (AQF) levels and titles, including references in the titles to sectors within the Agriculture Industry.

Endorsed components of the Training Package

National Competency Standards

The current package is the result of a total review and enhancement of all the units, evidence guides and assessment information for the Agriculture Industry competency standards. New requirements for evidence guides have been incorporated and provided in two parts for each unit: an Evidence Guide and an Assessment Guide. The sectors for which competency standards have been developed for this Training Package are listed in Part 2, Coverage.

Assessment Guidelines

The Industry's Assessment Guidelines describe the industry-wide approach to assessment, the industry requirements for the qualifications of assessors, and Guidelines for development of assessment material. (See Part 3: Assessment Guidelines)

National Qualifications

National qualifications in Agriculture (see Part 4) will range from Certificate I to Advanced Diploma in general, sector specific or specialist qualifications. Units of competency which will form these qualifications are a combination of industry core, sector specialisation, and options that are relevant to the individual enterprise. In this way maximum flexibility has been maintained. The packaging also allows for the qualifications to be useful nationally regardless of region, and caters for the varying nature of agricultural requirements on large and small properties. This approach also enables the New Apprenticeships at the entry levels of the industry to be relevant to individual employers and employees, and to form a broad foundation of training for the industry as a whole.

Non-endorsed components of the Training Package

The learning materials being developed as part of the Training Package will include Learning Guides, Industry Training Prospectuses, Training Guides and Competency Portfolios/Record Books.

PART 2

COMPETENCY STANDARDS

1 COVERAGE

The Agriculture industry has packaged its competency standards in industry sectors. The sectors covered in this Training Package are:

<u>Revised Standards</u>	<u>Newly</u>	<u>Developed</u>
<u>Standards</u>		
Beef Cattle Production		Cotton Production
Dairy -Milking Harvesting		Goat Production
Dairy - Production		Horse Breeding
*Farm Chemical Users		Rural Merchandising
Grain Production		
Pig Production		
Poultry Production		
Rural Business Management		
Sheep/Wool Production		
Sugar Cane Production		
Wool Harvesting		

(* **note:** Farm Chemical Users - this is not a separate industry sector but these standards are incorporated into every sector).

The industry sectors covered by this Training Package largely reflect the extent of the sectors of the Agriculture Industry. The industry also includes some areas yet to be covered by competency standards. These are:

- Agricultural explosives
- Camelids (Saurine)
- Deer/Elk etc (Cervine)
- Emus/Ostriches (Other Avian Species)
- Vertebrate Pest Management
- Biological Control Field Operators

It is anticipated that these areas will be developed in the near future, and that further sectors will be added as new specialisations emerge.

Although the standards have been grouped under sector or other specialisation to ensure industry sector ownership, all units are available for national qualifications to meet employment or other needs. Units may also be added to or from the Horticulture Training Package.

2 **CUSTOMISATION OF COMPETENCY STANDARDS**

The Agriculture Industry has maximised the use of common units and has therefore relied less on the need to customise generic units for incorporation within sectors.

The following guideline illustrates the principle on which customisation may be based:

- Units that are mandatory or ‘core’ for the Industry are not to be customised.
- Customisation is appropriate where changes to a unit are made **only** in the Range of Variables. This may be in the form of additions to provide for differing contextual needs, or different terminology for use in a region. No changes are permitted to the unit title, elements, performance criteria, evidence or assessment guides because such changes would alter the nature of the unit.
- Proposals for Customisation are to be referred to the RTCA in order to maintain quality and consistency in the industry’s customisation practice.

3 **INCORPORATION OF OTHER STANDARDS IN THE AGRICULTURE INDUSTRY**

The following have been adapted to suit the Agriculture sectors:

- Both the Competency Standards for Assessment and the Workplace Trainer Category 1 standards have been incorporated in sector standards (adaptations made only to Ranges and Evidence Guides)
- Five units from the draft Stock and Station Agency standards (from the Property Services ITAB) and eleven units from the Frontline Management cross-industry competency standards have been incorporated in the Rural Merchandising standards;
- Fifteen units from the Metals and Engineering competency standards have been incorporated into the Dairy Industry - Milk Harvesting standards. These were then enhanced with RTCA’s formatting style. (The elements and performance criteria were only modified on advice from the Metals and Engineering ITAB.)
- The Restricted Electrical Licensing Unit MMT 12 ‘Connect/Disconnect fixed wire equipment (up to 650 volts)’ was incorporated in the Dairy Industry - Milk Harvesting standards.

Where relevant, mapping to, and incorporation of other standards is documented in the introductory information of the standards documentation for each sector.

4 LICENSING

Licensing in the Agriculture Industry is relevant to a number of competency standards.

The following licensing areas need to be taken into consideration:

- purchase of farm chemicals
- machinery and equipment operation
- poisoning
- soil disturbance and conservation
- water allocations
- electrical (restricted)
- natural bush clearing
- effluent (eg. from piggeries)
- shooting
- planning issues (zoning)
- irrigation
- underground water
- agricultural explosives
- fire

PART 3

ASSESSMENT GUIDELINES

1 INTRODUCTION

As early as 1994 the Rural industry considered the issue of competency based assessment by establishing a national policy and administrative procedures for the introduction of an assessment system in each State and Territory. The policy and structures for competency based assessment were tested during a series of industry pilots from 1995 - 1996 and the draft policy was widely circulated to interested parties including State Training Agencies for comment. The national industry policy statement on assessment was subsequently published: *Workplace Assessment in the Agriculture, Production & Amenity Horticultural Industries - Policy and Administration manual*; Rural Training Council of Australia; February 1997.

This policy document is the definitive statement on workplace assessment for the industry. The policy is subject to periodic review by the RTCA in conjunction with State/Territory Rural ITABs to keep abreast of developing practices and implementation issues.

To comply with National Training Framework Committee (NTFC) guidelines, the way in which this policy is reflected in the standards has been modified.

In addition to the policy, RTCA has established guidelines for the incorporation of assessment criteria in the evidence guide of each unit of competency.

Assessments against the competencies in the Training Package will be carried out in accordance with these endorsed guidelines. The guidelines include the necessary qualifications for those conducting assessments and provide for those situations where more than one person may contribute to the assessment and where the required technical and assessment competencies may not all be held by any one person.

2 ASSESSMENT SYSTEM OVERVIEW

Benchmarks for assessment

Competency-based assessment is a process that measures an individual's skills and knowledge (competency) as defined in the national industry competency standards, and provides for formal recognition.

The benefits of competency-based assessment are as follows:

- assessment is based on credible evaluation against industry competency standards as they apply in the workplace,
- assessment is undertaken by qualified assessors.
- assessee receive recognition and credit into training programs which will reduce time off-the-job, and
- workplace assessment complements, but may be independent of, programs delivered by educational institutions.

The benchmarks for assessment are the units of competency described in the National Training Package for Agriculture

An Assessment Guide, designed to support the assessment process, is a mandatory component of each unit of competency and RTCA has established guidelines for the development of those criteria that support the national policy

The assessment criteria in the Assessment Guides endeavour to avoid being so prescriptive that they complicate the process, while maintaining sufficient control to ensure consistency and reliability.

In addition, special assessment requirements may be indicated where licensing is an issue and this information is included in the Assessment Guides of the units of competency. For example, the Farm Chemical competencies stipulate that trainers and assessors must be approved by the Farmcare Board due to chemical licensing requirements.

Role of Registered Training Organisations

The Registered Training Organisation is registered by the State or Territory Training Authority to provide a range of training services associated with the delivery of training packages.

All assessment for national recognition purposes must be undertaken by, or auspiced through, a Registered Training Organisation.

Auspicings is a process through which a Registered Training Organisation authorises assessment to be carried out by industry or enterprises. Auspicings adds options to the manner in which industry may be engaged by Registered Training Organisations to assist in conducting assessment without lessening RTO responsibility.

The Registered Training Organisation must ensure that assessment is undertaken in accordance with:

- general principles of assessment
- specific requirements of the individual training package, and
- specified requirements of each Unit of Competence

and that:

- results are recorded, reported and securely maintained, and
- qualifications are issued and can be re-issued if necessary.

While competence must generally be demonstrated in the workplace, the Registered Training Organisation should offer a range of options for candidates wishing to demonstrate competence. This may include the use of such venues as:

- candidate's own workplace
- work placement sites
- New Apprentice's workplace
- simulated work conditions
- live work activities.

The RTO must ensure its assessors are qualified to plan, conduct and review assessment.

Assessment Pathways

National qualifications or Statements of Attainment awarded under the Australian Qualifications Framework are issued on the basis of successful completion of units of competency.

The Agriculture Industry is emphatic that trainees require workplace experience to develop the necessary competency. The context for assessment of competency is specified within each unit of competency.

The industry recognises multiple pathways to certification comprising:

- workplace experience
- life experience
- informal learning
- formal learning both on and off-the-job

The industry-recommended processes for the operation of an assessment (incorporating RPL and RCC) system provide for:

- the integration of skills, knowledge, attitudes and their practical application and demonstration
- the recognition of competency no matter how acquired
- consistent and accurate information about an individual's competency
- feedback to an individual about their skills and knowledge
- a method for individuals to be given fair recognition for the skills and knowledge they possess
- a base from which further learning or skills acquisition may be undertaken

- information which contributes to the improvement of individual skill levels, and therefore to the skill levels of the industry as a whole

Assessment pathways that would **not** be acceptable include situations where:

- **national competency standards are not used as the basis for assessment**
- **on-job activities/experience/assessment are not taken into account**

3 ASSESSMENT REQUIREMENTS

Assessment requirements will be monitored through the ARF registration of training organisations when they demonstrate that they meet the criteria for assessment set out in the Training Package.

The Agriculture Industry Training Package comprises more than 500 units of competency, most of which have extensive ranges to accommodate mixed farming enterprises and regional variations. These industry requirements highlight the imperatives of consistency and confidence in the assessment process. Special measures are needed to ensure that assessment is carried out in the full agricultural context, particularly in the case of isolated workplaces when assessment has to take place in keeping with the agricultural cycle.

Graded Assessment

Assessment of competency is not to be graded in the Agriculture Industry.

Assessor Qualifications

Assessments against the competencies in the Training Package will be carried out in accordance with these endorsed guidelines. The guidelines include the necessary qualifications for those conducting assessments and provide for those situations where more than one person may contribute to the assessment and where the required technical and assessment competencies may not all be held by any one person.

- Assessors must be qualified against the Competency Standards for Assessors (as a minimum, the unit 'Conduct Assessment in Accordance with an Established Assessment Procedure' and the unit 'Plan and Review Assessment').
- Only qualified assessors engaged or auspiced by a Registered Training Organisation are able to assess a person against units of competency.
- Under certain circumstances special endorsement of an assessor may be required due to licensing requirements eg. Farm Chemicals, OHS, First Aid Certificates.
- To alert assessors to possible situations where they may require special endorsement according to State and other legislation, Units of Competency refer to 'Authorised Registered Training Organisations'

Role of the Assessor

Qualified assessors must ensure assessment is:

- Reliable
- Flexible
- Fair
- Valid
- Authentic.

To be **reliable**, the assessment methods and procedures must ensure that competency standards are applied consistently.

To be **flexible**, assessment should be able to take place on-the-job, off-the-job, or in combinations of both and in accordance with the 'Assessment Guide' incorporated within each unit of competency.

To be **fair**, the assessment must not advantage or disadvantage any particular group of candidates.

To be **valid**, assessment must assess what it claims to assess, so sufficient evidence must be collected from authentic sources and locations.

To be **authentic**, there must be proof that the person being assessed and who is providing the evidence, is the person who will be credited with the competency.

Assessment covers the full scope of competencies, namely

- | | |
|-----------------------------------------------------------|---------------------------------------------------------------------------|
| • Task skills | - performance of individual tasks |
| • Task management skills
job | - managing a number of different tasks within the |
| • Task contingency skills
of | - responding to problems, breakdowns and changes
routine |
| • Task/job/role environment skills
expectations of the | - dealing with the responsibilities and
workplace |

Individual Assessment

Assessment may be carried out by an individual as follows:

- **Qualified Assessor who is a Technical Expert**
A professional assessor who is also expert in the field of competency is qualified to undertake assessment.
- **Technical Expert who is a Qualified Assessor**
An expert in the field of competency who has in addition qualifications as an assessor can conduct the assessment.

The Power of Auspicing

The Registered Training Organisation and the assessor may use the concept of auspicing to expand their ability to undertake the assessment role.

Instances will exist in which the individual assessor may not hold the full range of technical skills needed to authenticate assessment. Similarly, instances will exist in which a candidate must be assessed at a remote site or at an inconvenient time.

In these cases, partnerships and assessment teams can be used to ensure the standard of assessment is upheld.

However: **No assessment can be reliable and valid if it has not involved:**

- **the active participation of a person with proven skills at least at the level and in the field of the competency being assessed, and**
- **a qualified assessor**

Below are listed some examples of partnerships and teams that could undertake assessment.

Assessor/Technical Expert Partnership

A qualified assessor and expert in the field of competence may combine, either on a single site or on separate sites, to conduct assessment of a candidate under defined and agreed arrangements.

Assessor/Supervisor Partnership

A qualified assessor and the supervisor, who holds relevant skills at least up to the level being assessed, can combine on one site or at separate sites to conduct an assessment under defined and agreed arrangements.

Assessor/Technical Expert/Supervisor Team

A qualified assessor, a technical expert and a supervisor can combine in a team to ensure assessment is conducted and validated under defined and agreed arrangements.

In the last example, the supervisor ensures the authenticity, the expert the validity, the assessor the fairness; while all combine to create flexibility and guarantee reliability.

4 GUIDELINES FOR DESIGNING ASSESSMENT MATERIALS

Assessment Tools will be contained in the Trainer's Guides section of the non-endorsed component of Training Packages. Learning Guides developed for the Training Package will contain a copy of the relevant competency standard.

Components of assessment materials

The following components will be included in the Assessment Tools:

1. plain English explanation of the objectives of Training Packages and competency standards
2. explanation of AQF levels in specific relation to competency based assessment
3. explanation of workplace assessor aims, responsibilities and links with Registered Training Organisations
4. information for the assessor about the scope of assessment and the conditions and procedures for preparing, conducting and reviewing the assessment
5. “simple to follow” directions outlining the requirements and conditions for conducting assessment against the unit of competency
6. provision for self-evaluation for assesseees as a means of preparation for formal assessment. Cost considerations, the length of the agricultural cycle and dispersion of assesseees have resulted in self-evaluation being an important component of the assessment / RPL system for the Rural Industry. Such self evaluation against units of competency, supported by documentary evidence from past or present employers and from other sources, eg. Department of Primary Industry/Department of Agriculture agronomists, when presented to an Assessment Panel can provide a cost-effective way of reducing the level of on-the-ground assessment. This panel system has been extensively trialed in 1995-96

Collecting evidence

- The ‘Assessment Guide’ in each unit of competency and Assessment Tools will provide a methodology for gathering evidence.
- A variety of assessment methods should be used in the process of establishing competency to ensure assessment is not narrowly based on tasks but embraces all aspects of work performance in an holistic, integrated approach (see - Section 5 ‘Guidelines for Conducting Assessment’).
- Evidence gathering methods are to be appropriate to the context, the assessee and the assessor.
- Assessors will be expected to ensure the scope of assessment covers a broad range (as defined in the Range of Variables) of equipment, facilities, livestock and working conditions appropriate to a viable, functioning enterprise which is typical of the region in which the assessment takes place.
- Because of the cyclical nature of the Agriculture Industry the assessment process should allow for the collection of evidence over an extended period.
- A combination of timeframes can be used with some evidence being collected over time and some being completed with a short term interaction between an assessor and the assessee.

- The unit of competency being assessed must be performed consistently and not in the form of a one-off test.
- Employers, learners and assessors will each need to have access to the industry competency standards as well as assessment materials and self evaluation guides as appropriate.

5 **GUIDELINES FOR CONDUCTING ASSESSMENT**

Process for conducting assessment within institution and workplace contexts

The processes for conducting assessment are detailed in the ‘Assessment Guide’ for each unit of competency and are supplemented by the assessment materials described in Section 4 above.

Principles of Assessment

There are a number of assessment principles that have been adopted ‘in principle’ by the Ministers of Vocational Education and Training and underpin all assessment within Training Packages. These are:

- 1 Endorsed industry standards form the basis of qualifications in the vocational education and training sector;
- 2 Endorsed industry standards are the benchmarks for assessment;
- 3 Assessment conducted for the purposes of national recognition should lead to a part or full qualification under the Australian Qualifications Framework;
- 4 Assessment should be undertaken by, or auspiced through, a Registered Training Organisation;
- 5 Assessment for national recognition purposes shall be conducted within a quality assurance framework;
- 6 Responsibility for assessment resides with the body that issues the qualification under the Australian Qualifications Framework;
- 7 Assessment processes shall be valid, reliable, flexible and fair;
- 8 Assessment systems must incorporate mechanisms for recording, storing and accessing assessment outcomes;
- 9 Assessment reporting systems should indicate the units of competency that the individual has attained;
- 10 Assessment systems should incorporate ongoing monitoring and review processes, and
- 11 Assessment processes shall provide for the recognition of current competencies regardless of where these have been acquired.

In the agriculture and horticulture industries the national policy on workplace assessment outlines that summative assessment is essentially a process of evaluation of presented evidence.

The type and scope of evidence is outlined for each unit of competency. Examples of evidence can include:

- work reports;
- signed statements of practical experience undertaken;
- references and testimonials;
- training programs attended (statements of completion);
- industry certificates or citations;

- video and audio tapes used or produced;
- photographs or videos of workmanship;
- written reports completed;
- details of projects undertaken; and/or
- self evaluation, supported by documentary evidence.

Providers who conduct training programs will generally be assessing learner progress on a formative basis and have access to a full range of assessment options. These can include such methods as:

- exams and challenge tests;
- assignments;
- practicals, observations and demonstrations;
- checklists of skills and knowledge;
- case studies analysis and reports; and/or
- role plays.

Assessment situations will vary depending on the skill to be assessed and could include:

- Practical demonstration by the individual assessee in the workplace
- Assignments for assessment and feedback by mail
- A number of learners at one central location

Off-the-job Assessment

- Assessee must apply knowledge and skills in a workplace setting, not singularly on satisfactory achievement or a written or practical tests.
- To indicate that a person is competent by definition means that they have satisfied all the performance criteria of a designated unit of competency.

On-the-job Assessment

- On-the-job assessment is to be carried out in accordance with these Guidelines and the Assessment Guide in each unit of competency.

Integrating On and Off-the-job Assessment or Training

The link between on and off-job training and assessment is structured within the Agriculture Industry. On-job training and assessment are linked as learning occurs in

the workplace and is recorded for the purposes of evidence towards subsequent assessment. An employer who is providing on-job training will not necessarily be a registered assessor, but will need to understand the links between the training being provided and the ongoing assessment that is part of the same activity and that will subsequently feed into the formal assessment system. The structured integration of on and off-the-job training is also crucial to ensure holistic competency outcomes that can be assessed against the units of competency.

As the on-job training and assistance in assessment is usually performed by an industry person, the integration of on and off-the-job training and assessment can be viewed as a partnership between training providers and industry. Close cooperation is required to determine the division of responsibility and contribution.

6 APPEAL AND REASSESSMENT PROCESS

The industry recommends that the process to be followed by Registered Training Organisations and the State/Territory Training Authorities who are responsible for the appeal process should take account of any licencing requirements and follow the process as detailed below.

If the assessee is dissatisfied with the assessment received, they can request a second assessment. Such a request is to be made within seven days following receipt of the assessment result and sent to the Registered Training Organisation responsible for the assessment.

The appeal, will be directed to the Registered Training Organisation. After checking the validity of the appeal, the Registered Training Organisation will:

- convene an appeal panel.
- advise the assessee and assessor of the date, time and location of the appeal hearing and invite the assessee to provide any additional evidence they may wish to present in support of the appeal.
- advise appellant of the result of the hearing as quickly as possible – the appeal will either be dismissed, upheld and competency confirmed or subject to re-assessment.

In the event that the appellant is still dissatisfied with the appeal outcome, or if no response to their initial appeal has been received, the appellant should register an appeal with the relevant State or Territory Training Authority.

In all cases the appeals process will be:

- formal and impartial
- clearly defined and explained to the assessee
- known to assessors and assesseees before assessment takes place.

7 SOURCES OF INFORMATION ON ASSESSMENT

1. Organisations

National Industry Training Advisory Body

Rural Training Council of Australia
 PO Box E10
 KINGSTON ACT 2604
 e-mail rtcaexof@enternet.com.au
 Executive Officer – Ian McFarlane

Telephone: 02 6273 2514
 fax: 02 6273 4811

State/Territory ITABs

Rural Industries Training Advisory Board (Northern Territory)
 GPO Box 4584
 DARWIN NT 0801
 e-mail: ntrural@ais.net.au
 Executive Officer: Brian Munro

Telephone: 08 8981 0066
 fax: 08 8981 0060

Queensland Rural Industry Training Council Inc.
GPO Box 3128
 SOUTH BRISBANE QLD 4101
 e-mail: qritc@powerup.com.au
 Executive Officer: David Moore

Telephone: 07 3844 7284
 fax: 07 3844 7260

Primary Industry Training Advisory Board - NSW
 Level 8 1 Bligh Street
 SYDNEY NSW 2000
 E-mail: nswpitab@ozemail.com.au
 Executive Officer: Paul Comyn

Telephone: 02 9251 1700
 fax: 02 9231 5249

Primary Skills Victoria
 PO Box 3067
 NORTH BURNLEY VIC 3121
 E-mail: vpitb@vicnet.net.au
 Executive Officer: David Nelson

Telephone: 03 9428 9811
 fax: 03 9428 9931
 Web site: <http://home.vicnet.net.au/~vpitb>

Tasmanian Rural Industry Training Board Inc.
 PO Box 193
 LAUNCESTON TAS 7250
 E-mail: tritb@vision.net.au
 Executive Officer: S R (Zich) Zichy-Woinarski

Telephone: 03 6331 2131
 fax: 03 6331 4344

Agriculture & Horticulture Training Council of South Australia Inc.
 Unit 9
 9-13 Market Street
 ADELAIDE SA 5001
 E-mail: ahtcsa@mail.enternet.com.au
 Executive Officer: Garth Polkinghorne

Telephone: 08 8212 8822
 fax: 08 8212 8266

Western Australia Primary Industries Training Council
PO Box 157
FORRESTFIELD WA 6058
E-mail: wapitc@mail.enternet.com.au
Executive Officer: Elizabeth Cheong

Telephone: 08 9359 4000
fax: 08 9359 4007

Other information sources

The Australian Veterinary Association Ltd
134-136 Hampden Road
ARTARMON NSW 2064
Telephone: 02 9411 2733
Fax: 02 9411 5089

The Veterinary Nurses Council of Australia
PO Box 2233
NORTH RINGWOOD VIC 3134
Telephone/Fax: 03 9876 2133

Australian National Training Authority (ANTA)
AMP Place 10 Eagle St
BRISBANE QLD 4001
Telephone: 07 3426 2300
fax: 07 3246 2490

Assessor Training

National Assessor and Workplace Trainers Body
PO Box 2164
Clovelly NSW 2031
Telephone: 02 9665 0549
fax: 02 9664 2305

TRAINING PRODUCTS

Rural Training Council of Australia Inc.
PO Box E10
KINGSTON ACT 2604
Telephone: 02 6273 2514
fax: 02 6273 4811
e-mail rtcaexof@enternet.com.au

Australian Training Products Ltd (ATP)
Level 5 321 Exhibition St Melbourne VIC 3000
GPO Box 5347BB Melbourne VIC 3001
Telephone: 03 9630 9836 or 03 9630 9837
fax: 03 9639 4684

2. Resources

National Policy for Workplace Assessment in the Agricultural, Production and Amenity Horticultural Industries; Rural Training Council of Australia; Canberra 1997

Competency Standards for Assessment; ANTA / National Assessors and Workplace Trainers Body; ANTA 1995

A guide to the Competency Standards for Assessment; ANTA / National Assessors and Workplace Trainers Body; ANTA 1997

Assessment Technical Manual; Hagar, Paul; Athanasou, James; Gonezi, Andrew; DEETYA; Australian Government Publishing Service; Canberra 1994

Assessment Practical Guide; Rumsey, David; DEETYA; Australian Government Publishing Service; Canberra 1994

Assessment System Design; Toop, Leigh; Gibb, Jennifer; Worsnop, Percy; DEETYA; Australian Government Publishing Service; Canberra 1994

Objectives for Instruction and Evaluation; Kibler R J; Allyn & Bacon

National Competency Standards; Rural Training Council of Australia; contact 02 6273 2514 for complete list

National Assessment Materials; Rural Training Council of Australia; contact 02 6273 2514 (under development)

Guidelines for the Development of National Industry Competency Standards in the Agriculture, Horticulture and Related Industries; Rural Training Council of Australia; contact 02 6273 2514

Train to Gain; vide/ workbook package and learning guide - Category 1 Workplace Trainer; RTCA; 1997

Train to Gain; video and workbook package - Workplace Assessor; RTCA (under development)

Registered Training Providers of Assessment and Workplace Training - contact list; National Assessors and Workplace Trainers Body; contact 02 9665 0549

7 **GLOSSARY**

Appeal

An integral process of the assessment system which allows a person who has been assessed to dispute an assessment result and to have an opportunity for further assessment.

Assessment

The process of gathering evidence about competency and making a judgement about whether or not competency has been achieved.

Assessment context

The environment in which the assessment will be carried out. This will include physical and operational factors, the assessment system within which assessment is carried out, opportunities for gathering evidence in a number of situations, the purpose of the assessment, who carries out the assessment and the period of time during which assessment takes place.

Assessment Guide

A part of the 'evidence guide' for each unit of competency which is designed to support the assessment process.

Assessment Guidelines

An endorsed component of the Training Packages which sets out mechanisms within an industry for valid, reliable and flexible assessment of competency against national standards. In the Rural Industry this national policy underpins the assessment guidelines.

Assessment records

The results of assessment can be the basis for issuing of certificates and qualifications as well as being valuable employment and skills records. Record keeping systems are established as part of the assessment system and must comply with organisational procedures and national and legislative requirements.

Assessment system

A structured process developed to ensure that assessment decisions made across a range of individuals, assessors and situations are consistent, fair and valid. There must be guidelines for its operation, competent assessors and appropriate records (refer National Policy and Administrative Guidelines in the Rural Industry). An assessment system needs regular review to ensure its currency and relevance.

Assessment materials

Mechanisms for gathering evidence. This can include direct questioning, direct observation of performance, skill tests, simulations, written tests, examination of finished products, reports from peers and supervisors. A variety of assessment methods should be used in the process of establishing competency.

Assessor

A person trained and recognised as being competent in terms of the Competency Standards for Assessment and who carries out assessment against competency standards. An assessor will be competent in the subject area being assessed or work with a subject expert.

Auspicing arrangements

Formal arrangements which enable Registered Training Organisations to provide recognition for the outcomes of assessments conducted by non-registered organisations. Such agreements

specify the minimum quality assurance measures that must be met to ensure that the assessment outcome will be recognised by the Registered Training Organisation.

Cost effectiveness

While the assessment process needs to be a rigorous one, it must also be realistic in terms of cost. The gathering of evidence has distinct implications in terms of cost and it is the assessor's skill and an appropriate assessment system which must balance the collection of sufficient evidence with the cost in terms of, for example, time and potential disruption to work.

Evidence

Information gathered through the use of a variety of assessment tools which will provide proof from which the assessor can make a judgement about competency. In most cases evidence is gathered from more than one source, in more than one situation and can have many forms. Direct evidence is observation of performance. Indirect evidence can include evaluation of products or services, simulations or skills tests, questioning or reports from others.

Evidence Guide

Part of a unit of competency standard which sets out the range of information required to establish competency in the assessment process (see also Assessment Guide).

Fairness

A fair assessment will not disadvantage any person and will take into account special needs of the candidate. A genuine consultative approach to assessment and ensuring that the candidate understands the purpose of the assessment can help to establish fairness as can feedback and provision of opportunities for further training and practice. The assessment process must be fully understood, accessible and accepted.

Flexibility

Flexibility in assessment allows for assessment both on or off-the-job and at mutually convenient times and situations and provide for the recognition of competencies no matter how, where or when they have been acquired.

Integrated (holistic) assessment

An approach to assessment that covers multiple elements and / or units from relevant competency standards. The integrated approach attempts to combine knowledge, understanding, problem solving, technical skills, attitudes and ethics into assessment events.

Reliability

Refers to the consistency of the interpretation of evidence and the assessment outcome. To make reliable assessments assessors must be competent in terms of the assessor competency standards, have the relevant technical competencies or have access to a subject matter expert who can advise the assessor on the relevant vocational competencies at least to the level being assessed.

Self Evaluation (Assessment)

A process which allows a candidate to collect and provide evidence of their own performance against units of competency. This can be done with a competency record book or other record keeping mechanism which is verified by an assessor through observation and questioning and from the testimony of others (peers / supervisor).

Validity

A valid assessment assesses what it claims to assess - evidence collected is relevant to the unit of competency and demonstrates that the performance criteria have been met.

PART 4

QUALIFICATIONS

1 INTRODUCTION

The Agricultural Industry has packaged its competency standards into industry levels that align to the Australian Qualifications Framework (AQF). The qualifications and their titles reflect six levels of the AQF from Certificate 1 to Advanced Diploma. The qualifications are for the achievement of packages of units of competency derived from the competency standards.

2 TITLING

The national qualifications and AQF Levels are as follows:

<u>National Qualification</u>	<u>AQF</u>
<u>Level</u>	
Certificate I in Agriculture (sector name where applicable)	1
Certificate II in Agriculture “ “	2
Certificate III in Agriculture “ “	3
Certificate IV in Agriculture “ “	4
Diploma in Agriculture “ “	5
Advanced Diploma in Agriculture “ “	6
 Certificate II in Agriculture (Wool Handling)	 2
Certificate II in Agriculture (Shearing)	2
Certificate III in Agriculture (Clip Preparation)	3
Certificate IV in Agriculture (Wool Classing)	4
 Certificate II in Agriculture (Cane Cultivation)	 2
Certificate III in Agriculture (Cane Cultivation)	3
Certificate II in Agriculture (Cane Haulage)	2
Certificate III in Agriculture (Cane Haulage)	3
Certificate II in Agriculture (Cane Harvesting)	2
Certificate III in Agriculture (Cane Harvesting)	3
Certificate IV in Agriculture (Cane Harvesting)	4

The Agriculture qualifications reflect the Industry and the sector or specialisation to which they apply, as in the following examples:

For a General (Cross Sector) qualification - Certificate II in Agriculture

For a Sector qualification - Certificate III in Agriculture (Beef Cattle)

For a Specialised qualification - Certificate II in Agriculture (Shearing)

3 **PACKAGING UNITS OF COMPETENCY**

The table 'Gaining an AQF Qualification' (page 23) sets out the packaging for a qualification. The packaging system uses a point system to derive the appropriate number and mix of units to meet the requirements for a qualification. Specific details of packaging for this industry sector are shown in Section 2 of this document.

Because of the range of farming activities applicable to enterprises, and also due to the large number of part-time or contracted workers in the industry, the units of competency are designed to be packaged for a sector qualification by adding additional units from other sectors, or by combining units from various sectors into a general Certificate in Agriculture. The purpose of cross-sectoral aggregation of units is to ensure maximum flexibility in structuring qualifications. The requirements for qualifications are therefore formed around basic requirements but leave a range of optional units open to selection from the full range of Agriculture and Horticulture standards. This selection can be made by individual employers in conjunction with employees/trainees so that maximum usefulness and applicability in a wide range of circumstances is achieved.

Where cross-sector or other industry competency standards are incorporated into industry packages, they do not necessarily become absorbed into packages at the same AQF levels as they may have been used within the parent industry or within indicative packaging provided by cross-industry competency standards bodies. Queries related to the appropriate level are to be referred to the relevant Industry bodies through RTCA.

The Agriculture Industry packaging of units includes core, specialisations, options or a combination of all these.

The method of packaging units of competency at levels within the Agriculture Industry is based on a points system as described below. It is intended to reassess this system at the end of 1998 to determine whether it meets industry needs.

Where units are used in two or more industry sectors, each sector has determined which level will apply to that sector.

Links between Agricultural qualifications and other Rural Industry qualifications

Certain units of competency are common to both the Agriculture and Horticulture industries.

Mandatory units

Six mandatory units are required at the first four levels of qualifications because these competencies are practised at each of these levels of work. The core units that are required as a mandatory part of the Certificates 1 to IV are as follows:

RUA AGCORE1 A	Meet industry employment criteria
RUA AGCORE2 A	Follow enterprise OHS procedures

RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE4 A	Communicate in the workplace
RUA AGCORE5 A	Act to minimise emergencies
RUA AGCORE6 A	Plan daily work routine

In addition three of these mandatory units, which cover occupational health and safety, are required at levels five and six qualifications. These are a mandatory part of the Diploma and Advanced Diploma qualifications and are as follows:

RUA AGCORE2 A	Follow enterprise OHS procedures
RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE5 A	Act to minimise emergencies

- The mandatory units are not awarded points at any level.
- The mandatory units are relevant for the Certificate I in Agriculture. For persons who enter the industry at a higher level, competency in these units would need to be established to complete the requirements for the higher level qualification

Qualifications - general, sector, and specialisations

General qualifications (eg. Certificate II in Agriculture) are gained from the assembly of units from across sectors.

- The packaging reflects a need for even the sector specific content of a qualification to remain flexible. Some enterprises may require of an employee a more in depth, or ‘across the board’ knowledge of, for example, cattle production. Others may require a core knowledge of cattle production and an almost equal knowledge of, say, grain production.

Sector qualifications cover people working in a particular sector of the industry, for example Beef Cattle.

- A prescribed number of units from the relevant sector must be achieved to gain the sector qualification, as detailed in the sector national competency standards.

For example a “Certificate III in Agriculture (Beef Cattle)” would require the following:

- The six mandatory units
- A minimum of 30 points from Beef Units of Competency at Level 3 or above
- 6 points from other rural Units of Competency (at any level)
- “Sector qualifications” includes all Agriculture industry sectors which have nationally endorsed competency standards and may include Horticulture units from the Qualifications in Horticulture Training Package. eg. Certificate in Agriculture (Production Horticulture).

Specialised groups have been identified by industry where there is a narrow range of specific skills required to cover a large number of employees. National Certificates will be issued for completion of specific units of competency. These specialisations currently cover the following:

Shearing	eg: Certificate II in Agriculture (Shearing)
Wool Handling	
Clip Preparation	

Wool Classing
Cane Cultivation
Cane Haulage
Cane Harvesting

The units of competency included in these Certificates may be used towards other Certificates in Agriculture.

Gaining an AQF Qualification

A qualification is constructed around a points score based on achievement of Units of Competency.

The Points for each Unit of Competency corresponds to its level as follows:

	Level 1 Unit of Competency = 1 point	
	Level 2 Unit of Competency = 2 points	(except RUA AG2005CH A - RUA AG2012CH A)
	Level 3 Unit of Competency = 3 points	each of which are worth 0.5 of a point)
	Level 4 Unit of Competency = 4 points	
	Level 5 Unit of Competency = 5 points	
	Level 6 Unit of Competency = 6 points	

Mandatory units

Six mandatory units are required at the first four levels of qualifications because these competencies are practised at each of these levels of work. As with other small business, much of this industry operates with employers and employees performing tasks and roles that span all levels of work. The industry qualifications in these units are therefore, accumulative in that these aspects of work are not discarded or modified at higher levels. For example, the unit, Act to Minimise Emergencies is performed identically at different levels and must be an integral part of workplace functions by all persons. The core units that are required as a mandatory part of the Certificates 1 to IV are as follows:

RUA AGCORE1 A	Meet industry employment requirements
RUA AGCORE2 A	Follow enterprise OHS procedures
RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE4 A	Communicate in the workplace
RUA AGCORE5 A	Act to minimise emergencies
RUA AGCORE6 A	Plan daily work routines

In addition three of these mandatory units, which cover occupational health and safety, are required at levels five and six qualifications. These are a mandatory part of the Diploma and Advanced Diploma qualifications and are as follows:

RUA AGCORE2 A	Follow enterprise OHS procedures
RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE5 A	Act of minimise emergencies

These units are relevant within the Certificate I in Agriculture. For someone who enters the industry at a higher level, competency in these units would need to be established to complete the requirements for the higher level qualification. For this reason these units are not part of the points system for the Agriculture packaging and qualifications.

For a General (cross sector), qualification in Agriculture the following rules apply:

Certificate I in Agriculture

Total score required = minimum of 5 points with

- 6 mandatory Units;
- 5 points for units of competency at Level 1 or above

Certificate II in Agriculture

Total score required = minimum of 30 points with

- 6 mandatory Units;
- 24 points from Units of Competency at Level 2 or above;
- 6 points from other rural Units of Competency (at any level)

continued . . .

Certificate III in Agriculture

Total score required = minimum of 36 points with

- 6 mandatory Units;
- 30 points from Units of Competency at Level 3 or above;
- 6 points from other rural Units of Competency (at any level)

Certificate IV in Agriculture

Total score required = minimum of 40 points with

- 6 mandatory Units;
- 32 points from Units of Competency at Level 4 or above;
- 8 points from other rural Units of Competency (at any level)

• **Diploma in Agriculture**

Total score required = minimum of 50 points with

- 3 mandatory Units;
- 25 points from Units of Competency at Level 5 or above;
- 25 points from other rural Units of Competency (at any level)

Advanced Diploma in Agriculture

Total score required = minimum of 60 points with

- 3 mandatory Units;
- 30 points from Units of Competency at Level 6 or above;
- 30 points from other rural Units of Competency (at any level)

To achieve a Sector qualification in Agriculture (ie Certificate II in Agriculture (Sector). The rules for each sector are detailed in the front of the sector national competency standards, for example:

(Where “Sector” appears insert “Sheep and Wool”, “Dairy - Production” “Production Horticulture” etc. as applicable. Where no such details appear, the qualification is general (cross sector) and units can be taken from all standards in the Agriculture, Horticulture and Related Industries.)

Certificate II in Agriculture (Grain Production)

Total score required = minimum of 30 points with

- 24 points from Grain Production and/or Rural Generic Units of Competency at Level 2 or above;
- 6 points from other rural Units of Competency (at any level)
- Plus the six core units

Examples of the Specialisation qualifications are given in the Wool Harvesting and Sugar Cane competency standards.

4 ISSUING QUALIFICATIONS

Persons who have been assessed as having satisfied one or more units of competency, are entitled to a Statement of Attainment for those units.

The accumulation of units of competency can result in the issuing of an AQF qualification according to the packaging set out in the competency standards.

Qualifications will be issued by a Registered Training Organisation.

5 ALIGNMENT TO THE AQF

To cater for the diverse range and mix of agricultural and horticultural enterprise activities a special alignment system has been developed.

This is based on selections of units being aligned to a qualification. Instead of a predetermined selection of units being allotted to a package which in turn is aligned to a qualification, the system adopted offers extensive flexibility to employers and learners.

Qualifications and Pathways

The packaging arrangements for the Agriculture Industry ensure that maximum flexibility in pathways to qualifications is achieved and maintained. In this industry it is important that assessment allows for qualifications to be attained no matter how competency has been achieved. This may not be via a formal training arrangement. Assessment of competency is potentially an expensive process in the Agriculture Industry and flexible pathways to achieving competency need to be encouraged so that no waste of resources is incurred in unnecessary training or assessment.

Where cross-industry or other industry standards have been incorporated into the Agriculture standards, they form part of the industry packaging and qualifications requirements.

6 CUSTOMISATION OF QUALIFICATIONS

Sector-Specific Qualifications

- For a sector-specific qualification the units of competency which are available for selection are described in the sector standards.
- Selection of units which are not bound by sector specific rules may be taken from all Rural Industries.
- Flexibility to meet individual and enterprise requirements can be accommodated to the extent permitted by sector specific rules or under cross sector rules.

Customisation of qualifications with other industry or cross-industry standards

- It is possible, within the Agriculture Industry's flexible packaging arrangements, to incorporate other industry or cross-industry units of competency into Agriculture qualifications.
- Endorsement of the national ITAB (RTCA) is required for any such inclusions.

7 NEW APPRENTICESHIPS

New Apprenticeships, which includes New Traineeships, based on the competency standards are gradually being developed by the industry. (Some older style apprenticeships are still being completed, such as the Farm Worker in Victoria, South Australia and Tasmania, and Dairy in NSW.) In most States and Territories the majority of Traineeships articulate into second or third years of an Apprenticeship and in some cases articulate further into Diplomas. Both the New Traineeships and Apprenticeships will be gradually developed and adopted as the Training Packages become available and entry level training arrangements are able to be based on endorsed national industry competency standards.

Generally Traineeships and Apprenticeships are designed for entry at any level and for full articulation from one level to another. In sectors where lower level qualifications are prerequisites, full RPL procedures apply. There are, therefore, no restrictions on progression from one AQF level to another.

Most Traineeships articulate into Apprenticeships. The latter are progressively becoming formalised with the endorsement of sector standards. Some which do not reflect the new system are being phased out. Some New Apprenticeships already articulate into Diplomas. The sectors already formalising articulation from Traineeships upwards are:

- Dairy
- Pigs
- Poultry
- Cattle feedlots
- Cotton

The adoption of the New Apprenticeships in the Agriculture Industry will reflect the following objectives:

- An expanded National Rural Skills Traineeship allowing for an outcome in each sector covered by the Training Package, and will replace all current related traineeships;
- This traineeship will be established at Levels 1 to 4 and potentially could be available at Levels 5 and 6;

- At each of these levels for each of the sectors included in the Training Package the qualification will be the Certificates/Diplomas in Agriculture;
- The only difference between the New Apprenticeship arrangements and other means of reaching a qualification will be the pathway; and so the traineeship pathway will require the same units of competency to be acquired as those identified in the other Certificates in the Training Package at each AQF level.

Entry level training does not vary from the industry requirements for qualifications. This is one of the main reasons for the flexibility maintained in the packaging.

Training providers supporting a traineeship need to determine the needs of the employer and trainee in combining appropriate units of competency to make up the full qualification. They will also need to negotiate with the employer as to the extent of the on-job and off-job components of the training. It is expected that the mandatory units of competency may be delivered off-the-job by the provider as well as parts of those other units which best

SECTION 2

NATIONAL COMPETENCY STANDARD

➤ GOAT PRODUCTION ◀

SECTION 2 – Competency Standards – Goat Production

CONTENTS

	Page
Background Information	1
Industry Consultation	3
Standards Development	4
Relating Industry Expectations to the Australian Qualifications Framework	7
Industry Employment Levels and Description Related to the AQF Levels	9
The Identification of Units of Competency within the AQF framework	10
Matrix of Units of Competency	12
Gaining a Qualification: Goat Production Industry	14
Key Competencies and the Workplace	16
Occupational Health & Safety (OHS) in the Goat Production Industry	18
Environmental Statement	20

MANDATORY UNITS

RUA AGCORE1 A

Meet employment requirements	c-1
CORE 1.1 Employment conditions identified	
CORE 1.2 Meet workplace employment requirements	

RUA AGCORE2 A

Follow enterprise OHS procedures	c-4
CORE 2.1 Comply with provisions of relevant state OHS legislation	
CORE 2.2 Follow farm procedures for hazard identification and risk control	
CORE 2.3 Render appropriate emergency procedures	
CORE 2.4 Administer first aid	
CORE 2.5 Participate in arrangements for maintaining health and safety of all people in the rural workplace	

RUA AGCORE3 A

Use hazardous substances safely	c-8
CORE 3.1 Handle hazardous substances	
CORE 3.2 Store hazardous substances	
CORE 3.3 Transport hazardous substances	
CORE 3.4 Use hazardous substances	
CORE 3.5 Act in emergency situations with hazardous substances	

RUA AGCORE4 A

Communicate in the workplace	c-11
CORE 4.1	Gather, record and convey data
CORE 4.2	Gather, record and provide information in response to workplace requirements
CORE 4.3	Participate in work groups or teams
CORE 4.4	Participate in workplace meetings
CORE 4.5	Interact with others in the workplace
CORE 4.6	Communicate with the industry network

RUA AGCORE5 A

Act to minimise emergencies	c-14
CORE 5.1	Act to minimise emergency situations
CORE 5.2	Act as instructed in emergencies
CORE 5.3	Implement fire prevention and control on site and in the workshop
CORE 5.4	Deal with gas emergencies

RUA AGCORE6 A

Plan daily work routines	c-16
CORE 6.1	Interpret work schedules
CORE 6.2	Organize materials and equipment
CORE 6.3	Respond to problems as they occur

LEVEL 1**RUA AG1100EO A**

Operate equipment	1-1
1100.1	Operate trailed and mounted equipment
1100.2	Operate stationary equipment
1100.3	Operate independently powered tools

RUA AG1130EM A

Perform routine maintenance	1-5
1130.1	Maintain an efficient workshop and workplace
1130.2	Use hand and power tools
1130.3	Maintain machinery and equipment
1130.4	Maintain structures and surroundings
1130.5	Store equipment

RUA AG2131EM A

Provide support for basic repair of plant and equipment	1-8
2131.1	Locate faults
2131.2	Repair/replace

RUA AG4131EM A

Maintain farm improvements	1-11
4131.1	Regularly assess conditions of farm structures
4131.2	Plan new sheds, buildings and other structures
4131.3	Prepare a site and pour concrete
4131.4	Fabricate structures
4131.5	Dismantle structures
4131.6	Maintain land surrounding farm structures

LEVEL 2**RUA AG2005CH A**

Maintain supplies of chemical and biological agents.....	2-1
2005.1	Transport chemicals and biological agents
2005.2	Store chemicals and biological agents within the workplace
2005.3	Record chemical purchase details

RUA AG2006CH A

Determine chemicals and biological agents	2-4
2006.1	Determine chemicals appropriate to the identified problem
2006.2	Determine chemicals that are consistent with user requirements and capabilities
2006.3	Implement Integrated Pest Management (IPM) strategies

RUA AG2007CH A

Prepare chemicals and biological agents.....	2-8
2007.1	Select appropriate chemical
2007.2	Prepare application requirements
2007.3	Fill application equipment

RUA AG2008CH A

Maintain chemical equipment.....	2-11
2008.1	Check and maintain application equipment for chemical and biological agents
2008.2	Check and maintain personal protection equipment

RUA AG2009CH A

Apply chemicals and biological agents.....	2-14
2009.1	Select application equipment
2009.2	Use personal protective equipment
2009.3	Use application equipment

RUA AG2010CH A

Clean up following application of chemicals and biological agents.....	2-17
2010.1	Empty and clean containers according to label directions
2010.2	Use personal protective equipment

RUA AG2011CH A

Manage a chemical spillage/leakage	2-20
2011.1	Implement correct procedures following a chemical spillage/leakage
2011.2	Use personal protective equipment

RUA AG2012CH A

Notify authorities of chemical spill	2-23
2012.1	Notify authorities of chemical spill

RUA AG2100EO A

Operate ride-on farm vehicles.....	2-26
2100.1	Select machine and attachments appropriate for the job
2100.2	Perform routine maintenance
2100.3	Operate ride-on farm vehicle as transport on farm
2100.4	Muster stock using ride-on farm vehicle
2100.5	Spray farm chemicals using ride-on farm vehicle
2100.6	Transport ride-on farm vehicle on/in another vehicle

RUA AG2101EO A

Operate property vehicles	2-30
2101.1	Carry out routine pre-start checks
2101.2	Carry out routine maintenance
2101.3	Drive property vehicles

RUA AG2102EO A

Operate tractors	2-33
2102.1	Describe factors affecting safe tractor operation
2102.2	Perform routine tractor maintenance
2102.3	Operate tractor(s)

RUA AG2130EM A

Equip a workshop	2-37
2130.1	Determine workshop scope
2130.2	Select workshop requirements
2130.3	Maintain workshop safety

RUA AG2450GT A

Feed livestock	2-40
2450.1	Check bodyweights/livestock condition
2450.2	Provide feed as directed

RUA AG2451GT A

Muster and move goats	2-43
2451.1	Prepare to muster goats
2451.2	Muster goats in a paddock
2451.3	Move goats

RUA AG2452GT A

Handle goats in yards	2-46
2452.1	Prepare yards for goat handling
2452.2	Move goats in yards
2452.3	Draft and sort goats
2452.4	Count goats
2452.5	Treat individual goats
2452.6	Use goat-handling equipment
2452.7	Complete goat-handling operations

RUA AG2453GT A

Monitor does from joining to kidding	2-49
2453.1	Monitor herd health according to health strategy
2453.2	Carry out pregnancy scanning
2453.3	Manage doe nutrition according to nutrition strategy
2453.4	Handle doe mobs prior to kidding

RUA AG2454GT A

Implement kidding process	2-52
2454.1	Determine kidding strategy
2454.2	Arrange staff duties for kidding
2454.3	Monitor kidding progress

RUA AG2455GT A

Carry out kidding duties	2-55
2455.1	Organise equipment and materials for kidding
2455.2	Check does
2455.3	Assist does
2455.4	Report on progress and abnormalities

RUA AG2456GT A

Carry out kid marking duties	2-58
2456.1	Organise equipment, materials and health preparations for marking
2456.2	Prepare for marking
2456.3	Perform marking operations
2456.4	Count does and kids at marking
2456.5	Return stock to paddocks
2456.6	Clean up kid marking site

RUA AG2457GT A

Slaughter goats	2-62
2457.1	Select animals
2457.2	Prepare equipment and facilities
2457.3	Slaughter goats
2457.4	Dress goats
2457.5	Hang goats
2457.6	Dispose of offal
2457.7	Restore killing facilities to clean operational state
2457.8	Cut up carcass
2457.9	Distribute carcass

RUA AG2458GT A

Prepare goats for competitions	2-66
2458.1	Carry out instructions on goat preparation
2458.2	Feed and water goats for showing
2458.3	Monitor goat health
2458.4	Prepare goats for handling
2458.5	Handle goats

RUA AG2459GT A

Milk goats	2-69
2459.1	Prepare for milking
2459.2	Get herd in for milking
2459.3	Milk goats
2459.4	Isolate milk unsuitable for collection
2459.5	Clean and maintain farm dairy equipment
2459.6	Isolate goats for further treatment

RUA AG2522DY A

Carry out basic fencing operations.....	2-72
2522.1	Maintain basic fencing tools
2522.2	Make repairs to farm fences
2522.3	Dismantle an existing wire fence
2522.4	Install sundry electric farm fences

LEVEL 3**RUA AG3021OH A**

Implement and monitor the enterprise OHS program.....	3-1
3021.1	Provide information to farm workers about OHS in the industry and the farm's health and safety procedures
3021.2	Implement and monitor the involvement of workers in maintaining the health and safety of all people in the rural workplace
3021.3	Implement and monitor the farm procedures for identifying OHS hazards, assessing risks and maintaining effective control measures
3021.4	Implement the farm procedures for dealing with emergencies affecting health and safety of people on the rural workplace
3021.5	Administer first aid
3021.6	Implement and monitor the farm procedures for OHS records

RUA AG3130EM A

Manage maintenance	3-5
3130.1 Determine maintenance issues	
3130.2 Schedule resources	
3130.3 Monitor maintenance	

RUA AG3202BM A

Organize human resources	3-8
3202.1 Participate in staff selection	
3202.2 Induct staff	
3202.3 Organize staff programs	
3202.4 Develop teamwork	
3202.5 Supervise staff	
3202.6 Review staff performance	

RUA AG3450GT A

Select livestock for market	3-11
3450.1 Market requirements identified	
3450.2 Select livestock	

RUA AG3451GT A

Arrange transportation	3-14
3451.1 Determine transport requirements	
3451.2 Source carriers	
3451.3 Obtain quotes	
3451.4 Transport plan determined	
3451.5 Comply with legislative requirements on stock transport	
3451.6 Notify recipients and arrange unloading	

RUA AG3452GT A

Load and unload goats/fleece	3-17
3452.1 Check facilities and equipment for sound working conditions	
3452.2 Load goats or fleece	
3452.3 Inform recipient	
3452.4 Unload goats or fleece	
3452.5 Perform appropriate animal health procedures	

RUA AG3453GT A

Implement feeding plans	3-20
3453.1 Monitor body weights and livestock condition	
3453.2 Adjust feeding regime	
3453.3 Purchase supplementary feed	
3453.4 Conserve feed to meet normal or abnormal conditions	

RUA AG3454GT A

Implement goat husbandry practices	3-23
3454.1 Prepare to treat goats	
3454.2 Administer treatment	
3454.3 Return goats to paddock	
3454.4 Clean and store equipment	
3454.5 Monitor effectiveness of treatments	

RUA AG3455GT A

Prepare for kidding	3-26
3455.1 Organise doe nutrition in late pregnancy and kidding	
3455.2 Organize feed supplies for late pregnancy/kidding	
3455.3 Prepare paddocks for kidding	
3455.4 Implement predator control measures	
3455.5 Perform husbandry procedures	

RUA AG3456GT A

Determine kid-marking procedures	3-29
3456.1 Determine husbandry practices at marking	
3456.2 Organise equipment and materials	
3456.3 Determine staffing requirements for marking	
3456.4 Monitor kid marking	

RUA AG3457GT A

Rear kids	3-32
3457.1 Determine plan for rearing kids	
3457.2 Carry out plan for rearing kids using assembled information and available resources	

RUA AG3458GT A

Determine herd health and welfare strategies	3-35
3458.1 Assess potential herd health problems	
3458.2 Devise herd health preventative strategies	
3458.3 Implement a goat health contingency plan	
3458.4 Implement animal health strategies	
3458.5 Apply animal welfare Codes of Practice	
3458.6 Take remedial action	

RUA AG3459GT A

Implement internal parasite control programs	3-38
3459.1 Collect faecal samples for testing	
3459.2 Analyse results	
3459.3 Assemble and check drenching equipment	
3459.4 Determine dose rate	
3459.5 Purchase veterinary supplies	
3459.6 Administer drenches	
3459.7 Clean and store equipment and materials	
3459.8 Return goats to clean paddock	

RUA AG3460GT A

Implement external parasite control programs	3-42
3460.1 Identify external parasites	
3460.2 Determine treatment	
3460.3 Assemble equipment and materials and health preparations	
3460.4 Prepare site for treatment	
3460.5 Treat affected goats	
3460.6 Clean up treatment site	
3460.7 Return goats to paddock	

RUA 3461GT A

Prepare goats for shearing	3-45
3461.1 Crutch goats prior to shearing	
3461.2 Sort goats for shearing	
3461.3 Pen up goats for shearing	
3461.4 Arrange feed supplies for shearing	

RUA AG3462GT A

Prepare facilities for shearing and crutching	3-48
3462.1 Check shearing shed and equipment	
3462.2 Check yards	
3462.3 Arrange for cleaning of shed and yards	
3462.4 Organize shelter	

RUA AG3463GT A

Class goat fibre	3-51
------------------------	------

- 3463.1 Determine clip preparation methods
- 3463.2 Efficient clip preparation implemented
- 3463.3 Class fibre

RUA AG3464GT A

- Carry out post-shearing procedures..... 3-54
 - 3464.1 Check weather conditions
 - 3464.2 Determine goat nutrition and shelter requirements
 - 3464.3 Take appropriate action

RUA AG3465GT A

- Care for working dogs 3-57
 - 3465.1 Type of dog determined
 - 3465.2 Source dogs
 - 3465.3 Implement basic obedience training
 - 3465.4 Training dogs to work goats
 - 3465.5 Determine maintenance needs of dogs

RUA AG3466GT A

- Implement vertebrate pest control programs..... 3-60
 - 3466.1 Assess vertebrate pest control in line with kidding strategy
 - 3466.2 Control vertebrate pests
 - 3466.3 Dispose of pests and control agents

RUA AG3467GT A

- Supervise milking of a goat herd..... 3-63
 - 3467.1 Operate a farm dairy and milking plant
 - 3467.2 Recognize and respond to malfunctions of farm dairy equipment
 - 3467.3 Supervise milking routines
 - 3467.4 Supervise herd recording program
 - 3467.5 Dry-off goats

RUA AG3468GT A

- Monitor weather conditions 3-66
 - 3468.1 Obtain weather information
 - 3468.2 Determine implications of weather information
 - 3468.3 Implement actions in response to changing weather conditions

RUA AG3469GT A

- Establish pastures and crops..... 3-69
 - 3469.1 Prepare paddocks for pasture or crop production
 - 3469.2 Sow pastures or crops
 - 3469.3 Treat pastures or crops

RUA AG3532DY A

- Establish pastures and crops..... 3-72
 - 3532.1 Prepare paddocks for seeding
 - 3532.2 Sow pasture and crops
 - 3532.3 Maintain pasture or crop vigour

RUA AG3533DY A

- Conserve pasture and crops..... 3-75
 - 3533.1 Prepare for fodder conservation
 - 3533.2 Prepare paddocks for fodder conservation
 - 3533.3 Conserve fodder

RUA AG4202BM A

- Deliver and evaluate training (Category 1 Workplace Trainer) 3-78
 - 4202.1 Confirm the need for training
 - 4202.2 Plan and document training session

4202.3	Arrange location and resources
4202.4	Notify trainees
4202.5	Instruct trainees
4202.6	Provide opportunities for practice
4202.7	Confirm trainee has reached required standard of performance
4202.8	Evaluate training session
4202.9	Record training
4200.10	Provide information on training

LEVEL 4

RUA AG4021OH A

Establish and maintain the enterprise OHS program	4-1
4201.1	Establish and maintain farm OHS plans and programs
4201.2	Establish and maintain arrangements to ensure the involvement of all works in the management of OHS
4201.3	Establish and maintain procedures for identifying OHS hazards, assessing risk and maintaining the most appropriate control measures
4201.4	Establish and maintain procedures for dealing with OHS . emergencies on the farm
4201.5	Establish and maintain an OHS safety induction and training program

RUA AG4130EM A

Plan for replacement equipment	4-5
4130.1	Assess options of ownership
4130.2	Assess the life of plant and equipment
4130.3	Select suitable replacement equipment for proposed production
4130.4	Arrange finance

RUA AG4204BM A

Operate within a budget framework	4-8
4204.1	Participate in formulation of budget
4204.2	Supervise financial transactions

RUA AG4205BM A

Budget for farm production	4-10
4205.1	Assess financial resources
4205.2	Assess physical resources
4205.3	Assess personal resources
4205.4	Assess personal drawings
4205.5	Develop budgets
4205.6	Monitor budget

RUA AG4450GT A

Arrange marketing	4-13
4450.1	Determine market specifications and prices
4450.2	Identify sale outlets
4450.3	Select sale methods
4450.4	Prepare goats for market
4450.5	Prepare fleece for market
4450.6	Arrange transportation
4450.7	Sell product
4450.8	Evaluate sales performance

RUA AG4451GT A

Arrange livestock purchases	4-17
4451.1	Determine the purchasing requirements
4451.2	Identify sources of livestock
4451.3	Determine health status
4451.4	Inspect goats for purchase
4451.5	Determine statutory requirements
4451.6	Organise transport
4451.7	Implement health strategy on arrival

RUA AG4452GT A

Develop feeding plans	4-20
4452.1	Assess goat nutrient requirements
4452.2	Determine goat condition and nutritional needs
4452.3	Determine ability of pasture to satisfy goat feed requirements
4452.4	Match feed requirements to feed supply
4452.5	Develop supplementary feeding plans

RUA AG4453GT A

Design goat-handling facilities	4-23
4453.1	Determine requirements for goat handling facilities
4453.2	Develop plans for goat handling facilities

RUA AG4454GT A

Manage natural mating	4-26
4454.1	Prepare paddocks for mating
4454.2	Prepare does for joining
4454.3	Prepare bucks for joining
4454.4	Join bucks to doe herds
4454.5	Monitor breeding activity

RUA AG4455GT A

Manage artificial breeding and embryo-transfer programs	4-29
4455.1	Determine method of artificial breeding
4455.2	Organise physical resources
4455.3	Prepare genetic material
4455.4	Arrange fertilisation/implantation
4455.5	Monitor program

RUA AG4456GT A

Manage shearing and crutching operations	4-32
4456.1	Develop a shearing/crutching plan
4456.2	Implement the shearing plan
4456.3	Count out goats
4456.4	Supervise shearing
4456.5	Monitor livestock and weather conditions
4456.6	Manage health and safety of staff
4456.6	Maintain engines and drive mechanisms

RUA AG4457GT A

Plan to exhibit goats or fleeces	4-35
4457.1 Select goats or fleeces	
4457.2 Determine preparation procedures	
4457.3 Arrange facilities and equipment	
4457.4 Supervise preparations	
4457.5 Present goats or fleeces	

LEVEL 5**RUA AG5450GT A**

Select the type of enterprise	5-1
5450.1 Assess the resources of the property and environment	
5450.2 Assess marketing conditions	
5450.3 Determine the type of enterprise	

RUA AG5451GT A

Develop a marketing plan	5-4
5451.1 Determine business and financial requirements	
5451.2 Obtain and analyze market information	
5451.3 Develop marketing plan	
5451.4 Implement marketing plan	
5451.5 Evaluate the marketing plan	

RUA AG5452GT A

Develop and implement a breeding strategy	5-7
5452.1 Determine breeding objectives	
5452.2 Determine selection criteria	
5453.3 Select does	
5453.4 Select bucks	

RUA AG5453GT A

Develop and implement a pasture and crop management plan	5-10
5453.1 Assess pasture and crop resources	
5453.2 Plan and manage fodder production	
5453.3 Manage fodder use	

RUA AG6200BM A

Manage borrowed funds	5-13
6200.1 Determine the financing needs of the business	
6200.2 Assess all sources of finance	
6200.3 Apply for finance	
6200.4 Manage debt and/or equity finance	

BACKGROUND INFORMATION

Although the Goat Production industry has recently been re-established as a major pastoral activity, goats have been in Australia since arriving with the First Fleet. The Goat industry is now proportionally one of the fastest growing livestock industries in Australia.

From its ad hoc beginnings based largely on a prolific feral population, goat numbers in Australia are now in excess of half a million. This base has not been supported entirely from the feral goat population; for example, the dairy goat industry has been importing stud stock into Australia for many years. From this base the combined meat, dairy, fibre and skin products earn more than \$45 million annually.

Industry profile

There was little interest in the Goat industry until severe slumps in world beef prices during the seventies. Interest continued through the eighties almost exclusively with angoras and, although some early interest was established for cashmere production, it was not until the late eighties that the cashmere industry began to emerge.

The dairy goat industry has always been present to provide a fresh milk supply, especially in remote areas, and to supply the health food/special needs market in urban areas. Industry growth in this sector has also seen considerable expansion due to the interest in specialty cheeses expressed from the 1980's onwards.

A growth industry

Whilst the current contribution to the economy is small compared to other livestock industries, there is significant potential for many property owners. Principal Goat industry products include cashmere, mohair, milk, cheese, meat and skins.

The Goat industry offers a sound diversification stream for many Australian farmers beside their direct income earning capacity. The introduction of goats onto a property extends the ability to control problem weeds such as blackberries, thistles, briars and possibly bracken in high rainfall areas and mulga and hop bush in arid areas.

The benefits are not only in the reduction of labour and chemical costs but also in the potential release of areas previously unavailable to grazing. In fact, goats run in conjunction with existing stocking of sheep or cattle is a useful management tool as goats prefer different grazing species to sheep or cattle.

Goat meat is traditionally consumed throughout the world in the same manner as sheep meat. A specific product developed from milk fed kid goats is marketed to the Italian community in Australia.

The export of live goats is generally to the Middle East and Malaysia with a variety of sex/age and weight specifications. There is a market for green skins, currently sold to Turkey, but some sales are direct to Europe.

Perhaps the longest established commodity is the milk industry, which is largely carried on for the domestic market where product is utilised in cheeses and liquid milk. Because of the relatively small quantities produced marketing, pasteurisation and packaging has, until recently,

not been economically feasible. Some quality assurance programs have been developed but as market demand is in excess of supply for manufacturing, such programs have not been a success.

The actual number of people involved in the Industry is hard to estimate. The fibre census and the export figures provide a guide but goat ownership is not referred to in the census, many people in the Industry are hobby farmers and there are also disincentives for individuals to declare themselves as producers in some States. It is estimated that Australia has something like 900 mohair breeders, 500 cashmere breeders and about 500 dairy goat producers.

Since the decline of the mohair/cashmere market, the numbers in the mohair and cashmere industries have been decreasing fairly rapidly. In contrast, dairy goat numbers, especially in manufacturing areas, are rising rapidly. Dairy products are in great demand for local markets as well as for export, mostly to Asia.

There are also reasonably large industries based around the capture and slaughter of feral goats or the “domestication of feral goats”. In fact, the greater percentage of all goat meat or live goats exported is sourced from the feral goat population. For live export, all feral goats must undergo a 21-day pre-conditioning period to be suitable for export before AUSMEAT Livestock describes them as “Australian goats”.

Additional labour use is also fairly modest in Australia. Generally, producers are small and often employment in the Goat industry has similar or even worse stigmas that those applicable to the Pig Industry in years gone by.

Due to the low numbers of goats in Australia, chemical companies have not registered many chemicals for use in goats even though they are registered for use overseas, eg. in South Africa. Frequently the sheep dose (and sometimes even the manufacturers label instructions for goat doses!) is inadequate for goats.

It is therefore recommended that parasite control programs be drawn up by the advising veterinary surgeon for the specific property.

The Goat industries are a small and relatively new group of industries in Australia but industries with enormous potential for fibre production (which is of a quality unsurpassed throughout the world) and a huge meat production potential with significant latent domestic demand and potential overseas markets for quality product. Demand for dairy products continues to grow, with very large potential for domestic consumption growth, import replacement and export markets.

The Industry challenges are of maintaining quantity and to ensure training, marketing and other infrastructures are available for the industry.

INDUSTRY CONSULTATION

The development of these competencies has been carried out in close co-operation with the principal groups involved in the Goat Industry - overseen by the Goat Industry Council of Australia with Mohair Australia, the Australian Cashmere Growers Association and the Dairy Goat Society collectively representing the varied interests.

The Steering Committee overseeing the original competency development and the upgrade of these competencies was as follows:

Ms Justine Hall, representing the Goat Industry Council of Australia

Ms Gaille Abud, representing the Dairy Goat Society

Mr David Williams, representing Mohair Australia

Ms Bev Foard, representing the Australian Cashmere Growers Association

Ms Nerida Turner, representing the Victorian Farmers Federation Pastoral Group

Mr Bruce McGregor, recognised authority on goats from the Victorian Institute of Animal Science, provided enormous technical input to the project

Through the agency of these individuals, copies of competency standards drafts have been circulated to representatives of the Goat Industry in all States.

Contact has been maintained with the Australian Workers Union as the representative union for the Goat Industry.

STANDARDS DEVELOPMENT

1.1 What are Competency Standards?

Competency Standards are statements of the level of skills, knowledge and attitude expected of people in various positions and roles in the workplace. Competency Standards cover all occupations. For example, in the horticulture industry they would apply to farmhands, seasonal workers, supervisors, owner/operators and managers. They describe what standards of performance are required for each occupation. If everyone working in an industry is employing best practice, then the industry is performing as well as it can.

Competency standards documents do not describe the levels of competence for specific occupations. They describe the progression of competence from the performance of simple tasks to the performance of more complex tasks. Simple tasks constitute the work of members of semi-skilled occupations and more complex tasks describe the work of more qualified and experienced occupations which often include managerial duties as well as responsibilities to apply advanced skills and knowledge.

Competency Standards do not invent new standards of performance or force people to work harder. They provide guidance on how people can work smarter. They express what should be best practice for those working in the industry now and for the future. Competency Standards anticipate change and contain the latest information on new technology and smarter ways of doing things. They assist in technology transfer.

Standards are developed by an industry or organisation through an extensive process that involves identifying the skills, knowledge and attitudes required in the workforce, now and in the future. Competency standards are reviewed on a regular basis to ensure they reflect changes in technologies and work practices. Development and validation of standards involves extensive consultation with stakeholders in an industry.

In summary, standards set the benchmarks for performance. The primary purpose of the National Competency Standards is to guide the design and development of training programs. **In short, competencies describe best practice: training packages developed from competencies teach best practice.**

1.2 How Do I Interpret This Document?

The competencies have been broken down into:

Industry: Agriculture Area of Competency: Generic/Technical/Chemical Sector: (Sector) Production Industry	
Unit of Competency Title	This describes what a person is capable of doing in the workplace. These are very broad statements and describe only the major roles and functions. The unit needs to integrate knowledge, skills and application which must be assessable.
Element of Competency	Performance Criteria
These are the building blocks of the unit of competency. They describe in outcome terms what is done in the workplace within each unit.	This refers to how well and to what level a competent person should perform a specified activity in the workplace.
A. RANGE OF VARIABLES This describes the context and conditions under which competent performance is expected of a person who is carrying out the specific functions in the workplace.	
B. EVIDENCE GUIDE <u>Key Outcomes</u> What is the key workplace outcome to which satisfactory completion of this unit is a major contribution. <u>OHS issues that impact upon the performance of this unit</u> <u>Holistic Outcome</u> What visible evidence as one event would prove that: a) all elements of this unit have been satisfactorily completed b) this unit and the following units have been satisfactorily completed: <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: - The ability to: - How is this knowledge and skills to be assessed.	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with the Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessments</u> This entry will be 'Authorised Registered Training Organisations'. <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> These should be specified, or if there are none, this entry will be: 'There are no licensing requirements for this unit'. <u>Interdependent assessment of units</u> What implications there are from other units for assessment of this unit, such as: a) essential pre-requisites b) suggested combinations of units for reasons of efficiency of assessment, access, etc	

Qualifications of Assessor

This entry will be:

‘Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: “Conduct Assessment in Accordance with an Established Assessment Procedure” and “Plan and Review Assessment”’.

Only qualified assessors engaged by a Registered Training Organisation are able to endorse a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people which complies with the above criteria’.

A further entry may be made here, for example when there is special endorsement of an assessor due to licensing requirements eg Farm Chemicals.

Measures to ensure consistency in assessment

This entry will be:

‘These measures are described in the Assessment Guidelines of the industry-endorsed Trainer’s Guide for the unit’.

Where this unit is assessed

This will indicate the particular environment and/or circumstances required for assessment of the unit, or alternatively this entry will be:

‘Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions’.

Resources required beyond those normally found in a functioning agricultural workplace

This entry will describe any specific resources required for assessment, or alternatively the entry will be:

‘There are no additional resources required for assessment of this unit’.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology

- ◇ Communicating -
- ◇ Collecting and analysing and organising information -
- ◇ Planning and organising activities -
- ◇ Working with teams and others -
- ◇ Using mathematical ideas and techniques -
- ◇ Solving problems -
- ◇ Using technology -

CODING OF UNITS OF COMPETENCY

(complying with the National Training Information System (NTIS))

Example

Training Package	Unit Number	Version	Year of Endorsement
RUA	AG2800GT	A	98

Each Training Package will be identified on the front cover by:

‘Training Package’ eg:- **RUA 98** - being **RU**ral **A**griculture
and ‘Year of Endorsement’ eg - endorsed in **1998**
(eg: **RUA 98** - Qualifications in Agriculture endorsed in 1998)

Each Unit of Competency will be identified by the ‘Training Package’, ‘Unit Number’ and ‘Version’.

Therefore example shown above - **RUA AG2800GT A** is interpreted as:

RUA - **RU**ral **A**griculture Training Package

AG - Agriculture, **2** level (applicable to original sector level), **800** additional identifying numbers,

GT area of activity (**G**oat **P**roduction)

A - Version **A** (ie first version)

RELATING INDUSTRY EXPECTATIONS TO THE AUSTRALIAN QUALIFICATIONS FRAMEWORK

This industry currently has no clearly defined training structure or career path, but employees have tended to be employed in a structure which is in concert with the overall thrust of the AQF level framework and descriptors.

The following table is intended to place the overall duties and expectations of individuals in this industry into context.

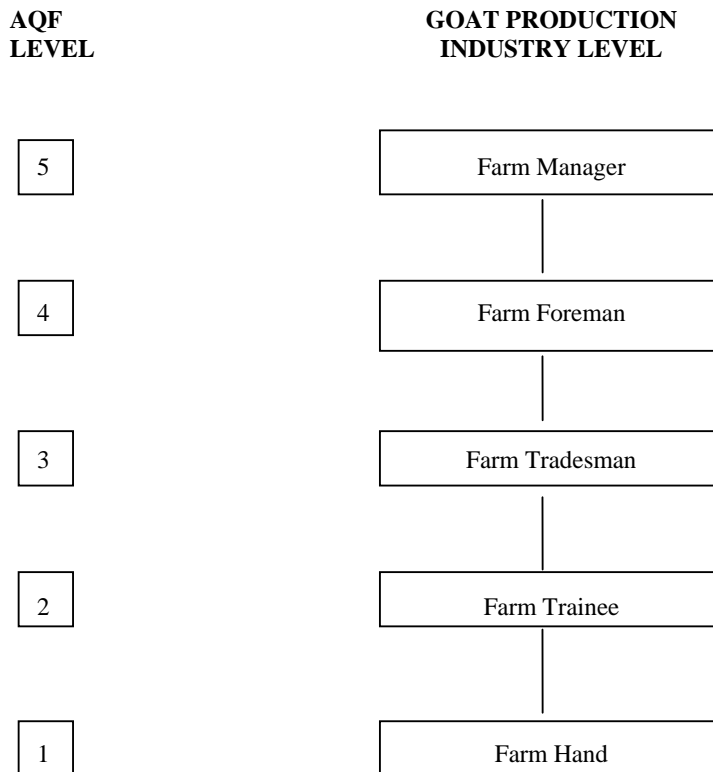
Role	Expectations
AQF LEVEL 1 <ul style="list-style-type: none"> Basic general duties under supervision Appropriate induction to the industry and the routines of the industry 	<ul style="list-style-type: none"> Daily routines Basic husbandry duties Introductory period of employment
<ul style="list-style-type: none"> <i>Work at AQF Level 1 will be under direct supervision with regular checking</i> 	
AQF LEVEL 2 <ul style="list-style-type: none"> Basic tasks under reduced supervision Undertake increased responsibility Supervision of AQF Level 1 employees Have acquired some industry specific skills for one or more production sectors 	<ul style="list-style-type: none"> Limited decision making under supervision, eg. feeding Basic husbandry procedures under supervision Related tasks
<ul style="list-style-type: none"> <i>Progression to AQF Level 2 is achieved when the individual demonstrates that the need for supervision has diminished and they are undertaking the relevant tasks at this level</i> <i>Recognition of prior learning will enable an individual to be able to operate at higher levels</i> <i>Work at AQF Level 2 is likely to be under routine supervision with routine checking</i> 	
AQF LEVEL 3 <ul style="list-style-type: none"> Undertake daily routines without supervision Ability to carry out instructions in the field Limited staff supervision to AQF Level 2 Ability to interpret data 	<ul style="list-style-type: none"> Increased responsibilities for installation and service Specialised industry routines under minimal supervision, eg. health procedures Communication within the industry network, eg. other goat producers and company representatives, etc.
<ul style="list-style-type: none"> <i>Competence at AQF Level 3 is achieved when the individual is able to carry out daily farm routines unsupervised and is beginning to have input into decision making</i> <i>Progression is achieved either by the individuals accessing recognised training from TAFE, company based and on-the-job training or through recognition of prior learning</i> <i>Personnel at AQF level 3 will generally be working without supervision and will need to be keen observers, analyse what they see draw conclusions and act accordingly</i> 	

Role	Expectation
AQF LEVEL 4 <ul style="list-style-type: none"> Completed appropriate training or assessed appropriate experience Supervision of other employees Conduct total farm operation Input to management planning 	<ul style="list-style-type: none"> Staff supervision Make management decisions, eg. weed control program Interpret and analyse data Conduct business operations
<p><i>Individuals will progress to AQF Level 4 on completion of appropriate training, or with suitable recognition of prior learning - having demonstrated the ability to conduct the total farm operation when required</i></p>	
AQF LEVEL 5 <ul style="list-style-type: none"> Undertaking management planning, eg. financial, training and marketing Manager in charge of farm operations Supervision of at least AQF Level 3 staff Agricultural extension roles 	<ul style="list-style-type: none"> Supervision and management of all farm staff Prepare training targets and individual training programs Prepare production targets and plans to implement
<ul style="list-style-type: none"> <i>AQF Level 5 personnel would include the business managers of production operations - usually achieving this through extensive experience and/or by undertaking further formal management training</i> <i>This level and above is differentiated from the lower levels by the individual assuming the responsibility of making the actual management decisions based on information supplied by employees, consultants or other industry personnel</i> 	
AQF LEVEL 6 <ul style="list-style-type: none"> Often owner/operator Manager of a total operation Supervision of AQF Level 4 and above 	<ul style="list-style-type: none"> Operations management Supervision and conduct of total production activity Financial and production control Operations management
<ul style="list-style-type: none"> <i>Progression to AQF Level 6 will be achieved through service and increased responsibility with the company or operation</i> <i>At this level prior learning from outside the industry can be recognised</i> 	

NOT COVERED BY THIS DOCUMENT

INDUSTRY EMPLOYMENT LEVELS AND DESCRIPTION RELATED TO THE AQF LEVELS

The career path in this industry can be delineated:



- The industry employment levels noted here are those that would typically apply across the industry but it must be recognised that, whilst competencies can be achieved through experience, they are generally achieved with a combination of formal training and on the job experience.
- Employees in this industry have the opportunity to advance along a career path as designated above. They also have the opportunity to progress to AQF Level 5 and beyond by achieving additional competencies in specialised areas of farm management and advising areas.
- Entry to the industry will predominantly be at AQF Level 1.

IDENTIFICATION OF GOAT PRODUCTION INDUSTRY UNITS OF COMPETENCY WITHIN THE AUSTRALIAN QUALIFICATIONS FRAMEWORK LEVELS AQF 1 - AQF 5

MANDATORY UNITS

AGCORE1 A	Meet industry requirements	AGCORE4 A	Communicate in the workplace
AGCORE2 A	Follow enterprise OHS procedures	AGCORE5 A	Act to minimise emergencies
AGCORE3 A	Use hazardous substances safely	AGCORE6 A	Plan daily work routine

GOAT PRODUCTION

Unit of Competence RUA	Unit Title	AQF Level 1	AQF Level 2	AQF Level 3	AQF Level 4	AQF Level 5
AG1100EO A	Operate equipment	?				
AG1130EM A	Perform routine maintenance	?				
AG2131EM A	Provide support for basic repair of plant and equipment	?				
AG4131EM A	Maintain farm improvements	?				
AG2005CH A	Maintain supplies of chemical and biological agents		?			
AG2006CH A	Determine chemical and biological agents		?			
AG2007CH A	Prepare chemicals and biological agents		?			
AG2008CH A	Maintain chemical equipment		?			
AG2009CH A	Apply chemicals and biological agents		?			
AG2010CH A	Clean up following application of chemicals and biological agents		?			
AG2011CH A	Manage a chemical spillage/leakage		?			
AG2012CH A	Notify authorities of chemical spill		?			
AG2100EO A	Operate ride-on farm vehicles		?			
AG2101EO A	Operate property vehicles		?			
AG2102EO A	Operate tractors		?			
AG2130EM A	Equip a workshop		?			
AG2450GT A	Feed livestock		?			
AG2451GT A	Muster and move goats		?			
AG2452GT A	Handle goats in yards		?			
AG2453GT A	Monitor does from joining to kidding		?			
AG2454GT A	Implement kidding process		?			
AG2455GT A	Carry out kidding duties		?			
AG2456GT A	Carry out kid marking duties		?			
AG2457GT A	Slaughter goats		?			
AG2458GT A	Prepare goats for competition		?			
AG2459GT A	Milk goats		?			
AG2522DY A	Carry out basic fencing operations		?			
AG3021OH A	Implement and monitor the enterprise OHS program			?		
AG3130EM A	Manage maintenance			?		
AG3202BM A	Organise human resources			?		
AG3450GT A	Select livestock for market			?		
AG3451GT A	Arrange transportation			?		
AG3452GT A	Load and unload goats/fibre			?		

AG3453GT A	Implement feeding plans			?		
AG3454GT A	Implement goat husbandry practices			?		

Unit of Competence RUA	Unit Title	AQF Level 1	AQF Level 2	AQF Level 3	AQF Level 4	AQF Level 5
AG3455GT A	Prepare for kidding			?		
AG3456GT A	Determine kid marking procedures			?		
AG3457GT A	Rear kids			?		
AG3458GT A	Determine herd health and welfare strategies			?		
AG3459GT A	Implement internal parasite control programs			?		
AG3460GT A	Implement external parasite control programs			?		
AG3461GT A	Prepare goats for shearing			?		
AG3462GT A	Prepare facilities for shearing and crutching			?		
AG3463GT A	Class goat fibre			?		
AG3464GT A	Carry out post-shearing procedures			?		
AG3465GT A	Care for working dogs			?		
AG3466GT A	Implement vertebrate pest control programs			?		
AG3467GT A	Supervise milking of a goat herd			?		
AG3468GT A	Monitor weather conditions			?		
AG3469GT A	Establish pastures and crops			?		
AG3532DY A	Establish pastures and crops			?		
AG3533DY A	Conserve pastures and crops			?		
AG4202BM A	Deliver and review training			?		
AG4021OH A	Establish and maintain the enterprise OHS program				?	
AG4130EM A	Plan for replacement equipment				?	
AG4204BM A	Operate within budget framework				?	
AG4205BM A	Budget for farm production				?	
AG4450GT A	Arrange marketing				?	
AG4451GT A	Arrange livestock purchases				?	
AG4452GT A	Develop feeding plans				?	
AG4453GT A	Design goat handling facilities				?	
AG4454GT A	Manage natural mating				?	
AG4455GT A	Manage artificial breeding and embryo-transfer programs				?	
AG4456GT A	Manage shearing and crutching operations				?	
AG4457GT A	Plan to exhibit goats or fleeces				?	
AG5450GT A	Select the type of enterprise					?
AG5451GT A	Develop a marketing plan					?
AG5452GT A	Develop and implement a breeding strategy					?
AG5453GT A	Develop and implement a pasture and crop management plan					?
AG6200BM A	Manage borrowed funds					?

MATRIX OF UNITS OF COMPETENCY			
GOAT PRODUCTION SECTOR			
AQF Level	<i>Generic Goats</i>	Dairy Goats	Fibre Production
1	RUA AG1100EO A Operate equipment RUA AG1130EM A Perform routine maintenance RUA AG2131EM A Provide support for basic repair of plant and equipment RUA AG4131EM A Maintain farm improvements		
2	RUA AG2005CH A Maintain supplies of chemical and biological agents RUA AG2006CH A Determine chemical and biological agents RUA AG2007CH A Prepare chemical and biological agents RUA AG2008CH A Maintain chemical equipment RUA AG2009CH A Apply chemicals and biological agents RUA AG2010CH A Clean up following application of chemicals and biological agents RUA AG2011CH A Manage a chemical spillage/ leakage RUA AG2012CH A Notify authorities of chemical spill RUA AG2100EO A Operate ride-on farm vehicles RUA AG2101EO A Operate property vehicles RUA AG2102EO A Operate tractors RUA AG2130EM A Equip a workshop RUA AG2450GT A Feed livestock RUA AG2451GT A Muster and move goats RUA AG2452GT A Handle goats in yards RUA AG2453GT A Monitor does from joining to kidding RUA AG2454GT A Implement kidding process RUA AG2455GT A Carry out kidding duties RUA AG2456GT A Carry out kid marking duties RUA AG2457GT A Slaughter goats RUA AG2521DY A Carry out basic fencing operations	RUA AG2459GT A Milk goats	RUA AG2458GT A Prepare goats for competitions

AQF Level	<i>Generic Goats</i>	Dairy Goats	Fibre Production
3	RUA AG3021OH A Implement and monitor the enterprise OHS program RUA AG3130EM A Manage maintenance RUA AG3202BM A Organise human resources RUA AG3450GT A Select livestock for market RUA AG3451GT A Arrange transportation RUA AG3452GT A Load and unload goats/fibre RUA AG3453GT A Implement feeding plans RUA AG3454GT A Implement goat husbandry practices RUA AG3455GT A Prepare for kidding RUA AG3456GT A Determine kid marking procedures RUA AG3457GT A Rear kids RUA AG3458GT A Determine herd health and welfare strategies RUA AG3459GT A Implement internal parasite control programs RUA AG3460GT A Implement external parasite control programs RUA AG3465GT A Care for working dogs RUA AG3466GT A Implement vertebrate pest control programs RUA AG3468GT A Monitor weather conditions RUA AG3469GT A Establish pastures and crops RUA AG3532DY A Establish pastures and crops RUA AG3533DY A Conserve pastures and crops RUA AG4202BM A Deliver and review training	RUA AG3467GT A Supervise milking of a goat herd	RUA AG3461GT A Prepare goats for shearing RUA AG3462GT A Prepare facilities for shearing and crutching RUA AG3463GT A Class goat fibre RUA AG3464GT A Carry out post-shearing procedures
4	RUA AG4021OH A Establish and maintain the enterprise OHS program RUA AG4130EM A Plan for replacement equipment RUA AG4204BM A Operate within financial budget framework RUA AG4205BM A Budget for farm production RUA AG4450GT A Arrange marketing RUA AG4451GT A Arrange livestock purchases RUA AG4452GT A Develop feeding plans RUA AG4453GT A Design goat handling facilities RUA AG4454GT A Manage natural mating RUA AG4455GT A Manage artificial breeding and embryo-transfer programs		RUA AG4456GT A Manage shearing and crutching operations RUA AG4457GT A Plan to exhibit goats or fleeces
5	RUA AG5450GT A Select the type of enterprise RUA AG5451GT A Develop a marketing plan RUA AG5452GT A Develop and implement a breeding strategy RUA AG5453GT A Develop and implement a pasture and crop management plan RUA AG6200BM A Manage borrowed funds		

GAINING A QUALIFICATION: GOAT PRODUCTION

A qualification formally recognises the level and range of competency of an individual.

A qualification is constructed around a point score based on achievement of Units of Competency.

The points for each Unit of Competency correspond to its level.

eg. AQF Level 1 Unit of Competency = 1 point
 AQF Level 2 Unit of Competency = 2 points (Except AG2005CH – AG2012CH
 AQF Level 3 Unit of Competency = 3 points = 0.5 points each)
 AQF Level 4 Unit of Competency = 4 points
 AQF Level 5 Unit of Competency = 5 points
 AQF Level 6 Unit of Competency = 6 points

For this industry, units of competency (other than AGCORE 1-6 and AG2005-2012CH) that are aligned to a particular qualification carry a point value equal to the AQF level of that qualification. Units used in other qualifications maintain the points value from their initial alignment. For general qualifications in agriculture, units are valued at the points level indicated by the first numeral in the unit code (refer following examples).

 RUA AG1070PM A – Implement pest control programs (This unit has a value of one point)

 RUA AG4202BM A – Deliver and review training (This unit has a value of four points)

Mandatory units

Six mandatory units are required at the first four levels of qualifications because these competencies are practised at each of these levels of work. The core units that are required as a mandatory part of the Certificates 1 to IV are as follows:

RUA AGCORE1 A	Meet industry requirements
RUA AGCORE2 A	Follow enterprise OHS procedures
RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE4 A	Communicate in the workplace
RUA AGCORE5 A	Act to minimise emergencies
RUA AGCORE6 A	Plan daily work routine

These units are relevant within the Certificate I in Agriculture. For someone who enters the industry at a higher level, competency in these units is needed to be established to complete the requirements for the higher level qualification. For this reason these units are not part of the points system for the Agriculture packaging and qualifications.

In addition three of these mandatory units, which cover occupational health and safety, are required at levels five and six qualifications. These are a mandatory part of the Diploma and Advanced Diploma qualifications and are as follows:

RUA AGCORE2 A	Follow enterprise OHS procedures
RUA AGCORE3 A	Use hazardous substances safely
RUA AGCORE5 A	Act to minimise emergencies

To achieve a qualification in **Agriculture (Goat Production)** the following rules apply:

Certificate I in Agriculture (Goat Production) (RUA 1 05 98)

Total score required = 5 points with

- 6 mandatory Units;
- 4 points from Goat Production Units of Competency at Level 1 or above.
- 1 point for other Rural Units of Competency (at any level)

Certificate II in Agriculture (Goat Production) (RUA 2 05 98)

Total score required = 30 points with

- 6 mandatory Units;
- 24 points from Goat Production Units of Competency at Level 2 or above;
- 6 points from other Rural Units of Competency (any level).

Certificate III in Agriculture (Goat Production) (RUA 3 05 98)

Total score required = 36 points with

- 6 mandatory Units;
- 30 points from Goat Production Units of Competency at Level 3 or above;
- 6 points from other Rural Units of Competency (any level).

Certificate IV in Agriculture (Goat Production) (RUA 4 05 98)

Total score required = 40 points with

- 6 mandatory Units;
- 32 points from Goat Production and Rural Business Management Units of Competency at Level 4 or above;
- 8 points from other Rural Units of Competency (any level).

Diploma in Agriculture (Goat Production) (RUA 5 05 98)

Total score required = 50 points with

- 3 mandatory Units;
- 25 points from Goat Production Units of Competency at Level 5 or above;
- 25 points from other Rural Units of Competency (any level).

To gain a “general” (cross-sector) National Certificate in Agriculture, units from this sector can be combined with units from any other Agriculture or Horticulture sector at the appropriate level.

KEY COMPETENCIES AND THE WORKPLACE

1.0 Language, Literacy and Numeracy

Whilst it is not compulsory, well developed language, literacy and numeracy skills are desirable for anyone working in this industry.

Particularly in areas such as occupational health and safety, farm chemicals or machinery and vehicle operation, individuals who are unable to demonstrate literacy up to the required level should make arrangements to rectify the deficiency. This can either be achieved through bridging language, literacy and numeracy training or through the use of an interpreter to minimise both personal and community danger.

2.0 The relationship of Key Competencies to the Industry Competencies

The seven areas of employment related key competencies are all required as an inherent part of the competencies expressed for the Goat Production Industry. Because they form an integral part of the competencies, they are identified at the end of each unit of competency in table form and a brief resume of how they reflect on that unit is noted.

a) Communicating Ideas and Information

With changes in technology and business pressures currently facing the industry, the need for improved language and communication skills as well as staying in touch with new techniques and technologies is becoming more and more important. This is particularly relevant to communicating within the industry network, to other farmers and professionals such as veterinary surgeons or when basic literacy skills are required such as reading labels and instructions.

b) Collecting, Analysing and Organising Information

Sound observational skills, backed with a broad knowledge of the goat industry, are required on a daily basis for personnel to accurately collect and report information on the livestock in their care.

This may also include collecting information on the dairy herd as well as herd health monitoring which is then accurately recorded and reported for use as the basis for husbandry or management decisions.

c) Planning and Organising Activities

As outlined in (d), activities in this industry are based on teamwork and to be effective, planning and organising of all activities in a structured way is crucial to operations on the farm.

d) Working with Others and in Teams

Teamwork is the basis of work in most rural industry sectors. Not only are participants in this industry increasingly required to interact with a wide range of industry and service personnel but also the close co-operation with other personnel employed on the property is essential.

As in communication, the development of such abilities is crucial to both progression and success in this industry.

It is important that all those entering the industry quickly develop an appreciation of the goat industry and overcome the broad community prejudice that is often apparent.

e) Using Mathematical Ideas and Techniques

Well developed traditional mathematics skills are required in many of the daily routines on rural properties. These range from defining and calculating feeding quantities or drench volumes through to business management.

f) Solving Problems

Because working in this industry involves interaction with live animals, a wide range of problem solving skills are continually required.

The abilities to make decisions based on sound reasoning, and to act resourcefully, are also underlying requirements for competency in this industry.

g) Using Technology

A wide range of technologies are of increasing use in this industry and competence is required in their use - ranging from computers for record keeping, silicone chips for animal identification to a range of equipment used to carry out daily routines on the farm.

Three levels of utilising key competencies are indicated as follows:

- "1" Describes the competence needed to undertake activities efficiently and with sufficient self management to meet the explicit requirements of the activity and to make judgement about quality of outcome against established criteria.
- "2" Describes the competence needed to manage activities requiring the selection, application and integration of a number of elements, and to select from established criteria to judge quality of process and outcome.
- "3" Describes the competence needed to evaluate and reshape processes, to establish and use principles in order to determine appropriate ways of approaching activities, and to establish criteria for judging quality of process and outcome.

OCCUPATIONAL HEALTH AND SAFETY AND THE GOAT PRODUCTION INDUSTRY

“A job performed safely and without risk to health is likely to be the most efficient way of carrying out a work task. In this way, high standards of occupational health and safety (OHS) are linked with increased productivity, efficiency and competitiveness.

Prevention of occupational injury and disease relies on the competence of the Australian workforce to identify OHS risks and control them.”¹

Recent regulatory changes have shifted the emphasis for managing workplace health and safety away from government to the enterprise level.

The goat production industry, along with other rural industries, experiences high rates of work related injury and illness, and consequently increased cost to the industry. Development of OHS skills and knowledge is needed across all levels of the rural workforce from employee to farm owner/manager.

OHS processes

In order to provide a healthy and safe farm workplace, employers and employees must work together to ensure processes are in place to:

- Identify hazards - what hazards are present in the workplace?
- Assess risks - What is the likelihood of, and severity of, injury or disease which may result from identified hazards?
- Control risk - How can the risk be eliminated or minimised?

The most effective approach to control risk involves consideration of the **hierarchy of control**, ranging from the most effective control approaches to the least effective.

1. Eliminate the hazard altogether, looking for alternatives, eg., reducing the need to spray hazardous substances
2. Substitute a less hazardous process for the hazard
3. Design or engineering control to reduce risk
4. Change work practice
5. Use of personal protective clothing or equipment

Control of risk associated with each identified hazard then must consider the range of options, their relative cost effectiveness, and the urgency of risk control requirements.

This process underpins the OHS legislation in each State and the accompanying regulations and/or codes of practice.

(It should also be noted that others share responsibility for OHS on goat farms - including machinery designers and manufacturers, and suppliers of plant and of hazardous substances).

¹ Worksafe Australia - *Occupational health and safety and competency based training - some questions answered.* 1995

Special Goat production industry characteristics

There are a number of special characteristics in the goat production industry, which need to be taken into account. These include:

1. Workers are required to carry out a range of different tasks under different conditions during the course of a typical working day, and between seasons. OHS competencies attained must therefore be applicable to the range of situations confronted by the workforce.
2. Many jobs are undertaken in physical isolation, requiring a higher level of OHS protection and competence for all workers.
3. Some features of the goat property and work processes are not amenable to control, eg. the weather and physical conditions in paddocks, working with animals.
4. Associated pasture and fodder production work generally involves labour with heavy, mobile machinery, adding to OHS risk.
5. Goat handling work may be undertaken under time pressures where prevailing seasonal or climatic conditions may pose threats to completion of key jobs. This places a greater strain on OHS systems to be effective.
6. The goat industry may use a seasonal or contract workforce at certain times - shearing, marking, crutching, etc. The OHS needs of seasonal and contract workers must be taken into account.
7. Some goat farms will slaughter goats for home consumption, with high hand injury rate.
8. The average age of the active farmer workforce, including goat production, is increasing, thereby also adding to OHS risk.
9. The farm family home(s) is generally located on the rural workplace. The safety of such bystanders, particularly children and visitors must be assured.
10. The handling of all livestock, including goats, needs to be managed with care, as animal related injury is common. Injury associated with goat horns is particularly common.

Common OHS hazards in the Goat industry

Agent of Injury	Production Phase						Comment
	Goat Husbandry	Shearing	Pasture cultivation & planting	Hay, silage making & handling	Fencing	Machinery & equipment maintenance	
Vehicles	????		??		??	??	Motorcycles & ATVs Utilities
Mobile plant			????	????	????	??	Tractors & PTO Post hole diggers hay making equipment
Fixed plant		??				??	Shearing equipment Workshop
Hand tools	??	??	??	??	??	??	Vaccination, knives, shearing handpieces Workshop tools
Workshop equipment		??				???	Power tools, grinders Hoists, Welders
Yards, goat handling, dams & other structures	??	??			??		Gates, yards, crushes, fences, dams, windmills Haystacks
Goats	????	????					Bucks Goats
Zoonoses	??	??					Q Fever
Chemicals	??	??	??				Ectoparasite control agents Insecticides and herbicides
Motion/posture	????	????	??		???	??	Manual handling animals, hay, feed, materials, irrigating
Environment	????	??	??	??	??	??	Goats, shed dusts, hay particles Solar radiation
Noise	??	??	???	???	??	???	

? = Hazard assessed as lower risk ???? = Very high risk

ENVIRONMENTAL STATEMENT

Goats produce a natural fibre, which is a renewable resource that has been used by people for centuries to provide warmth, shelter and carpets in their homes. It does not burn easily and is safe in front of open fires where sparks sometimes ignite other materials.

The major impacts of goats on the environment are the effects of hooves on soils that are prone to wind erosion and where there is over grazing of native vegetation in pastoral areas close to watering points. Both can be overcome by management.

The blowfly and other external parasites have been controlled for many years by chemicals, some of which have been in the soil for many years. Residues may also be found in the grease of goat fibre and current efforts in the industry are directed towards eliminating these residues.

The process of harvesting fibre creates no adverse effects on the environment. It uses small quantities of power (electricity, petrol or diesel) synthetic wool packs and few consumables. The main ingredients are skill and hard work.

MANDATORY UNITS

Industry: <i>Rural</i> Area of Competency : Generic: Workplace	
RUA AGCORE1 A Meet industry requirement	
Element of Competency	Performance Criteria
CORE1.1 Employment conditions identified	CORE1.1.1 Employment terms and conditions are accepted. CORE1.1.2 Employment documentation is checked for compliance with accepted terms and conditions. CORE1.1.3 Employment conditions are reviewed to ensure currency is maintained.
CORE1.2 Meet workplace employment requirements	CORE1.2.1 Industry developments are promoted in workplace context to improve quality, productivity and conditions. CORE1.2.2 Work practices comply with codes of practice and workplace expectations. CORE1.2.3 Faults and abnormalities in workplace practices are recognised and actioned to enterprise requirements. CORE1.2.4 Dress and personal requirements comply with workplace standards. CORE1.2.5 Employer's expectations are met through completion of workplace routines and specific instructions.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Sources of information on terms and conditions may include: <ul style="list-style-type: none"> workplace agreements; relevant union bodies; relevant awards; employment contracts; workplace requirements and etiquette Industry developments may include: <ul style="list-style-type: none"> implications of technology changes on employment; industry environment; changes in market conditions Work practices may include: <ul style="list-style-type: none"> husbandry; care of equipment; handling of products; materials and crops; farm operations; country etiquette; duty of care; OHS principles Actions may include reporting; rectifying faults; prevention of damage Enterprise requirements may be provided orally or in writing 	
B. EVIDENCE GUIDE <ul style="list-style-type: none"> It is the expectation from the moment of entry to the workplace that people working in this industry will at all levels display positive work characteristics. They will be expected to demonstrate conscientious work behaviours and work as part of a team. At all times, the work behaviour should be responsible, in accordance with safe working practices and promote a professional image for the industry. Evidence of employment terms and conditions in workplace or simulated environment Documentation may include employee diaries and workplace records covering: <ul style="list-style-type: none"> achievement of workplace requirements; work practices; faults and abnormalities which have been identified <p>Key Outcomes The trainee should be:</p> <ul style="list-style-type: none"> aware of employment conditions able to work under enterprise/award employment conditions 	

Industry: <i>Rural</i> Area of Competency : Generic: Workplace	
RUA AGCORE1 A Meet industry requirements	
B. EVIDENCE GUIDE (continued)	
<p><u>OHS issues that impact upon the performance of this unit</u> OHS issues include the application of agricultural occupational health and safety principles and conformity with relevant legislation and codes of practice in each state and territory, including duties and responsibilities of all parties.</p> <ul style="list-style-type: none"> • This may include: <ul style="list-style-type: none"> - the maintenance and confidentiality of records of accidents, injuries and diseases; records of hazardous substances being used; special information; induction or training related to activities contained within this unit; health and safety representatives and OHS committees in the larger agricultural enterprises • Employee should be aware that risk control should aim to eliminate hazards of any description that may be related to this unit. Otherwise the hierarchy of hazard and risk control in order of most effective to least effective is: <ul style="list-style-type: none"> - change in work practices; use of personal protective clothing and/or equipment • The employee should be made aware of the need for identification and corrective action for hazards pertaining to working in the industry which may include: <ul style="list-style-type: none"> - noise; farm chemicals; venomous animals including snakes and insects; farm dust; solar radiation; electricity; operating machinery on slopes; wind strength and direction when applying farm chemicals; welding hazards; fumes from chemicals; machinery in motion; manual handling, silos <p><u>Holistic Outcome</u> Employee can work effectively under enterprise/award conditions.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A basic working knowledge of: <ul style="list-style-type: none"> - codes of practice; industry awards and conditions; employers expectations; sources of information • The ability to: <ul style="list-style-type: none"> - communicate; use appropriate numeracy and literacy skills efficiently 	
C. ASSESSMENT GUIDE	
<p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO).</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently.</p>	

Industry: Rural Area of Competency : Generic: Workplace	
RUA AGCORE1 A Meet industry requirements (continued)	
C. ASSESSMENT GUIDE (continued)	
<u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment."	
Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	
<u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	
<u>Where the unit is assessed</u> Workplace.	
<u>Resources required beyond those normally found in a functioning agricultural workplace</u> In the workplace the employer must have a copy of the relevant award where applicable, an induction program and any other written materials to meet the employer's obligations under the OHS legislation.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - in the workplace using enterprise terminology relating to work conditions
- ◇ **Collecting, analysing and organising information** - to ensure safety of self and others
- ◇ **Planning and organising activities** - to ensure coordinated work effort
- ◇ **Working with teams and others** - to ensure safety of self and others
- ◇ **Using mathematical ideas and techniques** - at a level appropriate to work requirements
- ◇ **Solving problems** - to ensure smooth operations
- ◇ **Using technology** - current to enterprise operations

Industry: Rural		This unit is intended for employees without managerial or supervisory responsibilities	
Area of Competency : Generic: Safety			
RUA AGCORE2 A Follow enterprise occupational health and safety (OHS) procedures			
Element of Competency		Performance Criteria	
CORE2.1	Comply with provisions of relevant state OHS legislation	CORE2.1.1	Responsibilities prescribed in OHS legislation for employees are carried out.
		CORE2.1.2	Safety training is undertaken as directed.
		CORE2.1.3	Activity is undertaken in such a manner as to ensure that the health and safety of all others on the farm is not put at risk.
CORE2.2	Follow farm procedures for hazard identification and risk control	CORE2.2.1	Hazards in the farm workplace are recognised and reported to the appropriate person.
		CORE2.2.2	Assessment of risk associated with identified hazards is made in accordance with farm procedures.
		CORE2.2.3	Work for which protective clothing or equipment is required is identified and personal protection equipment is used in accordance with farm procedures.
		CORE2.2.4	Basic safety checks are undertaken before operation on all machinery, including tractors and implements, farm vehicles and motorcycles and relevant action taken according to farm procedures.
		CORE2.2.5	Hazards associated with handling of farm chemicals are identified and notified, and risk assessed in accordance with farm procedures.
		CORE2.2.6	Noise hazards are identified and notified, and risk assessed in accordance with farm procedures.
		CORE2.2.7	Manual handling job risks are assessed prior to activity and work carried out according to currently recommended safe practice.
		CORE2.2.8	Hazards associated with handling animals are identified, risk is assessed and work carried out according to current recommended safe practice.
		COER2.2.9	All farm procedures and work instructions for controlling risk are followed in line with instructions.
		CORE2.2.10	Risks to bystanders, particularly children on farms, are recognised and action is taken to reduce risk associated with jobs on farm.
CORE2.3	Render appropriate emergency procedures	CORE2.3.1	Farm procedures are followed for dealing with accidents, fires and other emergencies.
		CORE2.3.2	Location directions are communicated to emergency personnel.
CORE2.4	Administer first aid	CORE2.4.1	Basic First Aid principles are used to preserve life and minimise injury prior to arrival of medical help.
CORE2.5	Participate in arrangements for maintaining health and safety of all people in the rural workplace	CORE2.5.1	Individuals have input into on-going monitoring and reporting on all aspects of farm safety.
		CORE2.5.2	Individuals assist in developing effective solutions to control the level of risk associated with farm jobs.

Industry: Rural Area of Competency : Generic: Safety	This unit is intended for employees without managerial or supervisory responsibilities
RUA AGCORE2 A Follow enterprise occupational health and safety procedures (continued)	
<p>A. RANGE OF VARIABLES</p> <ul style="list-style-type: none"> • This OHS competency involves application of relevant agricultural occupational health and safety principles and conformity with legislation and codes of practice in each state, including duties and responsibilities of all parties under the general duty of care. • The following of established procedures will maximise personal safety and the safety of others on farm. • Responsibilities of employees under OHS legislation and regulations include: <ul style="list-style-type: none"> - to cooperate with the employer/supervisor in any action taken to comply with OHS legislation; to take reasonable care for own health and safety; to accept responsibility for protection of the health and safety of others through avoidance of personal action which puts others at risk. This includes smoking in the workplace, use of substances which modify mood or behaviour, engaging in horseplay, not wilfully interfering with, or misusing anything provided to protect health and safety, not wilfully placing at risk the health or safety of any person in the workplace • Relevant OHS training of employees includes: <ul style="list-style-type: none"> - OHS induction, specific OHS training, safe tractor operation and maintenance, safe farm motorcycle/ATV operation • Others may include: <ul style="list-style-type: none"> - safe farm chemical use • Hazards in the rural workplace include: <ul style="list-style-type: none"> - agricultural plant and machinery operation and maintenance (including chainsaws and powered tools), vehicles including motorcycles, noise, farm chemicals, manual handling, animals, solar radiation, electricity, firearms, waterways • Rural hazards for which protective clothing or equipment is required includes: <ul style="list-style-type: none"> - noise associated with farm plant, machinery and animals, pesticides, dusts, work in the sun, welding, use of grinders • Hazardous manual handling tasks include: <ul style="list-style-type: none"> - moving, lifting, carrying of bags, drums, cartons, animals, bales, shovelling, loading materials, pulling pushing, up-ending materials, chipping weeds, picking fruit, vegetables, shearing sheep, goats • Risks associated with animals include: <ul style="list-style-type: none"> - kicks and crushes associated with stock handling charging, butting, goring by bulls, rams, lifting, moving animals, zoonoses, horse handling, shearing of animals, on farm animal slaughter • Personal Protective Equipment (PPE) may include: <ul style="list-style-type: none"> - ear protection, eye protection, chemical protection, protective clothing, head gear • Risks to bystanders, particularly children, include: <ul style="list-style-type: none"> - drowning in farm waterways, runover and injury associated with farm vehicles and machinery, exposure to farm noise, splash and scalding in farm dairies • Farm workplace procedures will include: <ul style="list-style-type: none"> - hazard policies and procedures, emergency policies and procedures, procedures for use of personal protective clothing and equipment, hazard identification and issue resolution procedures, job procedures and work instructions, reporting procedures, the installation of workplace safety signage • OHS emergencies on rural workplaces include: <ul style="list-style-type: none"> - electrocution, fire, flood, chemical spills, storms and cyclones, gases in confined spaces, gas leaks, serious injury associated with tractors, machines, animals, vehicles, firearms, grain suffocation, • It is recommended that First Aid training be undertaken through registered training provider, eg. Red Cross, St. John 	

Industry: Rural Area of Competency : Generic: Safety	This unit is intended for employees without managerial or supervisory responsibilities
RUA AGCORE2 A Follow enterprise occupational health and safety procedures (continued)	
<p>B. EVIDENCE GUIDE</p> <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Safe completion of work tasks by worker • The safety of all persons on the farm <p><u>OHS that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> • OHS risk management is the basis of this unit. • OHS legislation, relevant regulations and codes of practice in each state <p><u>Holistic Outcome</u></p> <p>OHS risk is minimised in the operation of a farm workplace.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A basic working knowledge of significant hazards in the rural workplace is required • Evidence of a basic understanding of relevant symbols used for rural occupational health and safety is required • The ability to: <ul style="list-style-type: none"> - readily identify hazards, demonstrate a mature approach to the daily application of safe working practices 	
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed ‘Assessment Guidelines’ for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u></p> <p>Authorised Registered Training Organisation (RTO).</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u></p> <p>Demonstrated competence in the elements of this unit is essential to ensure compliance with relevant OHS legislation.</p> <p><u>Interdependent assessment of units</u></p> <p>This unit can be assessed independently.</p> <p><u>Qualifications of Assessor</u></p> <p>Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: “Conduct Assessment in Accordance with an Established Assessment Procedure” and “Plan and Review Assessment.”</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u></p> <p>These measures are described in the Assessment Guidelines of the industry-endorsed Trainer’s Guide for the unit.</p> <p><u>Where the unit is assessed</u></p> <p>Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functioning agricultural workplace</u></p> <p>There are no additional resources required for assessment of this unit.</p>	
Industry: Rural Area of Competency : Generic: Safety	This unit is intended for employees without managerial or supervisory responsibilities

RUA AGCORE2 A Follow enterprise occupational health and safety procedures (continued)

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with other workers and supervisors on the property
- ◇ **Collecting, analysing and organising information** - on hazards on the farm, and implementing relevant farm procedures
- ◇ **Planning and organising activities** - for occupational health and safety procedures
- ◇ **Working with teams and others** - to carry out safe working practices
- ◇ **Using mathematical ideas and techniques** - to calculate costs, evacuation times, etc.
- ◇ **Solving problems** - of accidents or occupational health and safety implementation
- ◇ **Using technology** - to communicate and record

Industry: Rural Area of Competency : Generic: Safety	
RUA AGCORE3 A Use hazardous substances safely	
Element of Competency	Performance Criteria
CORE3.1 Handle hazardous substances	CORE3.1.1 Specific hazardous substance is identified from the label and applicable manufacturer's safety data sheet. CORE3.1.2 Selected hazardous substance is handled in safe containers or packages under instruction from the supervisor or manager
CORE3.2 Store hazardous substances	CORE3.2.1 Storage for hazardous substances is checked for compliance with industry standards in line with instructions. CORE3.2.2 Regular participation in the conduct of safety audits maximising the individual's awareness of safety issues. CORE3.2.3 Required hazardous substances are estimated and industry standard storage conditions established according to instructions.
CORE3.3 Transport hazardous substances	CORE3.3.1 Transport mode and procedures are established in consultation with the manager or supervisor as instructed. CORE3.3.2 Hazardous substances are loaded or decanted into secure containers or packaging in line with work programs. CORE3.3.3 Load is secured or sealed to ensure safety and eliminate spillage according to enterprise policy. CORE3.3.4 Transport of hazardous substances is completed in line with established procedures, and movements recorded according to enterprise policy.
CORE3.4 Use hazardous substances	CORE3.4.1 Personal protective equipment suited to the task is selected and fitted or worn. CORE3.4.2 Selected hazardous substance is removed from storage and used in accordance with the label instructions or workplace requirements. CORE3.4.3 Containers and unused hazardous substances are disposed of in accordance with established workplace procedures.
CORE3.5 Act in emergency situations with hazardous substances	CORE3.5.1 Emergency incidence is notified to appropriate authorities in the workplace. CORE3.5.2 Clear identification of the nature of the emergency is established in consultation with the workplace supervisor. CORE3.5.3 Direction is sought from the supervisor or workplace notices to establish the role of the individual in the emergency
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Hazardous substances may include: <ul style="list-style-type: none"> paints and solvents, welding and LP gases in the workshop, fumigants, fuels and oils, pesticides, weedicides, baits, anhydrous gases, coolants and refrigerants, systemics, animal medicines and treatments, human medicines and treatments, alkaline and caustic substances, acids, detergents & wetting agents, detergent "bombs" Handling and using hazardous substances may include: <ul style="list-style-type: none"> spraying, use of application equipment, decanting liquids, refuelling, transport and cartage, use of industrial gases Suitable or industry standard storage conditions may include: <ul style="list-style-type: none"> security systems, elevated storage, fans and ventilation, drainage systems, separation of incompatible materials, warning signage as required, workplace notices 	

Industry: Rural Area of Competency : Generic: Safety	
RUA AGCORE3 A Use hazardous substances safely	
(continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Enterprise policy may include: <ul style="list-style-type: none"> - protocols for record keeping, provision of personal protective equipment, instructions to personnel, record of governing legislation • Disposal of containers or quantities of left over hazardous substances will be carried out in line with workplace procedures developed from: <ul style="list-style-type: none"> - State or local government regulation relating to hazardous substances, Manufacturers label directions, Farmcare recommendations, Australian Veterinary and Chemical Association (AVCA) recommendations • Emergency situations may include : <ul style="list-style-type: none"> - spilt fuels or other substances, use of incorrect substances, fire, contact with skin or eyes, leaking or damaged containers, explosion, mixing of incompatible materials, contamination of feed or water supplies, container disposal problems 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Hazardous substances are handled in line with instructions and industry standards for safety in the workplace • Hazardous substances are stored in line with established industry standards • Transport of hazardous substances and procedures adopted reflect industry best practice • Hazardous substances are used as required to complete workplace routines • Reaction to emergencies is programmed and safety optimised. <p><u>OHS issues that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe system and procedures for handling, transportation and storage of hazardous substances - safe manual handling systems and procedures - selection, use and maintenance of relevant personal protective clothing and equipment - safe operation and maintenance of farm machinery and equipment • OHS legislation, relevant regulations and codes of practice in each state, including: <ul style="list-style-type: none"> - Occupational Health and Safety Act of the state - Regulations and/or Codes of practice pertaining to Hazardous Substances - Regulations and/or Codes of Practice pertaining to Plant - Regulations and/or Codes of Practice pertaining to S7 Chemicals <p><u>Holistic Outcome</u></p> <p>Hazardous substances are safely and competently used in the rural workplace.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A background working knowledge of: <ul style="list-style-type: none"> - hazardous substances that occur in the rural workplace relevant to the industry sector - drills and protocols dealing with hazardous substance issues - who to contact and who to report to in the workplace about hazardous substance matters - rural mathematics and the basis of rural calculations • The ability to: <ul style="list-style-type: none"> - read and interpret written instructions and hazardous substance labelling - communicate with other workplace personnel - understand and act on verbal instructions - manually or electronically record details of hazardous substance usage or emergency incidence - critically observe and accurately report on safety hazards in the workplace - adopt safe work strategies as an integral part of workplace routines 	

Industry: Rural Area of Competency : Generic: Safety
RUA AGCORE3 A Use hazardous substances safely (continued)
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessments and issuing qualifications</u> Authorised Registered Training Organisation (RTO).</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> The use of hazardous substances may require licensing from State Health or other regulatory authorities.</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainers' Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation, which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functioning agricultural workplace</u> There are no additional resources required for assessment of this unit</p>

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** – with other workplace personnel
- ◇ **Collecting, analysing and organising information** – on usage requirements and detail
- ◇ **Planning and organising activities** – to safely use hazardous substances
- ◇ **Working with teams and others** - to ensure the safe usage of hazardous substances
- ◇ **Using mathematical ideas and techniques** – to calculate volumes and dilutions
- ◇ **Solving problems** – of spillage and safety hazards
- ◇ **Using technology** – to record usage and communicate with other network personnel

Industry: Rural			
Area of Competency : Generic: Workplace			
RUA AGCORE4 A Communicate in the workplace			
Element of Competency		Performance Criteria	
CORE4.1	Gather, record and convey data	CORE4.1.1 CORE4.1.2	Required data sources are identified and accessed. Data is organised in accordance with enterprise requirements.
CORE4.2	Gather, record and provide information in response to workplace requirements	CORE4.2.1 CORE4.2.2 CORE4.2.3 CORE4.2.4	Sources of required information are identified and appropriate contact established. Personal interaction is courteous and inquiries carried out clearly and concisely. Defined workplace procedures for the location and storage of information are utilised. Information is recorded in a complete, accurate and legible manner.
CORE4.3	Participate in work groups or teams	CORE4.3.1 CORE4.3.2	Interaction with workgroups is completed in line with enterprise requirements. Group decisions are read or interpreted and understanding demonstrated through their implementation.
CORE4.4	Participate in workplace meetings	CORE4.4.1 CORE4.4.2	Meeting inputs are consistent with the meeting purpose and established protocols. Meeting outcomes are understood and implemented.
CORE4.5	Interact with others in the workplace	CORE4.5.1 CORE4.5.2 CORE4.5.3 CORE4.5.4 CORE4.5.5 CORE4.5.6	Interaction with others in the workplace is completed in line with enterprise requirements. Contact is initiated when appropriate and interaction is consistent with the needs of the enterprise. The requirements of individuals external to the enterprise are clarified and facilitated as required. Information is conveyed in a clear manner in line with the situation requirements. Industry standards for courtesy and protocol are observed in all workplace interaction. Personal presentation is in line with individual workplace requirements.
CORE4.6	Communicate with the industry network	CORE4.6.1 CORE4.6.2 CORE4.6.3	Regular and positive communication is facilitated with the total range of industry participants. Progressive reports are regularly provided to the property owner or manager. Regular participation in staff meetings ensures that well developed lines of communication are established and maintained
A. RANGE OF VARIABLES <ul style="list-style-type: none">• Data storage may include manual or computer based filing systems• Types of data may include:<ul style="list-style-type: none">- rainfall, messages, enterprise specific data, industry network details• Enterprise requirements for data organisation may include :<ul style="list-style-type: none">- clear and concise organisation, defined procedures for storage, accurate and legible recording• Participation in work teams should include actions which are:<ul style="list-style-type: none">- supportive and efficient, effective and courteous, demonstrate initiative• Interaction with others should at all times be:<ul style="list-style-type: none">- efficient, effective, responsive, courteous and supportive, utilise correct forms of greeting, utilise identification and address as required, present the enterprise in a positive way			

Industry: Rural Area of Competency : Generic: Workplace	
RUA AGCORE4 A Communicate in the workplace (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Compliance with meeting protocols may include : <ul style="list-style-type: none"> observing meeting convention, compliance with meeting decisions, obeying meeting instructions Industry standards for workplace interaction may specify: <ul style="list-style-type: none"> courtesy requirements, discretion, confidentiality, structured follow-up procedures Personal presentation standards in the workplace may include: <ul style="list-style-type: none"> dress requirements for personal safety in the working environment, the wearing or use of personal protective equipment, personal and workplace hygiene and personal presentation for safety, eg the need to cover long hair or jewellery Other contacts of the enterprise may include: <ul style="list-style-type: none"> suppliers, industry bodies, local government, regulatory bodies, trade personnel, training personnel, contractors, advisers Communication may be carried out through: <ul style="list-style-type: none"> face to face communication, telephones, written means, computers, e-mail, facsimile, 2-way radio, mobile phones, attendance at industry forums, paging systems, answering machines Specified data is collected and collated as required Workplace information is accessed from the range of identified contacts and recorded in the enterprise record. Communication is facilitated through interaction with workplace teams Active participation in workplace meetings and activities reinforces the individual's involvement in the communication process. Sound communication strategies are adopted to communicate with other workplace personnel. Communication with the industry network provides linkages with the total range of information sources. 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Specified data is collected and collated as required Workplace information is accessed from the range of identified contacts and recorded in the enterprise record. Communication is facilitated through interaction with workplace teams Active participation in workplace meetings and activities reinforces the individual's involvement in the communication process. Sound communication strategies are adopted to communicate with other workplace personnel. Communication with the industry network provides linkages with the total range of information sources <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Communication skills relate to relevant OHS hazards identification, risk assessment and risk control measures. Requirements include:</p> <ul style="list-style-type: none"> effective communication regarding OHS in the workplace effective communication of roles and responsibilities from management with regard to OHS issues and the induction of new workers communication and participation in matters relating to OHS training communication with other industry participants regarding OHS codes and regulations, and best OHS practice for the industry communication with OHS professionals or instructors communication systems for effective emergency response <p><u>Holistic Outcome</u></p> <p>Communication in and from the workplace is maximised.</p>	

Industry: Rural Area of Competency : Generic: Workplace
RUA AGCORE4 A Communicate in the workplace (continued) B EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A basic working knowledge of: <ul style="list-style-type: none"> - the industry networks, effective communication, different modes of communication, written communication, effective communication in a work team • The ability to: <ul style="list-style-type: none"> - gather record and convey data - gather, record and provide information in response to workplace requirements - participate effectively in work groups or teams - actively participate in workplace meetings - interact with others in the workplace
C ASSESSMENT GUIDE <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessments and issuing qualifications</u> Authorised Registered Training Organisation (RTO).</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no mandatory licensing requirements for this unit .</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment."</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainers' Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functioning agricultural workplace</u> There are no additional resources required for assessment of this unit</p>

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** – with other workplace personnel and the industry network
- ◇ **Collecting, analysing and organising information** – required in the workplace
- ◇ **Planning and organising activities** – of workplace teams
- ◇ **Working with teams and others** - to maximise communication between all personnel
- ◇ **Using mathematical ideas and techniques** – to calculate and record workplace information
- ◇ **Solving problems** – of emergencies or communication breakdown
- ◇ **Using technology** – to communicate and calculate

Industry: Rural Area of Competency : Generic: Safety	
RUA AGCORE5 A Act to minimise emergencies and respond to a variety of situations	
Element of Competency	Performance Criteria
CORE5.1 Act to minimise emergency situations	CORE5.1.1 Appropriate actions are taken to maximise safety and minimise health hazards in the workshop and on site. CORE5.1.2 Machinery handling and actions minimises risks to all personnel. CORE5.1.3 Regular checks of environs are carried out to minimise potential hazards.
CORE5.2 Act as instructed in emergencies	CORE5.2.1 Contingency plans are activated for emergencies in compliance with the relevant legislation. CORE5.2.2 Emergency procedures are carried out as required by established workplace policy.
CORE5.3 Implement fire prevention and control on site and in the workshop	CORE5.3.1 Fire hazards are minimised as specified in workshop and fuelling procedures. CORE5.3.2 Appropriate fire extinguishers and fire fighting plant are used in fire situations and appropriate authority notified according to laid-down procedures. CORE5.3.3 Evacuation procedures are implemented as instructed according to workplace policy.
CORE5.4 Deal with gas emergencies	CORE5.4.1 An acquired knowledge of the properties of industrial gases is demonstrated in the conduct of daily routines. CORE5.4.2 Specific safety procedures for the handling and use of industrial gases are carried out in line with standard industry practice.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> The Performance Criteria 5.4.1 and 5.4.2 for persons in the Cotton Production industry and other industries using anhydrous ammonia are to be specifically related to anhydrous ammonia. Emergency situations that impact upon the operation are: <ul style="list-style-type: none"> fire, fuel spillage, anhydrous ammonia emergencies, chemical spillage Emergency situations can also arise due to a range of trauma situations, eg: <ul style="list-style-type: none"> road accidents, snake bite or poisonings, respiratory or cardiac arrest, electrocution Emergency workplace procedures may include: <ul style="list-style-type: none"> dressing wounds, bandaging, resuscitation, directing emergency crews Industrial gases may include: <ul style="list-style-type: none"> compressed and liquefied fuel gases, oxygen, acetylene, nitrogen, anhydrous ammonia, carbon dioxide 	
B. EVIDENCE GUIDE <p>Key Outcome A basic working knowledge of safety standards and their application in the operation and maintenance of vehicles and equipment is vital in preventing accidents either on site or in the workshop.</p> <p>OHS that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> Regular conduct of safety audits Fitting of safety apparel to personnel Fitting of guards to machinery <p>Holistic Outcome Incidence of emergencies minimised and actual occurrences quickly and efficiently dealt with.</p> <p>Underpinning knowledge and skills</p> <ul style="list-style-type: none"> A basic working knowledge of: <ul style="list-style-type: none"> the provisions of relevant state OH&S legislation the use of safe working practices is paramount in avoiding dangerous situations in the work environment A basic working knowledge of emergency network is crucial in this unit The ability to: <ul style="list-style-type: none"> respond positively to emergencies in line with practised actions. 	

Industry: Rural Area of Competency : Generic: Safety	
RUA AGCORE5 A Act to minimise emergencies and respond to a variety of situations (cont)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO). <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Varying state legislation for Occupational Health and Safety may prescribe additional requirements in this area. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where the unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functioning agricultural workplace</u> Additional resources may be required beyond those normally prescribed by relevant OH&S legislation to overcome specific site or workplace hazards.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - plant operators, landholders and regulatory staff
- ◇ **Collecting, analysing and organising information** and accurately reporting to appropriate authorities
- ◇ **Planning and organising activities** - in line with laid down practice procedures
- ◇ **Working with teams and others** - to minimise the incidence of emergencies
- ◇ **Using mathematical ideas and techniques** - to calculate pulse rates
- ◇ **Solving problems** - establishing solutions to preserve life or counteract emergencies
- ◇ **Using technology** - in particular a respect of telecommunications equipment

Industry: Rural Area of Competency: Generic: Workplace	
RUA AGCORE6 A Plan daily work routines	
Element of Competency	Performance Criteria
CORE6.1 Interpret work schedules	CORE6.1.1 Interpretation is consistent with the schedule and tasks defined. CORE6.1.2 A number of work activities are integrated. CORE6.1.3 Priorities are established consistent with workplace requirements.
CORE6.2 Organise materials and equipment	CORE6.2.1 Availability of materials and equipment is consistent with work schedules and the requirements of the tasks.
CORE6.3 Respond to problems as they occur	CORE6.3.1 Response takes into account commercial responsibilities and constraints. CORE6.3.2 Response maintains a quality outcome, minimises impact on work schedules and reflects accurate knowledge of the products and processes used in the workplace. CORE6.3.3 Response is consistent with workplace priorities and requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> It is not necessary at this level to have a comprehensive knowledge of all products and processes used on the enterprise. Work activities may include: <ul style="list-style-type: none"> daily routines, periodic routines, ad hoc activities 	
B. EVIDENCE GUIDE <u>Key Outcome</u> Competency in planning daily work routines <u>OHS issues that impact upon the performance of this unit</u> The rights and responsibilities of employers and employees under the relevant state and workplace OHS legislation <u>Holistic Outcome</u> Effective and responsive use of time and resources in planning daily work routines <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A basic working knowledge of: <ul style="list-style-type: none"> products and processes used in the workplace (refer to Range of Variables above) The ability to: <ul style="list-style-type: none"> allocate resources and time account for one's decisions reconcile conflicting requirements 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO). <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.	

Industry: Rural Area of Competency: Generic: Workplace
RUA AGCORE6 A Plan daily work routines (continued)
C. ASSESSMENT GUIDE (continued) <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where the unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functioning agricultural workplace</u> The range of resources required for assessment can be provided either in the workplace or a simulated working environment structured in a training situation. <ul style="list-style-type: none"> Resources may include: <ul style="list-style-type: none"> normally occurring workplace resources facilities / resources required for simulations or role plays sample work schedules worksheets diary workplace policies, guidelines and checklists relevant OHS legislation and regulations codes of practice personal protective clothing and equipment

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with supervisor, other farm personnel
- ◇ **Collecting, analysing and organising information** - interpreting work schedules, determining availability of materials and equipment, drawing up daily work routines
- ◇ **Planning and organising activities** - daily work routines
- ◇ **Working with teams and others** - in work teams
- ◇ **Using mathematical ideas and techniques** - scheduling times, estimating quantities of materials required
- ◇ **Solving problems** - prioritising and allocating time for work activities, responding to problems as they occur in daily work routines
- ◇ **Using technology** - to record and communicate

LEVEL

1

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG1100EO A Operate equipment	
Element of Competency	Performance Criteria
1100.1 Operate trailed and mounted equipment	1100.1.1 Trailing and tractor mounted equipment is selected and attached securely and safely to the vehicle or tractor as instructed. 1100.1.2 Selected machinery or equipment is calibrated for designated task. 1100.1.3 Identify hazards to health and safety, assess risk and operation according to enterprise procedures, OHS regulations/codes, operators manual to reduce risk. 1100.1.4 Damage, wear or malfunctions are corrected and/or reported to operational requirements. 1100.1.5 Ensure all safety guards are in place and in good condition, especially PTO stubs and shafts. 1100.1.6 Equipment is cleaned and stored after use to operational requirements.
1100.2 Operate stationery equipment	1100.2.1 Pre-start checks of engines and motors are completed to operational requirements. 1100.2.2 Attached powered equipment is checked for condition and designed operation prior to starting. 1100.2.3 Damage, wear, faults or malfunctions are corrected and/or reported to operational requirements. 1100.2.4 Identify hazards to health and safety, assess risk and operate according to enterprise procedures, OHS regulations/codes, operators manual to reduce risk. 1100.2.5 Ensure all safety guards are in place and in good condition, especially PTO stubs and shafts. 1100.2.6 Equipment is cleaned and stored after use to operational requirements. 1100.2.7 Equipment use is recorded to operational requirements.
1100.3 Operate independently powered tools	1100.3.1 Pre-start checks of power tools completed in line with manufacturers recommendations. 1100.3.2 Manufacturer and workplace safety requirements are followed. 1100.3.3 Unsafe or faulty tools identified and segregated for repair or replacement. 1100.3.4 Identify hazards to health and safety, assess risk and operate according to enterprise procedures, OHS regulations/codes, operators manual to reduce risk.
1100.3 Operate independently powered tools (continued)	1100.3.5 Ensure all safety guards are in place and in good condition, especially PTO stubs and shafts. 1100.3.6 Tools are prepared to use in line with industry standards and manufacturers recommendations. 1100.3.7 Tools and equipment are operated safely and efficiently to workplace requirements. 1100.3.8 Tools are cleaned and stored after use as specified.

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG1100EO A Operate equipment (continued)	
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Trailed or mounted equipment may be mounted on: <ul style="list-style-type: none"> property vehicles, motorbikes, trailers, tractors or other prime movers, trailing equipment may include: <ul style="list-style-type: none"> a range of trailers, livestock feed equipment, fertiliser spreaders, portable silos, field bins, augers, fuel tanks Equipment may include: <ul style="list-style-type: none"> forklifts, hydraulic equipment, hydroplats, chainsaws, stationary engines, pumps, irrigation equipment, excavators, spraying equipment, hedging machines, solar and wind powered equipment, cherry pickers, scissor lifts Preparation of independently powered tools may include: <ul style="list-style-type: none"> sharpening, priming pumps, clearing filters, general cleaning Some equipment may require additional licensing Operating conditions may include on- and off- road conditions which may be smooth, rough, uneven, slippery, boggy, steep or hilly. Tyre pressures are maintained at levels appropriate to operating conditions. Operating methods may include those for turbocharged engines. All storage, maintenance and operation must conform to relevant Occupational Health & Safety legislation. Records may be paper based or use electronic data processing devices. Hazards to health and safety include: <ul style="list-style-type: none"> mechanical hazards of exposed moving parts, noise, fumes, electricity, ergonomic hazards associated with posture and vibration OHS Regulations and Codes include those relating to Plant 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Competency is to be assessed in the critical aspects of: <ul style="list-style-type: none"> tractor and vehicle operations on the farm and appropriate vehicles on public roads in a range of conditions identifying operational faults rectifying minor faults attachment of equipment to vehicles and tractors record and reporting pre-start checks cleaning and storage of vehicles and equipment Operators need to demonstrate the ability not only to operate and maintain equipment but also to be resourceful. This may include the identification and adaption of any available materials as well as welding and using other trade skills to fabricate unavailable parts or simply to keep equipment operating. <p>OHS that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe operation and maintenance of farm machinery and equipment selection, use and maintenance of relevant personal protective clothing and equipment <p>Holistic Outcomes</p> <p>Safe and efficient usage of farm equipment with minimal disturbance to the environment.</p> <p>Interdependent assessment of units</p> <p>Unit assessment will be in conjunction with RUA AG2102EO A <i>Operate tractors</i>.</p>	

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG1100EO A Operate equipment (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - road traffic laws - OH&S procedures for various equipment - enterprise procedures for various equipment - relevant OH&S requirements for storage of materials and equipment • The ability to: <ul style="list-style-type: none"> - obtain required licences and permits - drive vehicles in a range of conditions - demonstrate emergency procedures in the operation of vehicles and equipment 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Some licensing may be required in order to legally operate lifting equipment. <u>Interdependent assessment of units</u> Unit assessment could be in conjunction with RUA AG2102EO A <i>Operate tractors</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Industry:	Rural
Area of Competency :	Generic: Operations
Sector:	Goat Production Industry
RUA AG1100EO A Operate equipment (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administration; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with the property network
- ◇ **Collecting, analysing and organising information** - on equipment usage and requirements
- ◇ **Planning and organising activities** - for property operations
- ◇ **Working with teams and others** - to complete specified works
- ◇ **Using mathematical ideas and techniques** - to calculate volumes, weights and consumptions
- ◇ **Solving problems** - of equipment breakdown and equipment matching
- ◇ **Using technology** - in communication, performance monitoring, etc.

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG1130EM A Perform routine maintenance	
Element of Competency	Performance Criteria
1130.1 Maintain an efficient workshop and workplace	1130.1.1 Workshop and workplace are cleaned and tidied after use. 1130.1.2 Records of tools, spares and equipment use are kept, according to enterprise requirements.
1130.2 Use hand and power tools	1130.2.1 Tools and equipment are used to manufacturer or enterprise specifications. 1130.2.2 Manufacturers and enterprise safety requirements are followed. 1130.2.3 Unsafe or faulty tools are identified and segregated for repair or replacements.
1130.3 Maintain machinery and equipment	1130.3.1 Equipment is maintained to enterprise requirements and to manufacturers instructions. 1130.3.2 Faults or breakdowns rectified, according to enterprise requirements and to manufacturers instructions. 1130.3.3 Records of maintenance and breakdowns are kept to enterprise requirements.
1130.4 Maintain structures and surroundings	1130.4.1 Structures are repaired to enterprise standards. 1130.4.2 Surroundings are maintained, according to enterprise requirements. 1130.4.3 Structural damage and deterioration reported to enterprise requirements.
1130.5 Store equipment	1130.5.1 Equipment is stored to manufacturers and enterprise requirements. 1130.5.2 Equipment is cleaned to enterprise requirements. 1130.5.3 Equipment is operated during storage to manufacturers and enterprise requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Hand and power tool use may be in workshop or on-site environments. • Maintenance processes do not include major overhauls • Routine maintenance may include assisting in the erection of simple property structures. • Structures may include: <ul style="list-style-type: none"> - buildings, water supply systems, roads, tracks, soil conservation works, drainage systems, yards, stock handling structures, fences, silage pits, fodder storages, grain storages and fixed grain elevating equipment • Safety around fuel and chemical storages is maintained 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> • Safe use of hand and power tools • Condition of workshop • Routine maintenance of equipment • Simple repairs to or erection of structures • Storage of equipment in clean working order • Evidence may include enterprise maintenance records and reports, inspection of completed work and safety record. • An awareness of daily work routines including the need to keenly observe and report the need for maintenance and repair 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG1130EM A Perform routine maintenance (continued)	
B. EVIDENCE GUIDE (continued) <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe manual handling systems and procedures • safe operation and maintenance of machinery and equipment, including hydraulics • selection, use and maintenance of relevant personal protective clothing <u>Holistic Outcome</u> Routine maintenance is carried out safely and efficiently to enterprise requirements. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - reporting and recording requirements • The ability to: <ul style="list-style-type: none"> - interpret maps, plans, site drawings and simple technical drawings - weld simple fabrications - construct simple assemblies - observe and report on the condition of structures and equipment 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> The completion of unit RUA AG4131EM A <i>Maintain farm improvements</i> underpins competence in this unit. A number of other Rural Generic Units, in particular RUA AG1100EO A <i>Operate equipment</i> , as well as an adherence to the full range of issues of Occupational Health & Safety (Refer units RUA AGCORE2 A, 3 and 4) impact upon achievement of competency in this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG1130EM A Perform routine maintenance (continued)	
C. ASSESSMENT GUIDE (continued) <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with farm staff and service personnel
- ◇ **Collecting, analysing and organising information** - on machinery use and service requirements
- ◇ **Planning and organising activities** - for routine maintenance
- ◇ **Working with others and in teams** -to safely complete workshop and field activities
- ◇ **Using mathematical ideas and techniques** - to calculate usage and volumes
- ◇ **Solving problems** - of machinery breakdown
- ◇ **Using technology** - to test and calculate

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG2131EM A Provide support for basic repair of plant and equipment	
Element of Competency	Performance Criteria
2131.1 Locate faults	2131.1.1 Faults in mechanical and auto-electrical systems are located using manufacturers and enterprise instructions. 2131.1.2 Economics of component repair or replacement are determined. 2131.1.3 Repair/replacement process is implemented to enterprise procedures. 2131.1.4 Complex faults are identified and reported to enterprise requirements for action by others.
2131.2 Repair/replace	2131.2.1 Faulty components are removed. 2131.2.2 Replacement components obtained according to specifications. 2131.2.3 Replacement components are obtained according to specifications. 2131.2.4 Faulty components are repaired, replaced and/or adjusted.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Repair process includes knowledge of sources of specialist assistance. All work meets enterprise safety and OHS requirements, including residual pesticides, grain dust and flammability of materials. Repair or replacement may include: <ul style="list-style-type: none"> - reassembly, testing, adjustments, any necessary rework Mechanical systems may include: <ul style="list-style-type: none"> - hydraulics, pneumatics, fluid power, drive systems, structural components, bearings Electrical systems may include: <ul style="list-style-type: none"> - electrical components, electronic assemblies Repair encompasses the use of a range of workshop equipment, including hand and power tools, workshop machinery, welders and electrical multimeter. Machinery serviced and maintained may include: <ul style="list-style-type: none"> - tractors, including engines, seeding machines with components such as metering systems, air flow control, blower drives, air system, electronic monitoring system, hydraulic hoses and couplings and engines, boom spray units, harvesters and auxiliary grain handling equipment Work is coordinated with licensed trades required to meet state/local government requirements. 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Removal and replacement/repair of faulty components/assemblies Adjustments described in manufacturers manuals Testing of plant and equipment for correct operation Safe working practices Completion of repair with minimum rework <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe manual handling systems and procedures safe operation and maintenance of machinery and equipment, including hydraulics selection, use and maintenance of relevant personal protective clothing <p>Holistic Outcome Plant and equipment is repaired and maintained in accordance with enterprise policies and instructions.</p>	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG2131EM A Provide support for basic repair of plant and equipment (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - farm machinery - drive systems - mechanical systems and auto-electrics (basic understanding) • The ability to: <ul style="list-style-type: none"> - use hand and power tools and workshop machines - logically disassemble and reassemble plant and equipment 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG1130EM A <i>Perform Routine Maintenance</i> and in accordance with the provisions of units RUA AGCORE2 A, RUA AG3021OH A and RUA AG4021OH A. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Industry:	Rural
Area of Competency :	Generic: Maintenance
Sector:	Goat Production Industry
RUA AG2131EM A Provide support for basic repair of plant and equipment (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with workshop repair staff and other farm staff
- ◇ **Collecting, analysing and organising information** - on plant and equipment usage and parts availability
- ◇ **Planning and organising activities** - for plant and equipment repair
- ◇ **Working with others and in teams** - to efficiently return plant and equipment to use
- ◇ **Using mathematical ideas and techniques** - to calculate volume and torque
- ◇ **Solving problems** - of breakdown
- ◇ **Using technology** - to diagnose or repair

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG4131EM A Maintain farm improvements	
Element of Competency	Performance Criteria
4131.1 Regularly assess conditions of farm structures	4131.1.1 Farm structures are checked for soundness from pests, corrosion and damage by the elements. 4131.1.2 Condition of farm structures is reported and recorded to enterprise requirements.
4131.2 Plan new sheds, buildings and other structures	4131.2.1 New structures are drafted to local government requirements. 4131.2.2 New structures are costed and funds obtained. 4131.2.3 Engineering reports are obtained if necessary to determine foundation and structure dimensions.
4131.3 Prepare a site and pour concrete	4131.3.1 Site is levelled and back filled to plan. 4131.3.2 Trenches for footings, plumbing, power, sewers, storm and mains water are dug and under floor work is completed to plan. 4131.3.3 Boxing is installed to plan. 4131.3.4 Appropriate concrete mixes are prepared and poured to plan. 4131.3.5 Suitable concreting tools and equipment are selected and used to lay and finish concrete.
4131.4 Fabricate structures	4131.4.1 Suitable plant and equipment is selected and operated in workshops and in the field. 4131.4.2 Appropriate metal and wood joining techniques are used. 4131.4.3 Construction follows instructions on plan. 4131.4.4 Construction meets plan dimensions. 4131.4.5 Tools and equipment are used safely.
4131.5 Dismantle structures	4131.5.1 Obsolete structures are dismantled safely. 4131.5.2 Materials not required are disposed of to maintain neat and fire safe area.
4131.6 Maintain land surrounding farm structures	4131.6.1 Farm structures are kept neat, tidy and fire safe.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Farm structures may include: <ul style="list-style-type: none"> buildings, yards, stock handling structures, fences, water supply systems, roads, tracks, soil conservation works, irrigation and drainage channels, silage pits, grain and fodder storage, trellises, shelters and shade cloth, drying racks Work is coordinated with licensed trades required to meet state/local government requirements 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Assessment of condition of structures Planning for new improvements Construction of selection of improvements Maintenance of farm improvements and surrounding areas <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe manual handling systems and procedures safe operation and maintenance of machinery and equipment selection, use and maintenance of relevant personal protective clothing 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG4131EM A Maintain farm improvements (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Farm structures are maintained and improved in accordance with enterprise policies and management instruction. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - local government requirement - drainage requirements around structures • The ability to: <ul style="list-style-type: none"> - use range of workshop, hand and power tools - draw basic plans - read plans - complete range of earthworks to specification - fabrication in wood and steel 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> The completion of unit RUA AG1100EO A <i>Operate equipment</i> (in particular, the use of power tools) underpins competency in this unit. It is important that unit RUA AG1130EM A <i>Perform routine maintenance</i> also involves consideration of the provisions of this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Industry:	Rural
Area of Competency :	Generic: Maintenance
Sector:	Goat Production Industry
RUA AG4131EM A Maintain farm improvements (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with maintenance personnel and farm workers
- ◇ **Collecting, analysing and organising information** - on repair requirements
- ◇ **Planning and organising activities** - on programmed maintenance
- ◇ **Working with others and in teams** - to facilitate maintenance programs
- ◇ **Using mathematical ideas and techniques** - to calculate and measure
- ◇ **Solving problems** - of accelerated depreciation
- ◇ **Using technology** - to repair and maintain
- ◇ **Cultural understanding** - an awareness of community attitudes

LEVEL

2

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2005CH A Maintain supplies of chemical and biological agents	
Element of Competency	Performance Criteria
2005.1 Transport chemicals and biological agents	2005.1.1 Transportation methods prevent damage to or deterioration of containers or their contents and prevent leakage or spillage of chemicals. 2005.1.2 Transportation methods do not allow containers in proximity to people, human or stock food. 2005.1.3 Safe working practices are employed according to enterprise policy and regulation and legislation relevant to the situation are observed.
2005.2 Store chemicals and biological agents within the workplace	2005.2.1 Storage methods are consistent with relevant regulations and legislation. 2005.2.2 Safe working practices are employed according to enterprise policy and regulations and legislation relevant to the situation are observed. 2005.2.3 Store chemicals and biological agents according to label and instructions. 2005.2.4 Storage area and facilities are maintained to statutory or enterprise requirements.
2005.3 Record chemical purchase details	2005.3.1 Records of purchases and storage manifests kept and are consistent with relevant regulations and legislation
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Types of chemicals may include: <ul style="list-style-type: none"> - insecticides, herbicides, fungicides, nematocides, anthelmintics, vaccines, bactericides, rodenticides, algicides, growth regulators, growth promotants, bio-agents, adjuvants Types of transport methods: <ul style="list-style-type: none"> - single compartment vehicles, eg. chemicals are not loaded in the passenger or driver compartment and should be secure from theft. Storage of some biological agents may require refrigerated storage or protection from light. Relevant enterprise OHS policy includes: <ul style="list-style-type: none"> - reporting hazard, risk assessment and/or control measures to supervisor/manager Regulations and legislation relevant to the situation includes: <ul style="list-style-type: none"> - Occupational Health and Safety Act of the state, Regulations and/or Codes or Practice pertaining to Hazardous Substances 	

B. EVIDENCE GUIDE

Key Outcomes

Competency should be judged against all performance criteria, using the following as a guide to evidence:

- actual performance
- work reports and interviews

OHS that impact upon the performance of this unit

- Relevant OHS hazards identification, risk management and risk control measures. These include:
 - safe systems and procedures for handling, transportation and storage of farm chemicals, selection, use and maintenance of relevant personal protective clothing and equipment
- OHS legislation, relevant regulations and codes of practice in each state

Quality Assurance

The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare.

Industry:	Rural
Area of Competency :	Generic: Chemicals
Sector:	Goat Production Industry

RUA AG2005CH A Maintain supplies of chemical and biological agents (continued)

B. EVIDENCE GUIDE (continued)

Holistic Outcome

A person competent in this unit must demonstrate the ability to transport, store and maintain records of chemical details.

Underpinning knowledge and skills

- A knowledge of:
 - the use of chemicals and biological agents, specifically:
 - the requirements and responsibilities in relation to relevant state legislation relating to the transport, use, storage and disposal of agricultural and/or veterinary chemicals (including the recognition of the label as a legal document)
 - the responsibilities of the user of agricultural and/or veterinary chemicals, risks of misuse and liabilities flowing from misuse in terms of the relevant Acts of the Commonwealth and of the particular states and territories (including the variation between states), also specific industry requirements.
 - those agricultural, biological agents and/or veterinary chemicals classified as dangerous goods
 - the requirements and responsibilities in relation to relevant state legislation relating to the correct signage, security and identification of chemical storage areas
 - the requirements and responsibilities in relation to relevant state legislation relating to correct storage facilities and maintenance procedures
- The ability to:
 - carry out stocktakes and maintain orderly records of chemicals and chemical usage

C. ASSESSMENT GUIDE

Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.

Authority managing and conducting assessment, and issuing qualifications

Registered training organisations as authorised by the State Management Boards of Farmcare Australia

Currency of Farm Chemical User Certification

Five years

Special outcomes of assessment for purposes of licensing by a government or other authority

In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act.

Interdependent assessment of units

The rural units RUA AG2005CH A - RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other

Qualifications of Assessor

Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".

Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.

Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia

Industry:	Rural
Area of Competency :	Generic: Chemicals
Sector:	Goat Production Industry

RUA AG2005CH A Maintain supplies of chemical and biological agents (continued)

C. ASSESSMENT GUIDE (continued)***Qualifications available***

Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence.

Measures to ensure consistency in assessment

These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.

Where this unit is assessed

Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.

Resources required beyond those normally found in a functional agricultural workplace

Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating	Collecting	Planning &	Working	Using	Solving	Using
---------------	------------	------------	---------	-------	---------	-------

ideas & information	analysing & organising information	organising activities	with others and in teams	mathematical ideas & techniques	problems	technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with chemical supply companies and transporters
- ◇ **Collecting, analysing and organising information** - of chemical purchases and storage manifests
- ◇ **Planning and organising activities** - by maintaining an efficient storage area
- ◇ **Working with others and in teams** - in organising transport and storage of chemicals
- ◇ **Using mathematical ideas and techniques** - in recording quantities of chemicals
- ◇ **Solving problems** - of predicted chemical usage and requirements needed
- ◇ **Using technology** - computer based recording systems

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2006CH A Determine chemicals and biological agents	
Element of Competency	Performance Criteria
2006.1 Determine chemicals appropriate to the identified problem	2006.1.1 Chemicals determined are consistent with label specifications, with regard to dosage and application rates.
2006.2 Determine chemicals which are consistent with user requirements and capabilities	2006.2.1 Chemicals determined are cost effective and minimise environmental and human impact. Phytotoxicity, compatibility and detrimental impacts to end product are also determined. 2006.2.2 Hazards of available chemicals to health and safety (toxicity levels) are identified, risk assessed and level of OHS risk is taken into account in selecting chemical for use. 2006.2.3 Correct formulation is selected. 2006.2.4 Weather conditions are assessed as suitable for the application of determined chemical. 2006.2.5 Regulations and legislation relevant to the situation are observed.
2006.3 Implement Integrated Pest Management (IPM) strategies	2006.3.1 Beneficial organisms are identified when they occur. 2006.3.2 Pest organisms are identified. 2006.3.3 Levels of pest infestations tolerated by the markets and the IPM program are determined. 2006.3.4 Most effective control strategy is determined consistent with the IPM program. 2006.3.5 Control methods are implemented. 2006.3.6 Control methods are monitored to minimise side effects to crop or environment. 2006.3.7 Effectiveness of control methods are monitored to a standard accepted by the markets and quality assurance program. 2006.3.8 Correct IPM practices are employed as determined by enterprise or local industry standards or code of practice. 2006.3.9 Control measures comply with relevant legislation and industry standards.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Types of formulation may include: <ul style="list-style-type: none"> emulsifiable concentrates, gases, baits, pellets, boluses, vaccines, antibiotics, liquid concentrates, powder, granules, suspension concentrates Control methods may include: <ul style="list-style-type: none"> chemical, mechanical, biological, cultural, hygiene, genetic, quarantine, husbandry Regulations may include: <ul style="list-style-type: none"> industry codes of practice, State and Federal Acts, local government by-laws Biological agents may include: <ul style="list-style-type: none"> viruses, bacteria, fungi, nematodes, lures, pheromones IPM practices may include: <ul style="list-style-type: none"> scouting and monitoring, economic threshold determination, identification of pest and pest life cycles, evaluation of all control options, recognition of beneficial and predatory organisms 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2006CH A Determine chemicals and biological agents (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> • actual performance • work reports and interviews <u>OHS that impact upon the performance of this unit</u> <ul style="list-style-type: none"> • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe systems and procedures for handling, transportation and storage of farm chemicals - safe manual handling systems and procedures - selection, use and maintenance of relevant personal protective clothing and equipment • OHS legislation, relevant regulations and codes of practice in each state <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to determine chemicals and/or biological agents appropriate to their situation and to implement IPM strategies <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - location and significance of information provided on a label of an agricultural or a veterinary chemical container - the sources of specific information with regard to farm chemicals, including the Material Safety Data Sheet, State DPI publications and "Peskem" - the principles of Integrated Pest Management, including understanding of pest threshold levels, incorporating cultural, chemical, mechanical, biological, genetic and quarantine controls - the principles of Integrated Health Management, incorporating hygiene, genetic, quarantine, husbandry, chemical and biological controls. - Veterinary chemicals and animal husbandry practice in regard to: <ul style="list-style-type: none"> - the relevance of animal health records and industry practice in keeping, updating and using recorded information - methods of handling and administering veterinary chemicals to animals - knowledge of types of formulation and modes of action - withholding periods, legal requirements and implications, and industry practice in establishing control procedures - export and/or domestic slaughter intervals as per label directions as they relate to veterinary chemicals and plant protection chemicals applied to pasture • The ability to: <ul style="list-style-type: none"> - utilise pest and weed identification keys - use industry networks to establish suitable chemicals, biological agents and application rates - interpret chemical labels and labelling standards 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2006CH A Determine chemicals and biological agents (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.	

Industry:	Rural
Area of Competency :	Generic: Chemicals
Sector:	Goat Production Industry
RUA AG2006CH A Determine chemicals and biological agents (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with chemical supply companies and consultants
- ◇ **Collecting, analysing and organising information** - from chemical labels and material safety data sheets
- ◇ **Planning and organising activities** - including control methods and monitoring procedures
- ◇ **Working with others and in teams** - at the workplace by determining control practices
- ◇ **Using mathematical ideas and techniques** - in calculating dosage and application rates
- ◇ **Solving problems** - associated with control methods and assessment of weather conditions
- ◇ **Using technology** - computer recording systems

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2007CH A Prepare chemicals and biological agents	
Element of Competency	Performance Criteria
2007.1 Select correct chemical	2007.1.1 Chemical and biological agents selected are as determined or prescribed and are consistent with user requirements.
2007.2 Prepare application requirements	2007.2.1 Mixing procedures comply with label direction, or MSDS instructions, or enterprise policy and/or relevant regulations. 2007.2.2 Compatibility of products and quality of water is determined. 2007.2.3 Calculations comply with label directions.
2007.3 Fill application equipment	2007.3.1 Measurement and decanting of substances complies with label directions and accepted industry or enterprise practice. 2007.3.2 Tools, equipment and personal protection equipment appropriate to the task are selected and used to industry or enterprise standards. 2007.3.3 Safe working practices are employed and regulations and legislation relevant to the situation and mixing site are observed.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Safe working practice may include: <ul style="list-style-type: none"> - identifying hazard levels, handling, mixing and applying chemicals, use and application of protective equipment and clothing, selecting appropriate application conditions, adhering to legal requirements and duty of care, reading and interpreting a chemical list, transport and storage of chemicals, disposal of containers and unwanted chemical • Application equipment may include: <ul style="list-style-type: none"> - any item designed to deliver a known quantity of chemical and consistent with application methods including aerosol, airshear, hydraulic, centrifugal, wick wiping, dipping, injection, oral, backline, jetting, fogging, electrostatic, soil injection, chemigation. • Calculations include: <ul style="list-style-type: none"> - determination from the 'directions of use table' from the label, and then using this information to calculate quantity of chemical needed to fill vat, apply per ha, dose per animal, dilution rate, volume of spray mixture to be delivered by the equipment • Tools and equipment may include: <ul style="list-style-type: none"> - assorted hand tools, measuring jugs and cylinders, scales, syphoning equipment • Personal protective equipment may include: <ul style="list-style-type: none"> - boots, overalls, chemical resistant gloves, aprons, face shields, respirators, hats, self contained breathing apparatus 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2007CH A Prepare chemicals and biological agents (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> • actual performance • equipment is working to requirements and to manufacturers specifications • work reports and interviews <u>OHS that impact upon the performance of this unit</u> <ul style="list-style-type: none"> • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe systems and procedures for mixing and application of farm chemicals - safe manual handling systems and procedures - selection, use and maintenance of relevant personal protective clothing and equipment • OHS legislation, relevant regulations and codes of practice in each state <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to prepare chemicals and biological agents. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the preparation of chemicals and biological agents, specifically: - personal protection equipment and first aid procedures required for the use of agricultural and/or veterinary chemicals - safe handling practices to protect the operator apart from protective clothing - practices required during farm chemical use to protect the environment, including water ways and irrigation drains - paths of entry of poisons into the body and methods of limiting exposure and the relevance of poison schedules as they relate to agricultural and veterinary chemicals • The ability to: <ul style="list-style-type: none"> - safely and competently mix and handle chemicals and biological agents - interpret chemical labels and labelling standards 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act.	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2007CH A Prepare chemicals and biological agents (continued)	
C. ASSESSMENT GUIDE (continued) <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with chemical supply companies and consultants and supervisors
- ◇ **Collecting, analysing and organising information** - from chemical labels and materials safety data sheets
- ◇ **Planning and organising activities** - including control methods and monitoring procedures
- ◇ **Working with others and in teams** - at the workplace
- ◇ **Using mathematical ideas and techniques** - in calculating dosage and application rates
- ◇ **Solving problems** - associated with control methods and assessment of weather conditions
- ◇ **Using technology** - spray equipment and personal protective equipment

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2008CH A Maintain chemical equipment	
Element of Competency	Performance Criteria
2008.1 Check and maintain application equipment for chemical and biological agents	2008.1.1 Application equipment is prepared and adjusted for use appropriate to the situation. 2008.1.2. Damage, wear or malfunctions of equipment are identified and repaired/replaced or reported to the appropriate person. 2008.1.3 Pre and post-operational checks/maintenance on applications equipment are carried out according to operators manual.
2008.2 Check and maintain personal protection equipment	2008.2.1 Personal protective equipment is selected prepared and adjusted for use appropriate to the situation. 2008.2.2 Damage, wear or malfunctions of personal protective equipment is identified and repaired/replaced or reported to the appropriate person. 2008.2.3 Pre and post-operative checks/maintenance on personal protective equipment are carried out according to operators manual.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Equipment checks may include: <ul style="list-style-type: none"> nozzles, hoses, regulators/gauges, respirator cartridges, tractor cabin filters, drench and injection equipment, spray and jetting races, plunge dips and sumps, engines, pumps and filters, protective clothing and equipment Personal protective equipment may include: <ul style="list-style-type: none"> boots, overalls, chemical resistant gloves, aprons, face shields, respirators, hats, self-contained breathing apparatus 	
B. EVIDENCE GUIDE Key Outcome Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> actual performance equipment is working to requirements and to manufacturers specification work reports and interviews OHS that impact upon the performance of this unit <ul style="list-style-type: none"> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe systems and procedures for handling, transportation and storage of farm chemicals safe manual handling systems and procedures selection, use and maintenance of relevant personal protective clothing and equipment safe operation and maintenance of farm machinery and equipment OHS legislation, relevant regulations and codes of practice in each state, including: <ul style="list-style-type: none"> Occupational Health and Safety Act of the state Regulations and/or Codes of Practice pertaining to Hazardous Substances Regulations and/or Codes of Practice pertaining to Plant 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2008CH A Maintain chemical equipment (continued)	
B. EVIDENCE GUIDE (continued) <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to maintain application and personal protective equipment. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the use of chemicals and biological agents, specifically: - personal protection equipment and first aid procedures required for the use of farm chemicals - practices required during agricultural and/or veterinary chemical use to protect the environment, including water ways and irrigation drains - routes of exposure of poisons into the body and methods of limiting exposure and the relevance of poison schedules as they relate to agricultural and veterinary chemicals • The ability to: <ul style="list-style-type: none"> - safely complete prescribed equipment maintenance procedures in line with industry and enterprise standards 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry
RUA AG2008CH A Maintain chemical equipment (continued)
C. ASSESSMENT GUIDE (continued) <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with spray equipment and protective equipment supply companies and consultants
- ◇ **Collecting, analysing and organising information** - from operators manual
- ◇ **Planning and organising activities** - including service and operation manuals
- ◇ **Working with others and in teams** - to complete maintenance programs
- ◇ **Using mathematical ideas and techniques** - by calibrating equipment
- ◇ **Solving problems** - of malfunction or blocked jets
- ◇ **Using technology** - spray equipment and personal protective equipment

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2009CH A Apply chemicals and biological agents	
Element of Competency	Performance Criteria
2009.1 Select application equipment	2009.1.1 Application methods/equipment appropriate to the chemicals/biological agents and situation are selected, adjusted and calibrated to industry or enterprise standards. 2009.1.2 Application methods/equipment comply with label directions, or MSDS instructions, or enterprise policy and/or relevant regulations.
2009.2 Use personal protective equipment	2009.2.1 Tools, equipment and personal protection equipment appropriate to the task are selected, and used as determined by label directions, material safety data sheet and industry or enterprise standards.
2009.3 Use application equipment	2009.3.1 Potential and existing hazards are identified and minimised safely in a manner consistent with accepted industry practices and/or reported to supervisor or an appropriate authority. 2009.3.2 The workplace is maintained to an accepted industry standard and appropriate steps to ensure public safety are selected and used. 2009.3.3 Safe working practices determined by industry or enterprise are employed and regulations and legislation relevant to the situation are observed. 2009.3.4 Application equipment is used to accurately and effectively apply the required dose to the target. 2009.3.5 Application details are recorded in accordance with enterprise policy, legislative requirements and industry practice. 2009.3.6 Weather conditions are assessed as suitable for the application of selected chemical. 2009.3.7 Re-entry, withholding, plant back and restocking periods are observed as determined by label directions.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Application methods may include: <ul style="list-style-type: none"> aerosol, airshear, hydraulic, controlled droplet applicator, wick wiper, dipping, injection, oral, backline, jetting, fogging, electrostatic, soil injection The workplace may include any area at which chemical use is carried out. Re-entry is defined as the minimum period which must elapse from last day of application until first day that person may enter sprayed area without wearing personal protective equipment. Withholding period is defined as the minimum period which must elapse from the last day of application until the first day of either harvest, slaughter or grazing. Plant back is defined as the period which must elapse from the last day of application until the first day that next crop can be planted in that area. Restocking is defined as the minimum period which must elapse from the last day of application until the first day of returning animals to area for grazing. 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2009CH A Apply chemicals and biological agents (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> actual performance equipment is working and operated to requirements and to manufacturers specifications work reports and interviews Written and verbal reporting of chemical application and chemical usage is critical in performance of this competency <u>OHS that impact upon the performance of this unit</u> <ul style="list-style-type: none"> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe systems and procedures for handling, transportation and storage of farm chemicals safe manual handling systems and procedures selection, use and maintenance of relevant personal protective clothing and equipment safe operation and maintenance of farm machinery and equipment OHS legislation, relevant regulations and codes of practice in each state, including: <ul style="list-style-type: none"> Occupational Health and Safety Act of the state Regulations and/or Codes of Practice pertaining to Hazardous Substances Regulations and/or Codes of Practice pertaining to Plant <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to set up and calibrate equipment and apply chemicals using appropriate equipment <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> the application of chemicals and biological agents, specifically: <ul style="list-style-type: none"> personal protection equipment and first aid procedures required for the use of farm chemicals practices required during agricultural and/or veterinary chemical use to protect the environment, including water ways and irrigation drains paths of entry of poisons into the body and methods of limiting exposure and the relevance of poison schedules as they relate to agricultural and veterinary chemicals the first aid procedure to carry out in the event of human poisoning by agricultural and/or veterinary chemicals The ability to: <ul style="list-style-type: none"> safely and competently operate the range of application equipment on the property maintain and clean chemical equipment in line with established industry standards 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2009CH A Apply chemicals and biological agents (continued)	
C. ASSESSMENT GUIDE (continued) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with chemical representatives, consultants and supervisors
- ◇ **Collecting, analysing and organising information** - from chemical labels and material safety data sheets
- ◇ **Planning and organising activities** - of chemical application
- ◇ **Working with others and in teams** - by ensuring re-entry and withholding periods are observed
- ◇ **Using mathematical ideas and techniques** - in calculating dosage and application rates and calibration of equipment
- ◇ **Solving problems** - of mixing and applying
- ◇ **Using technology** - spray equipment, computer based recording systems

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2010CH A Clean up following application of chemicals and biological agents	
Element of Competency	Performance Criteria
2010.1 Empty and clean equipment and containers according to label directions	2010.1.1 Tools, equipment and clean up methods appropriate to chemicals/biological agents are selected and used. 2010.1.2 Methods are consistent with label directions. 2010.1.3 Disposal of containers and unused chemicals/biological agents are consistent with health, safety and environmental legislation, label directions and/or regulations.
2010.2 Use personal protective equipment	2010.2.1 Personal protection equipment appropriate to the task are selected, calibrated and used as determined by label directions, material safety data sheet or industry or enterprise standards. 2010.2.2 Safe working practices are employed and regulations and legislation relevant to the situation are observed.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Safe working practices may include: <ul style="list-style-type: none"> identifying hazard levels, handling, mixing and applying chemicals, use and application of protective equipment and clothing, selecting appropriate application conditions, adhering to legal requirements and duty of care, reading and interpreting a chemical label, transport and storage of chemicals, disposal of containers and unwanted chemicals Methods of clean up may include: <ul style="list-style-type: none"> Decontamination of equipment with washing soda, detergent, etc. triple rinsing of empty containers. 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> actual performance equipment is working to requirements and to manufacturers specifications work reports and interviews Written and verbal reporting of chemical application and chemical usage is critical in performance of this competency. <p><u>OHS that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe systems and procedures for handling, transportation and storage of farm chemicals safe manual handling systems and procedures selection, use and maintenance of relevant personal protective clothing and equipment OHS legislation, relevant regulations and codes of practice in each state, including: <ul style="list-style-type: none"> Occupational Health and Safety Act of the state Regulations and/or Codes of Practice pertaining to Hazardous Substances Regulations and/or Codes of Practice pertaining to Plant 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2010CH A Clean up following application of chemicals and biological agents (continued)	
B. EVIDENCE GUIDE (continued) <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to clean up following the application of chemicals. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the clean up of chemicals and biological agents, specifically: - the requirements and responsibilities in relation to relevant state legislation relating to the transport, use, storage and disposal of agricultural and/or veterinary chemicals (including the recognition of the label as a legal document) • The ability to: <ul style="list-style-type: none"> - calmly and efficiently cope with clean up procedures - work in an environmentally safe manner 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence.	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry
RUA AG2010CH A Clean up following application of chemicals and biological agents (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with chemical suppliers and the property network
- ◇ **Collecting, analysing and organising information** - from chemical labels and materials safety data sheets
- ◇ **Planning and organising activities** - including clean up procedures
- ◇ **Working with others and in teams** - to ensure environmentally safe operations
- ◇ **Using mathematical ideas and techniques** - in calculating quantities of cleaning agents
- ◇ **Solving problems** - of safe and environmentally approved disposal
- ◇ **Using technology** - cleaning equipment, spray equipment

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2011CH A Manage a chemical spillage/ leakage	
Element of Competency	Performance Criteria
2011.1 Implement correct procedures following a chemical spillage/leakage	2011.1.1 Chemical spillage is isolated from stock, vehicles and people as determined by industry or enterprise standards. 2011.1.2 Chemical spill/leak is contained as determined by industry or enterprise standards or regulator authorities. 2011.1.3 Chemical formulation is identified and appropriate decontamination method followed. 2011.1.4 Chemical spill is decontaminated using approved method. 2011.1.5 Chemical is cleaned up and disposed of in approved manner. 2011.1.6 Procedures follow Material Safety Data sheet information. 2011.1.7 Seek advice from appropriate authorities.
2011.2 Use personal protective equipment	2011.2.1 Tools, equipment and personal protection equipment appropriate to the task are selected, calibrated and used as determined by label directions, bacterial safety data sheet or industry or enterprise standards.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Appropriate authorities may include: <ul style="list-style-type: none"> - emergency services, government departments, local government agencies • Types of formulation may include: <ul style="list-style-type: none"> - emulsifiable concentrates, gases, baits, pellets, boluses, vaccines, antibiotics, liquid concentrates, powders, granules, suspension concentrates • Approved methods may include: <ul style="list-style-type: none"> - collection of waste by appropriate authorities • Decontamination methods may include: <ul style="list-style-type: none"> - use of appropriate material to absorb spill, chemical treatment of spill areas, wash down of spill area 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> • Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> - actual performance - equipment is working to requirements and to manufacturers specifications - work reports and interviews • Written and verbal reporting of chemical application and chemical usage is critical in performance of this competency. <p>OHS that impact upon the performance of this unit</p> <ul style="list-style-type: none"> • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe systems and procedures for handling, transportation and storage of farm chemicals - safe manual handling systems and procedures - selection, use and maintenance of relevant personal protective clothing and equipment • OHS legislation, relevant regulations and codes of practice in each state <p>Quality Assurance</p> <p>The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare.</p>	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2011CH A Manage a chemical spillage/ leakage (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to clean up following the application of chemicals. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the requirements and responsibilities in relation to relevant state legislation relating to the transport, use, storage and disposal of agricultural and/or veterinary chemicals. • The ability to: <ul style="list-style-type: none"> - calmly and efficiently deal with problems of spillage/leakage - ensure all safety and environmental considerations re observed 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2011CH A Manage a chemical spillage/ leakage (continued)	
C. ASSESSMENT GUIDE (continued) Where this unit is assessed Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. Resources required beyond those normally found in a functional agricultural workplace Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with staff and others regarding a spill
- ◇ **Collecting, analysing and organising information** - from chemical labels and material safety data sheets
- ◇ **Planning and organising activities** - including spillage, containment and clean up
- ◇ **Working with others and in teams** - in management of a spill
- ◇ **Using mathematical ideas and techniques** - to calculate volumes and dilutions
- ◇ **Solving problems** - associated with spillage management
- ◇ **Using technology** - to clean up spillage and communicate with relevant authorities

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2012CH A Notify authorities of chemical spill	
Element of Competency	Performance Criteria
2012.1 Notify authorities of chemical spill	2012.1.1 Appropriate authorities are notified. 2012.1.2 Spillage extent assessed and appropriate chemical spill/leakage report developed.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Appropriate authorities may include: <ul style="list-style-type: none"> emergency services, government departments, local government agencies, chemical manufacturers 	
B. EVIDENCE GUIDE <u>Key Outcome</u> Competency should be judged against all performance criteria, using the following as a guide to evidence: <ul style="list-style-type: none"> actual performance equipment is working to requirements and to manufacturers specifications work reports and interviews <u>OHS that impact upon the performance of this unit</u> <ul style="list-style-type: none"> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe systems and procedures for handling, transportation and storage of farm chemicals safe manual handling systems and procedures selection, use and maintenance of relevant personal protective clothing and equipment safe operation and maintenance of farm machinery and equipment OHS legislation, relevant regulations and codes of practice in each state, including: <ul style="list-style-type: none"> Occupational Health and Safety Act of the state Regulations and/or Codes of Practice pertaining to Hazardous Substances Regulations and/or Codes of Practice pertaining to Plant <u>Quality Assurance</u> The competencies in this unit may be a requirement for national or state rural quality assurance programs such as Cattlecare or Cropcare. <u>Holistic Outcome</u> A person competent in this unit must demonstrate the ability to notify authorities of a chemical spill. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> the use of chemicals and biological agents, specifically: <ul style="list-style-type: none"> the requirements and responsibilities in relation to relevant state legislation relating to the transport, use, storage and disposal of agricultural and/or veterinary chemicals (including the recognition of the label as a legal document) The ability to: <ul style="list-style-type: none"> calmly and efficiently deal with emergencies operate within all relevant legislative and environmental constraints 	

Industry: Rural Area of Competency : Generic: Chemicals Sector: Goat Production Industry	
RUA AG2012CH A Notify authorities of chemical spill (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Registered training organisations as authorised by the State Management Boards of Farmcare Australia <u>Currency of Farm Chemical User Certification</u> Five years <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> In some states individuals are able to proceed to an examination for a Commercial Operator's Licence under the Agricultural Chemicals Distribution Control Act. <u>Interdependent assessment of units</u> The rural units RUA AG2005CH A to RUA AG2012CH A dealing with the safe use of agricultural chemicals are all interdependent of each other. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. Assessors for this unit are to be licensed by State Management Boards of Farmcare Australia <u>Qualifications available</u> Competence in this unit forms part of the State-awarded Farm Chemicals User Course Certificate (Farmcare), or may lead, through further training to qualifying for the AVCA Chemical Resellers Licence. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Many of the required resources can be provided in a simulated working environment established in a training situation. Training providers can obtain details of National Resource requirements from Farmcare Australia, as developed by the National Sub-Committee of Farmcare.	

Industry:	Rural
Area of Competency :	Generic: Chemicals
Sector:	Goat Production Industry
RUA AG2012CH A Notify authorities of chemical spill (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with authorities
- ◇ **Collecting, analysing and organising information** - on nature of problem
- ◇ **Planning and organising activities** - to comply with legislative requirements
- ◇ **Working with others and in teams** - to ensure all relevant parties notified and in assessment and clean up of spill
- ◇ **Using mathematical ideas and techniques** - to calculate volumes and dilutions
- ◇ **Solving problems** - associated with spillage
- ◇ **Using technology** - to communicate with authorities

Industry: Rural Area of Competency : Generic: Operations Sector: Grain Production	
RUA AG2100EO A Operate ride-on farm vehicles	
Element of Competency	Performance Criteria
2100.1 Select machine and attachments appropriate for the job	2100.1.1 Designated modifications and attachments are used for appropriate jobs on the farm.
2100.2 Perform routine maintenance	2100.2.1 Routine safety checks are performed daily.
	2100.2.2 Regular maintenance requirements completed as specified by the manufacturer.
	2100.2.3 Faults detected are corrected and reported as specified in operating standards.
2100.3 Operate ride-on farm vehicle to perform enterprise requirements	2100.3.1 Operator is suitably attired to ensure safety.
	2100.3.2 Pre-start checks of ride-on farm vehicle and attachments are carried out to manufacturers specifications and in line with established safety practices.
	2100.3.3 Attachments and loads are fitted in accordance to manufacturers specifications and safe practice.
	2100.3.4 Parking procedures are completed in line with safe practice.
2100.4 Transporting ride-on farm vehicle on/in another vehicle	2100.4.1 Suitable transport is selected.
	2100.4.2 Ride-on farm vehicle is safely loaded and unloaded using appropriate facilities.
	2100.4.3 Ride-on farm vehicle is secured and transported according to manufacturer's instructions.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Completion of this competency needs to be carried out on both two (2) and four (4) wheeled vehicles. The development of competency for either two or four wheeled class motor cycles does not reflect competency on any other class of motorcycle. Recording of assessment of competency needs to identify the class of motorcycle for which competency in this unit has been achieved. Ride-on farm vehicles include: <ul style="list-style-type: none"> farm motorcycles: any 2 wheeled motorcycle which is used primarily for farm work, excluding road motorcycles ATV: generally a vehicle with 4 or more wheels, travelling on low pressure tyres, having a seat to be straddled by rider and handlebars for steering control. Whilst there are still some three (3) wheeled ATVs still in use in the rural sector their use is not encouraged on safety grounds. Operating ride-on farm vehicles to enterprise requirements may include: <ul style="list-style-type: none"> mustering, spraying, farm transport, feeding, farm maintenance, towing trailers Attachments may include: <ul style="list-style-type: none"> ATV mounted - saddle pack sprayers, band sprayers, spraymixer, spreaders, winch, gun scabbard, toolbox, first aid kits ATV trailed - boom sprays, trailers, slashers, spreaders motorbike - handlebar protectors, front/rear carrier racks, sump guards, exhaust systems, accessory fuel tank, gun/shovel holsters, row runner, water bottle carriers, 2-way radios, saddlebags, first aid kits Inappropriate use of ride-on farm vehicles may include: <ul style="list-style-type: none"> operating outside manufacturers' specifications regarding load, towing capacity, age guidelines and passengers, operating on steep slopes, operating in flowing or deep water, operating on sealed roads, carrying passengers where no provision is made, around dangerous livestock, operating in confined spaces, attaching modifications outside of manufacturer's specifications Inappropriate jobs for farm motorbikes include: <ul style="list-style-type: none"> carrying large loads, towing, carrying passengers where provisions have not been made Routine daily safety checks include an assessment of: <ul style="list-style-type: none"> tyres and wheels, controls and cables, lights and electrics, oil and fuel, chain/driveshaft, chassis and suspension 	

Industry: Rural Area of Competency : Generic: Operations Sector: Grain Production	
RUA AG2100EO A Operate ride-on farm vehicles (continued)	
<p>A. RANGE OF VARIABLES (continued)</p> <ul style="list-style-type: none"> • Regular maintenance requirements may include checks of: <ul style="list-style-type: none"> - fluid levels, air cleaner, fuel and oil filters, lubrication, steering system, electrical system • “Transport using ride-on farm vehicles” may include transport of: <ul style="list-style-type: none"> - rider, pillion passenger, attachments, tools/equipment/goods, animals • Transport of ride-on farm vehicles may be carried out in: <ul style="list-style-type: none"> - other vehicles, aircraft • Suitable attire for rider may include: <ul style="list-style-type: none"> - helmet, safe footwear, protective clothing suitable for the job, eye protection, gloves • Pre-start checks may include checks of: <ul style="list-style-type: none"> - tyres and wheels, controls and cables, lights and electrics, oil and fuel, chain/drive shaft, chassis and suspension • Operating conditions may include: <ul style="list-style-type: none"> terrains: <ul style="list-style-type: none"> - dry, water courses, varying gradients, broken ground, open/timbered ground, obstacles climatic: <ul style="list-style-type: none"> - rain, wind, dust/flying insects, cold/heat obstacles: <ul style="list-style-type: none"> - rocks, fences, farm debris, day/night • Riding hazards identified may include: <ul style="list-style-type: none"> Environmental, change in terrain, livestock/wildlife, isolation/communication Mechanical - instability, load shift, hitching Operator skills, Personal Protective Equipment, physical limitations, fatigue, speed, visibility, alcohol/drugs • Parking procedures may include: <ul style="list-style-type: none"> - ensuring handbrake is on, turning engine off before dismounting, parking away from hazards, ensuring thoroughfares are kept clear • Alternate transport modes for mustering may include <ul style="list-style-type: none"> - ATV, farm motorbike, farm vehicle, horse, helicopter, walking • Stock for mustering may include: <ul style="list-style-type: none"> - sheep, cattle, horses, goats • Ride-on farm vehicles may be inappropriate for mustering: <ul style="list-style-type: none"> - dangerous animals, in timbered areas, infrequently handled animals • Efficient mustering of stock may include: <ul style="list-style-type: none"> - starting early and working in the cool of the day, preparing the route in advance, anticipating problems, letting the animals move at their own pace, avoiding downhill movements, avoiding narrow areas and sharp turns • Chemical applications made using a ride-on farm vehicle may include: <ul style="list-style-type: none"> - spot spraying, boom spraying, wick spraying • Ride-on farm vehicles may be inappropriate for spraying in certain conditions: <ul style="list-style-type: none"> - wind, steep slopes • Suitable attire for spraying may include: <ul style="list-style-type: none"> - protective clothing (long sleeve shirt and long trousers), gloves, enclosed footwear, eye protection, respirator in accordance with chemical label instructions and safe practice • Procedures for washing equipment may include: <ul style="list-style-type: none"> - cleaning chemical residue from ATV according to manufacturer's instructions • Suitable transport may include: <ul style="list-style-type: none"> - trailer, utility, truck • Loading and unloading may be performed: <ul style="list-style-type: none"> - at a specific loading site/loading ramp, at a mobile loading site, using a block and tackle or lifting method for immobile ride-on farm vehicle • Securing of the ride-on farm vehicle includes: <ul style="list-style-type: none"> - using recommended tie downs, using recommended secure points 	

Industry: Rural Area of Competency : Generic: Operations Sector: Grain Production	
RUA AG2100EO A Operate ride-on farm vehicles (continued)	
B. EVIDENCE GUIDE <u>Key Outcome</u> <ul style="list-style-type: none"> • Suitable ride-on farm vehicle selected for the task • Routine pre-start checks and maintenance carried out in line with operating manual • Ride-on farm vehicles safely operated for a range of property tasks • Ride-on farm vehicles transported safely on trailer, utility or truck as required <u>OHS issues that impact upon the performance of this unit</u> Occupational health and safety considerations may include: <ul style="list-style-type: none"> • modifications outside of manufacturer's specifications • helmet standard • selecting a ride-on farm vehicle appropriate to the worker and job being performed • understanding that age may result in poor vision, slower reaction time, poor hearing • the effect of body vibration • noise to bystanders • danger to bystanders <u>Holistic Outcome</u> Ride-on farm vehicles operated safely <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A basic working knowledge of: <ul style="list-style-type: none"> - safe operating techniques for ride-on farm vehicles - routine maintenance requirements - animal handling techniques adversely affected by noise and speed - relevant licensing and safety requirements laid down under legislation • The ability to: <ul style="list-style-type: none"> - safely ride and operate ride-on farm vehicles in a range of different conditions - carry out regular maintenance and repair routines on ride-on farm vehicles 	

C. ASSESSMENT GUIDE

Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.

Authority managing and conducting assessment, and issuing qualifications

Authorised Registered Training Organisation (RTO).

Special outcomes of assessment for purposes of licensing by a government or other authority

Relevant licensing may be required for vehicle operation on roads or public reserves.

Interdependent assessment of units

This unit can be assessed independently.

Qualifications of Assessor

Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".

Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.

Industry: Rural Area of Competency : Generic: Operations Sector: Grain Production	
RUA AG2100EO A Operate ride-on farm vehicles (continued)	
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where the unit is assessed</u> Competence is best assessed in the workplace under normal working conditions. Sophisticated simulated exercises may be undertaken as a part of a training situation. <u>Resources required beyond those normally found in a functioning agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with the property network
- ◇ **Collecting, analysing and organising information** - on ride-on farm vehicle operation and maintenance
- ◇ **Planning and organising activities** - of farm operations
- ◇ **Working with teams and others** - to complete mustering and similar tasks
- ◇ **Using mathematical ideas and techniques** - to calculate loads, mileage, etc.
- ◇ **Solving problems** - of breakdown and difficult work conditions
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2101EO A Operate property vehicles	
Element of Competency	Performance Criteria
2101.1 Carry out routine pre- start checks	2101.1.1 Pre-start checks of vehicle systems are carried out to manufacturers specifications and legislative requirements. 2101.1.2 Loads are secured to operation and legislative requirements. 2101.1.3 Cabin drills executed in line with operational instructions.
2101.2 Carry out routine maintenance	2101.2.1 Faults or malfunctions are corrected and/or reported according to enterprise requirements. 2101.2.2 Vehicles are routinely cleaned and stored after use to enterprise requirements. 2101.2.3 Vehicle use is recorded to operational standards. 2101.2.4 Safety restraints provided are worn at all times while driving.
2101.3 Drive property vehicles	2101.3.1 Vehicles are driven on- and off-road to legislative requirements. 2101.3.2 Emergency operating situations are recognised, counteracted as they arise, and minimised with the use of safe and defensive driving practices. 2101.3.3 Licences and permits are obtained as required. 2101.3.4 Vehicles are shut down and parked to operational requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Vehicles may include: <ul style="list-style-type: none"> - cars, utilities, 4-wheel drives, light trucks, heavy trucks, articulated vehicles Driving conditions may include on-and off-road conditions which are: <ul style="list-style-type: none"> - smooth, rough, slippery, boggy or hilly, with light, medium and heavy loads (Refer to manufacturers operational manuals) Checks and service of systems include: <ul style="list-style-type: none"> - fuel, water, oils, battery levels, tyres, fan belts, leads, lines, connections, air cleaners, air conditioning, brakes, clutch, electrical, engine lubrication, hydraulics, steering, lighting, transmission, wheels and tyres, cooling all in accordance with the manufacturers specifications All procedures, especially those dealing with vehicles, must comply with relevant OHS provisions, their regulations and codes of practice The correction of faults or malfunctions may include tyre changing. Vehicle usage records may include: <ul style="list-style-type: none"> - log books, service records 	

B. EVIDENCE GUIDE**Key Outcomes**

Competence will be judged against the performance criteria within the parameters of the Range of Variables using the following as evidence:

- the importance of local conditions and factors
- driving several vehicles under differing conditions and various loads
- completion of routine checks and service
- a sound understanding of the workplace and its policies on vehicle usage

OHS issues that impact upon the performance of this unit

Relevant OHS hazards identification, risk assessment and risk control measures. These include:

- safe operation and maintenance of farm vehicles
- safety of all people on farms including bystanders and children

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2101EO A Operate property vehicles (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Vehicles are driven safely with due regard to the vehicles, the property, the livestock and the safety of all personnel. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • The provisions of the Workplace Health and Safety Acts, their regulations and codes of practice. • In order to accept increased responsibility or carry heavy loads, additional licence endorsements may be required. • Particular state or territory regulations relating to operations. • Operators require a range of acquired safety and survival skills, as well as the ability to acquire appropriate licences. • Vehicle driving is performed with the absolute minimum of damage to vehicles, equipment and structures. • Match the vehicles to the expected performance. • A knowledge of: <ul style="list-style-type: none"> - road traffic laws - OHS procedures for various equipment - enterprise procedures for various equipment - relevant OHS requirements for storage of materials and equipment • The ability to: <ul style="list-style-type: none"> - obtain required licences and permits - drive vehicles in a range of conditions - demonstrate emergency procedures in the operation of vehicles and equipment 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2101EO A Operate property vehicles (continued)	
C. ASSESSMENT GUIDE (continued) Where this unit is assessed Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. Resources required beyond those normally found in a functional agricultural workplace While competence in the operation of a wide range of property vehicles is desirable, the ability to efficiently operate the specific range of vehicles applicable to a particular workplace is required.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	1	2	1	1

- ◇ **Communicating** - with service agencies and vehicle owners
- ◇ **Collecting, analysing and organising information** - on vehicle usage, service and repairs
- ◇ **Planning and organising activities** - for routine maintenance and repair
- ◇ **Working with teams and others** - to complete specified works
- ◇ **Using mathematical ideas and techniques** - to calculate volumes and distances
- ◇ **Solving problems** - of breakdown and adverse operating conditions
- ◇ **Using technology** - to measure, record and communicate

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2102EO A Operate tractors	
Element of Competency	Performance Criteria
2102.1 Describe factors affecting safe tractor operation	2102.1.1 Mechanical hazards associated with safe tractor operation are identified and relevant risk control measures are described. 2102.1.2 Environmental hazards associated with safe tractor operation are identified and relevant risk control measures described. 2102.1.3 Operator factors associated with safe tractor operation are identified and relevant risk control measures are described.
2102.2 Perform routine tractor maintenance	2102.2.1 Routine safety checks are carried out in line with industry standards. 2102.2.2 Routine daily service requirements are completed as specified by the manufacturer. 2102.2.3 Faults detected are corrected and reported as specified in operating standards.
2102.3 Operate tractor(s)	2102.3.1 Pre-start checks of tractor and equipment are carried out to manufacturers specifications and legislative requirements. 2102.3.2 Selected implements are securely attached and set for required operation. 2102.3.3 Licenses and permits are obtained as required. 2102.3.4 The tractor is driven in a safe and controlled manner relative to the operating conditions without damage to the tractor attachments or property. 2102.3.5 Emergency road and contract working situations are recognised, counteracted as they arise and minimised with the use of safe and defensive work practices. 2102.3.6 Defined shut down procedures are completed in line with operational requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Tractors include: <ul style="list-style-type: none"> - 2 wheel drive, 4 wheel drive, front wheel assist, articulated tractors including scrapers, track or crawler driven • Mechanical hazards associated with tractor safety include: <ul style="list-style-type: none"> - tractor stability factors resulting in: <ul style="list-style-type: none"> - sideways rollover, rearward rollover, PTO hazards, mounting/dismounting hazards resulting in tractor runover, noise, vibration, ergonomic factors • Environmental hazards include: <ul style="list-style-type: none"> - broken ground, including cultivation, hidden objects, gullies, washouts, creek beds, sloping ground, weather related conditions - wet, cold heat • Operator factors include: <ul style="list-style-type: none"> - risk taking behaviour, physical/developmental limitations, clothing, taking passengers, fatigue • Routine daily safety checks may include an assessment of: <ul style="list-style-type: none"> - mechanical hazards, belts, gauges, chains and drives, power take-off equipment and guards, lighting, roll over protection, spark arresters and fire safety, braking systems, hydraulic systems • Routine daily service requirements may include checks in line with manufacturers specifications of: <ul style="list-style-type: none"> - fluid levels, tyre conditions and pressures, track pins and rollers, belt replacements, hydraulic hoses and couplings, air cleaners, fuel and oil filters, lubrication, steering systems 	

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2102EO A Operate tractors (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Steering systems may include: <ul style="list-style-type: none"> conventional front wheel steering, articulated tractors, skid steer Operating conditions may include a variety of terrain in both on- and off-road conditions which may be: <ul style="list-style-type: none"> smooth, rough, slippery, boggy, hilly with light, medium and heavy loads/draughts Tractors may be set up and operated for: <ul style="list-style-type: none"> blade, belt pulley, drawbar, front end loader, power take off, remote hydraulics, linkage mounted equipment Tractor shutdown procedures may include: <ul style="list-style-type: none"> refuelling after work, ensuring all hydraulic equipment is lowered to a "safe" position, completing appropriate records Operational standards may include: <ul style="list-style-type: none"> pre-operational checks, standards of operation, storage and usage of fuels and lubricants, safeguards, reporting routines 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> The correct mounting of implements, safe hitch points for towing and responsible operation of machinery are critical for operator safety in the rural environment. The safe operation of machinery including tractors requires appropriate clothing that will not risk being caught in power take-offs, drives or gear levers. Competence will be judged against the performance criteria within the parameters of the Range of Variables using the following as evidence: <ul style="list-style-type: none"> the importance of local conditions and factors driving under a variety of conditions tractors are set up and operated routine checks and service of systems Workplace policy on tractor usage Operators need to demonstrate not only an ability to operate and maintain tractors but also an ability to be resourceful. This may include the identification and adaptation of any available materials, the ability to weld or fabricate unavailable parts, or simply keeping equipment operating. <p><u>OHS that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> Safe working and operating practices are required at all times. Workcover certificates may be required for the operation of hydraulic lifting equipment or any equipment worked above head height. <p><u>Holistic Outcomes</u></p> <p>Safe and efficient operation of farm tractors</p>	

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2102EO A Operate tractors (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the provisions of the Workplace Health and Safety Acts, their regulations and Codes of practice. - in order to accept increased responsibility, extra licence endorsements may be required. - particular state or territory regulations relating to operations - operators require a range of acquired safety and survival skills such as the need to maintain working loads within specification, hitch points at the correct height and an awareness of operating hazards, eg. power lines or steep working conditions. - tractor driving is performed with the absolute minimum of damage to vehicles, equipment and structures. - match the tractor equipment (including chains and ropes) to the expected performance • The ability to: <ul style="list-style-type: none"> - safely and efficiently operate the range of prime movers applicable to the property 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special assessment requirements for purposes of licensing by a government or other authority</u> Appropriate licensing conditions and administration are dictated by state legislation. <u>Interdependent assessment of units</u> Unit assessment could be in conjunction with RUA AG1100EO A <i>Operate equipment</i> <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The full range of tractors or prime movers applicable in the completion of prescribed works needs to be available to facilitate assessment.	

Industry: Rural Area of Competency : Generic: Operations Sector: Goat Production Industry	
RUA AG2102EO A Operate tractors (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administration; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with the service network and manager
- ◇ **Collecting, analysing and organising information** - on tractor usage and consumables
- ◇ **Planning and organising activities** - for tractor operation
- ◇ **Working with teams and others** - to complete specified works
- ◇ **Using mathematical ideas and techniques** - to calculate coverage/fuel consumption, etc.
- ◇ **Solving problems** - of breakdown and equipment matching
- ◇ **Using technology** - to troubleshoot machinery performance and with communication systems

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG2130EM A Equip a workshop	
Element of Competency	Performance Criteria
2130.1 Determine workshop scope	2130.1.1 Range of work to be performed in workshop is identified. 2130.1.2 Major equipment and space requirements to perform work are identified. 2130.1.3 Cost to equip workshop estimated and plans are adjusted to budget. 2130.1.4 Workshop is laid out to provide adequate, safe working space and storage for materials. 2130.1.5 Workshop light and ventilation meet industry and legislative requirements. 2130.1.6 Access ways are marked.
2130.2 Select workshop requirements	2130.2.1 Condition of existing equipment, supplies and spares is assessed against requirements. 2130.2.2 New and used equipment and supplies are sourced to requirements. 2130.2.3 Equipment and spares for specialised operations are sourced from manufacturers agents or alternative sources. 2130.2.4 Requirements for sale workshop to legislation and enterprise requirements are met.
2130.3 Plan to Minimise OHS risk in farm workshop	2130.3.1 OHS hazards in the farm workshop are identified. 2130.3.2 Risk associated with hazards are assessed and effective control measures implemented for all people in the workshop. 2130.3.3 Equipment is maintained in safe working condition, and in accordance with manufacturers instructions, replaced where necessary. 2130.3.4 Equipment is operated in accordance with manufacturers instructions. 2130.3.5 Necessary personal protective equipment is available and maintained in good order.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Types of repair and construction work commonly made in workshops: <ul style="list-style-type: none"> electrical, eg. lighting, generators, computers; hydraulic, eg. tractor, seeder, front end loaders; fabrication, eg. shed frames, windmills; mechanical, eg. tractors, seeders Common causes of machine failure to be fixed in workshop may include: <ul style="list-style-type: none"> wear, corrosion, design problems, equipment modifications, incorrect use, overload Equipment incorporates OHS guidelines Workshop equipment may include: <ul style="list-style-type: none"> welders (arc, gas and MIG), lathes, bench presses, multimeters and ohm metres, inspection pits; lifting and support equipment, eg. jacks, overhead gantry, blocks; power tools, eg. grinders, drills; hand tools, eg. spanners, hammers, screw drivers Storage may include: <ul style="list-style-type: none"> racks for commonly used steel angle, rods, tube metal, wire, racks or boards for orderly placement of tools Specialised knowledge may be required for: <ul style="list-style-type: none"> raising heavy equipment, removing wheels of tractors, working with bearings, housing, shafts, removing, repairing, replacing and inflating tyres 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG2130EM A Equip a workshop (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Aids may include: <ul style="list-style-type: none"> - operator manuals, farm engineering journals, dealership reports • Protective equipment may include: coveralls, gloves, eye protectors, boots • First aid kits and fire extinguishers are selected to suit operations • Work is coordinated with licensed trades to meet state/local government requirements • Hazards to health and safety in the workshop include: <ul style="list-style-type: none"> - mechanical hazards associated with moving parts, noise, dusts, fumes, ergonomic hazards associated with posture, movement and vibration, electricity, chemical hazards 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Workshop layout: <ul style="list-style-type: none"> - clean, tidy and adequate for safe work - tools stored in an orderly fashion - records kept in safe, dry place • Operators able to: <ul style="list-style-type: none"> - use workshop equipment efficiently and safely - find particular tool quickly - well organised in setting up a job, eg. changing tractor tyre • Workshop equipment in good working order • Safety, first aid equipment and protective clothing in good working order <p><u>OHS issues that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> • This is one of the most important units for improving OHS performance for the future, as workshop injury accounts for a high proportion of on-farm injury. • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe manual handling systems - safe plant and equipment systems - safe systems for handling hazardous substances - selection, use and maintenance of relevant personal protective clothing and equipment <p><u>Holistic Outcome</u></p> <p>Workshop is appropriately equipped, laid out and maintained to enterprise requirements.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - tools required for various types of work - protection required for tools • The ability to: <ul style="list-style-type: none"> - layout workshop - identify space requirements for range of work 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry
RUA AG2130EM A Equip a workshop (continued) C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. This unit is a prerequisite for RUA AG3130EM A <i>Manage maintenance</i> <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The range of workshop resources that may be encountered on farm can best be provided in a training situation. Normally occurring workplace resources may be limited to a smaller range.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with suppliers and other farm personnel
- ◇ **Collecting, analysing and organising information** - on requirements and stock levels
- ◇ **Planning and organising activities** - for workshop usage in line with available resources
- ◇ **Working with others and in teams** - to maintain stocks and workshop safety
- ◇ **Using mathematical ideas and techniques** - to calculate volume and pricing
- ◇ **Solving problems** - of servicing and inadequate tools
- ◇ **Using technology** - to communicate, test or calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2450GT A Feed livestock	
Element of Competency	Performance Criteria
2450.1 Check bodyweights/ livestock condition	2450.1.1 Livestock weighing/condition scoring is carried out to enterprise requirements as instructed. 2450.1.2 Livestock weights/condition scores are recorded to enterprise requirements. 2450.1.3 Stock weights/condition are reported to the farm manager or supervisor.
2450.2 Provide feed as directed	2450.2.1 Goats are moved to new paddocks as instructed. 2450.2.2 Feed and feed supplements are fed as directed. 2450.2.3 Animal behaviour is observed to ensure all animals are feeding. 2450.2.4 Abnormalities are reported to the person in charge. 2450.2.5 Goat movements and livestock feeding are recorded to enterprise requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Feeding directions may include: <ul style="list-style-type: none"> what to feed, frequency of feeding, how to introduce stock to supplements, the amount per head, method of feeding, what to avoid and what to record Feed supplements include: <ul style="list-style-type: none"> hay, grain, trace elements, vitamins and sources of nutrients other than, silage paddock feed, grain legumes, mineral blocks, protein meals, specific purpose processed feeds Abnormalities may include: <ul style="list-style-type: none"> sick goats, shy feeders, animals losing weight, scouring, greedy (bossy) feeders, ill thrift 	
B. EVIDENCE GUIDE Key Outcomes <ul style="list-style-type: none"> Condition and weights of livestock assessed and reported Grazing management and supplementary feeding implemented in line with managers instructions OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe livestock handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation safe manual handling systems and procedures machinery and vehicle safety when feeding out safe feed materials handling systems and procedures to reduce risk associated with organic dusts selection, use and maintenance of relevant personal protective clothing Holistic Outcome Livestock are maintained in optimum condition through appropriate feeding and grazing management.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2450GT A Feed livestock (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - condition scoring - goat weighing and equipment - record keeping - total milk production - individual milk production - goat behaviour - basic goat nutrition - health and safety requirements for manual handling, etc. • The ability to: <ul style="list-style-type: none"> - condition score goats - weigh goats - feed livestock as directed - observe abnormal goat behaviour at feeding - record information - measure milk production • An understanding of community attitudes 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation. <u>Interdependent assessment of units</u> This unit is a prerequisite for RUA AG3453GT A <i>Implement feeding plans</i> and RUA AG4452GT A <i>Develop feeding plans</i> . Generic Rural units for the operation of farm vehicles and equipment are also implicated. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG2450GT A Feed livestock (continued)	
C. ASSESSMENT GUIDE (continued)	
<u>Where this unit is assessed</u>	
Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.	
<u>Resources required beyond those normally found in a functional agricultural workplace</u>	
There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	2	1	1	1

- ◇ **Communicating** - with nutritionists and feed suppliers
- ◇ **Collecting, analysing and organising information** - on feed quantities and requirements
- ◇ **Planning and organising activities** - in line with daily routines
- ◇ **Working with others and in teams** - to achieve feeding routines
- ◇ **Using mathematical ideas and techniques** - to calculate rations and quantities
- ◇ **Solving problems** - of supply and demand
- ◇ **Using technology** - to carry out the feeding process

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2451GT A Muster and move goats	
Element of Competency	Performance Criteria
2451.1 Prepare to muster goats	2451.1.1 Appropriate time of day is selected for mustering goats. 2451.1.2 Transport is arranged for mustering personnel. 2451.1.3 Dogs and equipment are prepared in accordance with enterprise requirements. 2451.1.4 Paddocks and herds are identified. 2451.1.5 Relevant information is obtained to assist muster.
2451.2 Muster goats in a paddock	2451.2.1 Goats are located in the paddock. 2451.2.2 Goats are aggregated into groups for moving. 2451.2.3 Communication is maintained in the mustering team. 2451.2.4 Dogs are controlled and directed. 2451.2.5 Goats are counted if required.
2451.3 Move goats	2451.3.1 Goats are moved at a pace that avoids stress to animals and personnel. 2451.3.2 Goats are moved to rest points, water points, feed if appropriate. 2451.3.3 Vehicles are arranged for personnel and stragglers. 2451.3.4 Communication is maintained in the mustering team. 2451.3.5 Dogs are controlled and directed. 2451.3.6 Goats are penned and pastured at the destination. 2451.3.7 Goats are counted on arrival. 2451.3.8 Numbers are recorded in accordance with enterprise requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Information to assist mustering may include: <ul style="list-style-type: none"> a timetable, location of feed and goat behaviour, location of water and rest points, shade or shelter, where to obtain supplies, road maps and farm plans, staff and dogs available, wind direction, location of goat camps, paddock shape, location of livestock, location of fences/gates, laneways, presence of grass seeds and other fleece, location of udder contaminants, contaminants, muddy tracks, etc. Transport may include: <ul style="list-style-type: none"> motorbikes, utilities and vehicles, horses, trailers Communication includes: <ul style="list-style-type: none"> vocal, radio, mobile phones 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Muster preparation and planning completed and resources assembled Goats mustered as a single group Herd moved to desired location <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation safe motorcycle riding procedures safe operation of other vehicles Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2451GT A Muster and move goats (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Mustering operations completed effectively. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - goat behaviour - paddocks and property topography and layout - how to work dogs - mustering equipment • The ability to: <ul style="list-style-type: none"> - work dogs - move goats - ride bikes/horses safely and maintain them - follow instructions - communicate • An understanding of: <ul style="list-style-type: none"> - the herding behaviour of goats - the effects of hazards on movement • An awareness of community attitudes. <ul style="list-style-type: none"> - muster goats - count goats - operate mustering equipment/vehicles according to safe driving practice - read maps - the problems of moving goats - the use of tractors 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation. <u>Interdependent assessment of units</u> <ul style="list-style-type: none"> • Units such as RUA AG2452GT A <i>Handle goats in yards</i>, and all other units involving goat husbandry operations are implicated in the completion of this unit. • The use of dogs, motor bikes and other farm vehicles will mean that assessment will also involve units RUA AG3465GT A <i>Care for working dogs</i> and RUA AG2101EO A <i>Operate property vehicles</i>. RUA AG4131EM A and RUA AG1130EM A involving the maintenance of farm structures also provide background to this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG2451GT A Muster and move goats (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	1	2	1	1	2	1

- ◇ **Communicating** - with all team members
- ◇ **Collecting, analysing and organising information** - on stock locations
- ◇ **Planning and organising activities** - of mustering teams
- ◇ **Working with others and in teams** - to complete mustering activities
- ◇ **Using mathematical ideas and techniques** - to count and record stock mustered
- ◇ **Solving problems** - of difficult terrain or adverse weather
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2452GT A Handle goats in yards	
Element of Competency	Performance Criteria
2452.1 Prepare yards for goat handling	2452.1.1 Yards are kept in good repair to enterprise standards. 2452.1.2 Contaminants are removed from yards. 2452.1.3 Access route to yards is determined and cleared. 2452.1.4 Gates are prepared for goats to arrive. 2452.1.5 Facilities that may cause injury to goats or operators are isolated. 2452.1.6 Yards are watered to settle dust where appropriate. 2452.1.7 Equipment and troughs are cleared and checked to enterprise standards.
2452.2 Move goats in yards	2452.2.1 Goats are moved in yards to avoid mixing groups. 2452.2.2 Dogs are controlled and directed to assist fast and efficient movement of goats. 2452.2.3 Operators stand and move to facilitate goats movement and meet safety standards for personnel and livestock.
2452.3 Draft and sort goats	2452.3.1 Goats to be drafted are suitably identified. 2452.3.2 Gates and races are prepared for drafting. 2452.3.3 Dogs are controlled and directed. 2452.3.4 Drafting are gate operated in an efficient manner. 2452.3.5 Damage to goats, dogs and operators is avoided using safe work practices according to OHS legislation.
2452.4 Count goats	2452.4.1 Goats are counted in each group prior to leaving the yards. 2452.4.2 Goat numbers are recorded to enterprise requirements.
2452.5 Treat individual goats	2452.5.1 Individual goats are caught and restrained using safe livestock handling techniques. 2452.5.2 Goats are checked for abnormality, illness or disease. 2452.5.3 Goats are treated or identified for culling. 2452.5.4 Goats are released using safe animal handling techniques.
2452.6 Use goat handling equipment	2452.6.1 Equipment is used in accordance with manufacturers instructions, animal welfare codes of practice and to enterprise requirements. 2452.6.2 Equipment is maintained in sound working condition. 2452.6.3 Equipment is cleaned and stored before and after use to enterprise requirements.
2452.7 Complete goat handling operations	2452.7.1 Access route from yards is determined. 2452.7.2 Gates are prepared for departure of goats. 2452.7.3 Goat residues are destroyed. 2452.7.4 Surplus health treatments are stored to enterprise standards and legislative requirements. 2452.7.5 Maintenance to yards is undertaken where appropriate.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2452GT A Handle goats in yards (continued)	
Element of Competency	Performance Criteria
<p>A. RANGE OF VARIABLES</p> <ul style="list-style-type: none"> • Suitable identification may include: <ul style="list-style-type: none"> - raddle, removal of fleece from the goat's face, silicon chip implants, ear tags or ear marks/tattoos, numbering, leg bands, collar tags, sprays used according to manufacturers recommendations • Goat handling operations may include: <ul style="list-style-type: none"> - removing horns (disbudding) dairy goats, treating flystrike and jetting fibre producing goats • Goat handling equipment includes: <ul style="list-style-type: none"> - crutching cradles, drench guns, jetting equipment, races, gates, loading ramps, dehorers, mulesing and marking cradles, syringes and needles, dipping equipment, pens, marking equipment, foot baths scales • Contaminants include: <ul style="list-style-type: none"> - baling twine, any fabric of non fleece nature, unsuitable branding paint, dogs, fertiliser bags, loose protruding wire, weeds, burrs, dust/mud • Enterprise standards are defined for the individual property in management planning. 	
<p>B. EVIDENCE GUIDE</p> <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Yards and equipment prepared for use • Goats moved and drafted as required • Goats counted and husbandry operations completed • Handling equipment utilised as required <p><u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control - Q fever • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p><u>Holistic Outcome</u> Goat handling operations in yards are completed.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - goat behaviour - yards and equipment - goat handling operations (including milking) - methods of identification of goats - fleece contaminants • The ability to: <ul style="list-style-type: none"> - use yards and equipment for goat handlings, treatment, drafting and sorting - treat goats in yards • An understanding of : <ul style="list-style-type: none"> - how animals learn to move and behave in yards - community attitudes • It is important that individuals complete the unit demonstrating an empathy with goats and an understanding of their needs. 	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG2452GT A Handle goats in yards (continued)	
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p> <p><u>Interdependent assessment of units</u> This unit will be assessed in conjunction with unit RUA AG2451GT A <i>Muster and move goats</i>. The need for maintenance or repair to yards or facilities are implicated in RUA AG4131EM A <i>Maintain farm improvements</i> and RUA AG1130EM A <i>Perform routine maintenance</i>.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.</p>	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	1	2	1	2	2	1

- ◇ **Communicating** - with other farm personnel
- ◇ **Collecting, analysing and organising information** - on goat handling requirements
- ◇ **Planning and organising activities** - of goat handling
- ◇ **Working with others and in teams** - to safely and humanely complete husbandry processes
- ◇ **Using mathematical ideas and techniques** - to count and measure
- ◇ **Solving problems** - of mob size or animal health problems observed
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2453GT A Monitor does from joining to kidding	
Element of Competency	Performance Criteria
2453.1 Monitor herd health according to health strategy	2453.1.1 Health status of does is checked. 2453.1.2 Does are vaccinated prior to kidding. 2453.1.3 Remedial action is taken if required.
2453.2 Carry out pregnancy scanning	2453.2.1 Herd is checked by ultrasound or ultrasound arranged. 2453.2.2 Single and twin bearing does are identified and separated as instructed. 2453.2.3 Dry does are rejoined or run separately as dry goats.
2453.3 Manage doe nutrition according to nutrition strategy	2453.3.1 Doe feed requirements are organised. 2453.3.2 Trace element nutrition program is implemented if required. 2453.3.3 Maiden or aged does are given preferential feeding. 2453.3.4 Supplementary feeding is carried out if required for all herds.
2453.4 Handle doe herds prior to kidding	2453.4.1 Herds are checked in quiet manner and dogs restrained. 2453.4.2 Excessive yarding or shedding is avoided. 2453.4.3 Does are conditioned to supervision routines.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Herd health strategy will be specified in property management plans Remedial action may be sourcing advice from: <ul style="list-style-type: none"> veterinarian, Department of Agriculture/Primary Industries Doe feed requirements may depend on: <ul style="list-style-type: none"> number of embryos, stage of pregnancy, condition of stock, condition of pasture, weather conditions Health status may include: <ul style="list-style-type: none"> abortions, condition of stock, pregnancy toxemia, fly strike Pregnancy scanning and the separating of single and twin bearing does will only be carried out if appropriate to the production operation. 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Herd health monitored in line with property strategy Pregnancy scanning completed Nutrition of pregnant does monitored and managed All does regularly observed and handled prior to kidding <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation <p>Holistic Outcome Close observation maximises kidding percentages and kid survival.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2453GT A Monitor does from joining to kidding (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - health issues predicated through parturition - animal health and abnormalities - pregnancy scanning procedures - doe nutrition - livestock behaviour - handling pregnant does • The ability to: <ul style="list-style-type: none"> - monitor herd health and attend to abnormalities - arrange pregnancy scanning - feed does during pregnancy - handle pregnant does - be a keen observer and report accurately - handle goats in a safe and humane manner • A demonstrated empathy for goats • An understanding of community attitudes 	
C. ASSESSMENT GUIDE <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation.</p> <p><u>Interdependent assessment of units</u> Units RUA AG2450GT A Feed Livestock, RUA AG2451GT A <i>Muster and move goats</i> and RUA AG2452GT A <i>Handle goats in yards</i> underpin competency in this unit.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG2453GT A Monitor does from joining to kidding (continued)
C. ASSESSMENT GUIDE (continued) Where this unit is assessed Competency should be assessed in the actual workplace. Resources required beyond those normally found in a functional agricultural workplace The provision of suitable livestock and conditions for assessment can best be provided on the employer's property in the workplace. These resources need to be supported with detailed nutritional information and property management plans.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - and accurately reporting
- ◇ **Collecting, analysing and organising information** - on health, well being and nutrition of the breeding herd
- ◇ **Planning and organising activities** - to ensure regular monitoring
- ◇ **Working with others and in teams** - to achieve effective and total observation
- ◇ **Using mathematical ideas and techniques** - to calculate gestation periods, etc.
- ◇ **Solving problems** - of maintaining adequate nutrition
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2454GT A Implement kidding process	
Element of Competency	Performance Criteria
2454.1 Determine kidding strategy	2454.1.1 Human resources available for kidding strategies are identified 2454.1.2 Environmental conditions are noted. 2454.1.3 Information is sourced. 2454.1.4 Kidding plan is devised. 2454.1.5 Emergency procedures are identified. 2454.1.6 Veterinary arrangements for emergency are identified.
2454.2 Arrange staff duties for kidding	2454.2.1 Staff are matched to work requirements at kidding. 2454.2.2 Staff are briefed on the kidding strategy. 2454.2.3 Staff are trained to enterprise requirements.
2454.3 Monitor kidding progress	2454.3.1 Paddocks are checked to ensure that stock needs are met. 2454.3.2 Remedial action is taken where stock needs are not met. 2454.3.3 Does are assisted where appropriate.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Information may be sourced from: <ul style="list-style-type: none"> Department of Agriculture, veterinarians, Breed associations Kidding plan includes: <ul style="list-style-type: none"> doe herd placements, mismothering policy, possible penning or yarding of does about to kid, identification of does to be kept, removal of kids for artificial rearing at the appropriate time, disposal of kids which are not to be kept, drift kidding, colostrum (fresh, frozen, artificial), identification of human resources, treatment of carcasses, whether individual herds are to be checked, policy for assisting difficult births, establishing routines, shedding, identification (tagging) kids Staff training may include: <ul style="list-style-type: none"> procedures to assist kidding does, observation of paddock conditions including available feed, identification of does due to kid (mating records, observation), identification of kids at removal from dam, method of disposal of unwanted kids, procedures to assist mismothered kids, observe abortions, predator activity Stock needs may include: <ul style="list-style-type: none"> plentiful clean water, fencing in order, shelter, minimising predator activity 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Planning of kidding strategies completed Timely actions implemented and staff adequately briefed on herd requirements Kidding process constantly monitored <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control (Q Fever) and goat handling implements safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation <p>Holistic Outcome</p> <p>Management of kidding maximises kidding percentages.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2454GT A Implement kidding process (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - weather conditions and how they affect kidding - staff requirements at kidding - kidding husbandry practices - problems arising at kidding • The ability to: <ul style="list-style-type: none"> - plan staff activities at kidding - monitor kidding progress - plan strategies for kidding - accurately observe the doe herd and report accordingly • An awareness of community attitudes 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG2453GT A <i>Monitor does from joining to kidding</i> and unit RUA AG2455GT A <i>Carry out kidding duties</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency can best be assessed in a workplace situation. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The numbers of animals required and the range of resources to provide sufficient practice to ensure competence is achieved can only be made available on the employer's property.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG2454GT A Implement kidding process (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with the property network
- ◇ **Collecting, analysing and organising information** - on herd requirements
- ◇ **Planning and organising activities** - of all property personnel
- ◇ **Working with others and in teams** - to achieve property goals
- ◇ **Using mathematical ideas and techniques** - to calculate herd requirements
- ◇ **Solving problems** - of adverse weather or conditions
- ◇ **Using technology** - to calculate and communicate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2455GT A Carry out kidding duties	
Element of Competency	Performance Criteria
2455.1 Organise equipment and materials for kidding	2455.1.1 Equipment and materials are identified and checked for faults. 2455.1.2 Faults are reported or rectified to enterprise requirements.
2455.2 Check does	2455.2.1 Does are checked in accordance with kidding strategy. 2455.2.2 Dogs are restrained and stress to does minimised. 2455.2.3 Movement in paddocks is controlled to avoid mismothering.
2455.3 Assist does	2455.3.1 Does are checked as outlined in the kidding strategy. 2455.3.2 Does are given opportunity to kid down normally. 2455.3.3 Does in difficulty are noted. 2455.3.4 Does requiring assistance are approached and kid position identified. 2455.3.5 Kids removed or veterinary support is sought if required. 2455.3.6 Hygiene protocols are observed. 2455.3.7 Doe and kid are checked until mothering is completed.
2455.4 Report on progress and abnormalities	2455.4.1 Kidding progress is recorded. 2455.4.2 Paddock conditions are reported. 2455.4.3 Reports are made to enterprise management on kidding progress. 2455.4.4 Predator evidence is reported. 2455.4.5 Feed or water shortages are rectified. 2455.4.6 Kids are weighted/tagged where necessary.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Equipment may include: <ul style="list-style-type: none"> - lubricating oil, teats, binoculars, transportable yards, restrainers, scales, ear tags, temporary collars, marking paint, antiseptic Herd kidding records may include estimated number of: <ul style="list-style-type: none"> - does kidded, abortions, doe kid deaths, number of twins, assisted births, predator attacks Paddock conditions may include: <ul style="list-style-type: none"> - water supplies (in particular, kid proof water troughs), fencing, amount and type of feed, shelter Materials may include: <ul style="list-style-type: none"> - animal health treatments, gloves, suturing material 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Kidding preparations completed and arrangement for regular checking of does implemented Correct methods of assistance provided to does as required Regular reports provided to herd or property manager <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control (Q Fever) safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2455GT A Carry out kidding duties (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Kid survival is maximised. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - duties at kidding - problems and remedial treatment - when intervention is required - OHS procedures - animal health treatments - mothering up and goat behaviour • The ability to: <ul style="list-style-type: none"> - organise equipment and materials for kidding - know when to call for veterinary assistance - inspect stock and recognise abnormalities - report on progress - assist does - solve problems - keep records - mark newly kidded does in a dairy goat enterprise to ensure colostrum is isolated • A demonstrated empathy with goats and an ability to calmly deal with the range of contingencies that occur at kidding time • An awareness of prevailing community attitudes 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with units RUA AG2453GT A <i>Monitor does from joining to kidding</i> and RUA AG2454GT A <i>Implement the kidding process</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG2455GT A Carry out kidding duties (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency can best be assessed in a workplace situation. <u>Resources required beyond those normally found in a functional agricultural workplace</u> As with all units involved with kidding, resources for assessment can only really be provided in the workplace.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with all other property personnel
- ◇ **Collecting, analysing and organising information** - on kidding times and herds
- ◇ **Planning and organising activities** - to monitor kidding
- ◇ **Working with others and in teams** - to safely carry out kidding duties
- ◇ **Using mathematical ideas and techniques** - to calculate percentages and gestation periods
- ◇ **Solving problems** - of difficult birth and mismothering
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2456GT A Carry out kid marking duties	
Element of Competency	Performance Criteria
2456.1 Organise equipment, materials and health preparations for marking	2456.1.1 Required equipment, materials and health preparations are identified and ordered. 2456.1.2 Equipment, materials and health preparation quantities are checked and maintained to enterprise standards and manufacturers recommendations. 2456.1.3 Suitable kid marking sites are identified and prepared in line with enterprise policy.
2456.2 Prepare for marking	2456.2.1 Herds are mustered as instructed and contained to avoid smothering kids. 2456.2.2 Kid marking facilities are prepared in line with established husbandry policies. 2456.2.3 Kids and does are drafted. 2456.2.4 Kids are handled and restrained without injury or undue risk to stock or handlers. 2456.2.5 Health preparations are prepared in accordance with enterprise standards, manufacturers recommendations and OHS legislated requirements. 2456.2.6 Dogs are restrained and stress minimised.
2456.3 Perform marking operations	2456.3.1 Marking operations are performed safely in compliance with code of welfare for goats and relevant OHS legislative requirements. 2456.3.2 Health preparations are administered in accordance with manufacturers recommendations and OHS legislation. 2456.3.3 Kids are released without injury to stock or operators and returned to mothers.
2456.4 Count does and kids at marking	2456.4.1 Kids are counted to identify numbers of does and wethers. 2456.4.2 Does are counted out of yards. 2456.4.3 Does and kid counts are recorded accurately.
2456.5 Return stock to paddocks	2456.5.1 Does and kids are given time to mother up. 2456.5.2 Route is prepared over which herd is to be moved. 2456.5.3 Herd is quietly moved to paddock in a controlled manner.
2456.6 Clean up kid marking site	2456.6.1 Equipment is cleaned to manufacturers recommendations and legislated requirements of OHS. 2456.6.2 Materials are cleaned and stored to enterprise requirements and OHS legislated requirements. 2456.6.3 Kid residues are destroyed. 2456.6.4 Health preparations are stored in accordance with manufacturers instructions.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2456GT A Carry out kid marking duties (continued)	
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Equipment required may include: <ul style="list-style-type: none"> - First Aid kit, marking knives, vaccination and drench guns, mulesing shears, portable gates, kid marking, cradles, ear tags, tag guns, gas guns, grinding stones, ear marking pliers, elastrator rings and applicators, portable yards, wire, methylated spirits, tattoo brands, microchips • Health preparations may include: <ul style="list-style-type: none"> - vaccine, drench, disinfectant, antiseptic (liquid and powder), blowfly powder, kid marking sites may be determined by: - disease status of site, vegetation cover and drainage, proximity to paddocks/stock, hygienic nature of site, protection from weather • Kid marking site may include: <ul style="list-style-type: none"> - portable temporary yards or permanent yards • Preparation of kid marking facilities includes: <ul style="list-style-type: none"> - erection of yards and kid marking cradles, removal of rubbish, settling of dust, disinfection of operating site • Kid residues may include: <ul style="list-style-type: none"> - skin, testes, carcasses • Destruction of kid residue may be by burning or burying or other appropriate means 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Equipment, materials and health preparations assembled • Marking preparations completed • Marking operations completed • Stock returned to paddocks and site cleared <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • safe systems and procedures for application of veterinary chemicals <p><u>Holistic Outcome</u></p> <p>Kid marking operations completed effectively.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2456GT A Carry out kid marking duties (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - kid marking equipment, materials and practices - animal health treatments and practices - animal welfare codes of practice • The ability to: <ul style="list-style-type: none"> - organise materials and equipment for marking - sort herds for marking - perform marking operations - count out stock - mother up does and kids - clean the site - keep records • A demonstrated empathy for goats and an ability to effectively and efficiently carry out goat husbandry operations • An awareness of community attitudes 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG2455GT A <i>Carry out kidding duties</i> and RUA AG2451GT A <i>Muster and move goats</i> and RUA AG2452GT A <i>Handle goats in yards</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency can be assessed in the workplace or in a simulated workplace situation but may be carried out using simulated workplace exercises. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Sufficient numbers of kids to provide proper assessment can only be made available in the individual workplace.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG2456GT A Carry out kid marking duties (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with contractors and other property personnel
- ◇ **Collecting, analysing and organising information** - on work requirements
- ◇ **Planning and organising activities** - of marking teams
- ◇ **Working with others and in teams** - to complete marking duties
- ◇ **Using mathematical ideas and techniques** - to calculate percentages and dose rates
- ◇ **Solving problems** - of mismothering and adverse weather
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2457GT A Slaughter goats	
Element of Competency	Performance Criteria
2457.1 Select animals	2457.1.1 Different situations where it is necessary to kill animals are determined. 2457.1.2 Animals are selected to be killed. 2457.1.3 Animals are prepared for slaughter. 2457.1.4 Withholding periods are complied with.
2457.2 Prepare equipment and facilities	2457.2.1 Equipment is checked for serviceability and hygiene. 2457.2.2 Equipment is taken to site of slaughter.
2457.3 Slaughter goats	2457.3.1 Method of slaughter is determined. 2457.3.2 Slaughter is carried out in humane manner. 2457.3.3 Safety procedures are followed to protect the operator and other personnel. 2457.3.4 Animal is slaughtered with the minimum of stress. 2457.3.5 Farm animals are restrained. 2457.3.6 Reports are provided on animal health.
2457.4 Dress goats	2457.4.1 Enterprise health standards are complied with. 2457.4.2 Carcass is dressed to avoid cuts to carcass or pelt. 2457.4.3 Skin is prepared for drying, storage or disposal. 2457.4.4 Post mortem is arranged where necessary.
2457.5 Hang goats	2457.5.1 Carcass is given maximum exposure to air circulation. 2457.5.2 Carcass is protected and covered. 2457.5.3 Carcass is hung to set.
2457.6 Dispose of offal	2457.6.1 Disease associated with slaughter of goat is identified. 2457.6.2 Relevant environmental and council health requirements are followed. 2457.6.3 Offal is destroyed.
2457.7 Restore killing facilities to clean operational state	2457.7.1 Facilities are cleaned to avoid possibility of disease. 2457.7.2 Equipment is cleaned and returned to appropriate place.
2457.8 Cut up carcass	2457.8.1 Cuts required are identified. 2457.8.2 Facilities and equipment are prepared. 2457.8.3 Carcass is cut to maximise stated end use. 2457.8.4 Enterprise health and safety policy is followed. 2457.8.5 Equipment is cleaned.
2457.9 Distribute carcass	2457.9.1 Meat requirements of recipients are identified. 2457.9.2 Meat is protected during transport. 2457.9.3 Meat is placed direct into refrigerated storage.
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Reason for killing goats may be based on the need to destroy animals due to disease or other animal health factors or the need to supply meat for human and animal consumption. Selection of animals to be destroyed may be based on the inability of the farm enterprise to economically restore the animal to full health. Selection of animal for human consumption based on: <ul style="list-style-type: none"> age, body weight, health of animal, fat cover, length of fleece, sex Selection of goats to be destroyed may be based on economic viability or other property management factors - eg. cull kids The range of operations which require the slaughtering of goats may include: <ul style="list-style-type: none"> as required as part of the milk production enterprise, diseased or culled stock, for consumption on farm, as part of vertebrate pest control programs 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2457GT A Slaughter goats (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Preparation may include: <ul style="list-style-type: none"> - shearing, emptying out • Equipment may include: <ul style="list-style-type: none"> - knives (boning and skinning), rifle, carcase hoist, plastic bags and labels, brooms and mops, water, hooks, cover for the carcase, meat saw, table, meat containers • Slaughter may be carried out by: <ul style="list-style-type: none"> - knife, rifle shot, other humane methods (humane methods are those that result in the goat suffering as little pain as possible) • Health standards may include: <ul style="list-style-type: none"> - correct bleeding, climatic conditions, time of slaughter, cheesy gland removal • Post-mortem carried out to identify: <ul style="list-style-type: none"> - worm burden, hydatid infection, cheesy glands, other diseases • Safety procedures may include: <ul style="list-style-type: none"> - safe use of knives/saws, hoist equipment, safe use of rifles, other firearms used to kill or stun the animal • Farm animals to restrain may include: <ul style="list-style-type: none"> - dogs, cats, pigs, poultry • Protection may be sought against: <ul style="list-style-type: none"> - heat, dogs, flies, wild animals • Protection may be: <ul style="list-style-type: none"> - cold room, gauzed in meat room, cotton cover • Diseases associated with offal include: <ul style="list-style-type: none"> - hydatids, offal/skins may be destroyed by burning or burying, Q-fever • Killing facilities may include: <ul style="list-style-type: none"> - slaughter house, meat rooms, shade, concrete slab, open pits • Carcass may be cut to maximise chops, boned out or to provide large legs and shoulders for roasting; always check with the person in charge of cooking. • Safety procedures may include: <ul style="list-style-type: none"> - safe use of knives/saws, hoist equipment, safe use of rifles, other firearms used to kill or stun livestock 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Equipment, facilities and animals prepared • Goats slaughtered, dressed and hung in hygienic conditions • Offal disposed of and equipment and facilities cleaned in line with industry standards • Carcase cut up and distributed as required <p><u>S</u></p> <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe slaughtering procedures including zoonoses and infection control (Q Fever, other), reduction of risk of deep laceration to hands/arms • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p><u>Holistic Outcome</u></p> <p>Slaughter and dressing of goats humanely completed.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG2457GT A Slaughter goats (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A good knowledge of the health restrictions and laws applying to the slaughter of goats for sale, ie. by registered abattoirs, not by other avenues. • A knowledge of: <ul style="list-style-type: none"> - withholding periods - human health and hygiene - goat diseases - Code of Practice for the welfare and husbandry of goats - Code of Practice for the land transport of goats • The ability to: <ul style="list-style-type: none"> - kill and cut up goat carcasses - clean and sterilise facilities and equipment - dispose of offal - select animals for slaughter • An awareness and an appreciation of community attitudes to both the Goat Production industry and killing of livestock 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant health licensing may be required for slaughter operation. <u>Interdependent assessment of units</u> This is a stand alone unit but should be completed in full cognisance of Rural Generic units covering Occupational Health and Safety. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Assessment may be carried out in the workplace but better facilities and more opportunity to practise can be provided in a range of training establishments or accredited facilities.	

Industry:	Rural
Area of Competency :	Goats Generic
Sector:	Goat Production Industry
RUA AG2457GT A Slaughter goats (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with other property personnel
- ◇ **Collecting, analysing and organising information** - on animals selected
- ◇ **Planning and organising activities** - for safe and humane slaughter
- ◇ **Working with others and in teams** - to complete destruction tasks
- ◇ **Using mathematical ideas and techniques** - to calculate weights and percentages
- ◇ **Solving problems** - of compliance with relevant legislation
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG2458GT A Prepare goats for competitions	
Element of Competency	Performance Criteria
2458.1 Carry out instructions on goat preparation	2458.1.1 Goats are identified and location noted. 2458.1.2 Feeding requirements are understood. 2458.1.3 Preparation procedures are received and understood. 2458.1.4 Operation of facilities and equipment are noted.
2458.2 Feed and water goats for showing	2458.2.1 Feed requirements are met on schedule. 2458.2.2 Water is checked regularly to enterprise requirements. 2458.2.3 Feed records are maintained to enterprise requirements. 2458.2.4 Feed supplies are monitored and replenished as required.
2458.3 Monitor goat health	2458.3.1 Goat health is monitored daily. 2458.3.2 Abnormalities are reported to the person in charge. 2458.3.3 Health abnormalities are treated to enterprise requirements.
2458.4 Prepare goats for handling	2458.4.1 Handling equipment is used to manufacturers specifications and enterprise requirements. 2458.4.2 Goats are trained for showing procedures. 2458.4.3 Goats are handled to avoid animal stress in accordance with enterprise requirements and animal welfare codes of practice.
2458.5 Handle goats	2458.5.1 Goats are prepared for presentation to judges. 2458.5.2 Goat is exhibited to best advantage before judges. 2458.5.3 Requests of officials are complied with. 2458.5.4 Reports are provided to person in charge to enterprise requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Competitions include: <ul style="list-style-type: none"> - production evaluation trials, agricultural shows, hogget and wether trials, fleece competitions, sire reference schemes, carcase competitions, buck sales, doe sales • Preparation procedures may include: <ul style="list-style-type: none"> - halter training, leading, grooming, clipping, preparation and care of hooves and horns, special feed supplementation, presentation techniques, use of show equipment, special transportation requirements, avoidance of stress, show protocols • Facilities include: <ul style="list-style-type: none"> - pens, sheds, paddocks, troughs • Equipment may include: <ul style="list-style-type: none"> - coats, halters, combs, brushes, preparations applied externally or supplements taken orally, restraining devices of a non-fibrillating nature 	

B. EVIDENCE GUIDE**Key Outcomes**

- Show selection completed and animal preparations carried out
- Health status noted and prescribed feed and water regimes implemented
- Animals prepared and trained for showing
- Goats shown or exhibited and reports provided

OHS issues that impact upon the performance of this unit

Relevant OHS hazards identification, risk assessment and risk control measures. These include:

- safe livestock handling systems and procedures, including zoonoses control
- safe manual handling systems and procedures

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG2458GT A Prepare goats for competitions (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Goats successfully shown at relevant shows <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - feeding goats - monitoring health - goats preparation and handling - the requirements of show and/or breed societies • The ability to: <ul style="list-style-type: none"> - feed and water goats - monitor goat health - prepare and handle goats 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG4457GT A <i>Plan to exhibit goats or fleeces</i> and is underpinned by unit RUA AG3463GT A <i>Class goat fibre</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency can be assessed in the workplace or in a simulated workplace situation. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Assessment can be conducted in the workplace or utilising small mock up situations established as part of training delivery.	

Industry:	Rural
Area of Competency :	Fibre Production
Sector:	Goat Production Industry
RUA AG2458GT A Prepare goats for competitions (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	1	1	2	1

- ◇ **Communicating** - with competition organisers and farm personnel
- ◇ **Collecting, analysing and organising information** - on breeding and fleece measurement
- ◇ **Planning and organising activities** - for participation in competition
- ◇ **Working with others and in teams** - to enter competition
- ◇ **Using mathematical ideas and techniques** - to calculate yield, etc.
- ◇ **Solving problems** - of goat and fleece preparation
- ◇ **Using technology** - to communicate and coordinate

Industry: Rural Area of Competency : Dairy Goats Sector: Goat Production Industry	
RUA AG2459GT A Milk goats	
Element of Competency	Performance Criteria
2459.1 Prepare for milking	2459.1.1 Farm dairy and yards are set up for milking in accordance with prior instructions and prepared for full operation in prescribed time. 2459.1.2 Teat sprays are prepared in accordance with prior instructions and manufacturers specifications.
2459.2 Get herd in for milking	2459.2.1 Herd is yarded without injury, undue stress or risk of injury to any animals. 2459.2.2 Gates are set up for animals to return to paddocks according to prior instructions. 2459.2.3 Paddock conditions, water supply, structures and stock conditions are assessed according to prior instructions and clear and comprehensive reports provided.
2459.3 Milk goats	2459.3.1 Goats are moved into milking position quietly and smoothly. 2459.3.2 Goats are checked and prepared for milking in accordance with industry guidelines and hygiene standards. 2459.3.3 Goats are milked hygienically and over-milking is avoided.
2459.4 Isolate milk unsuitable for collection	2459.4.1 Appropriate goats are identified from the herd as directed and milked in accordance with farm policy. 2459.4.2 Unsuitable milk is isolated completely from bulk supplies. 2459.4.3 Hygiene practices are observed.
2459.5 Clean and maintain farm dairy equipment	2459.5.1 Farm dairy plant and vat is cleaned in accordance with farm policy and manufacturers guidelines. 2459.5.2 Detergents are selected and used appropriately in accordance with manufacturers recommendations. 2459.5.3 Daily and periodic maintenance is carried out in accordance with farm policy and manufacturers guidelines. 2459.5.4 Basic cleaning procedures are performed and hygiene standards maintained to enterprise requirements and manufacturers instructions.
2459.6 Isolate goats for further treatments	2459.6.1 Animals are identified, isolated and moved to holding pens without injury or undue stress.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Isolation methods include: <ul style="list-style-type: none"> test bucket, milk goat separately Further activities in the milking shed include: <ul style="list-style-type: none"> A.I., pregnancy testing (or associated activity), health treatments Cleaning locations include: <ul style="list-style-type: none"> yards, pens, milk lines, equipment The cleaning and maintenance of milking equipment will require procedures in line with established industry standards including: <ul style="list-style-type: none"> machine specifications, use of approved detergents, flushing systems, vacuum and pulsation Factors involved in producing high quality milk include: <ul style="list-style-type: none"> milk quality tests and payment systems, current industry specifications and their requirements and implications for producers, Industry Code of Practice for the supply of milk and its implications for milk producers 	

Industry: Rural Area of Competency : Dairy Goats Sector: Goat Production Industry	
RUA AG2459GT A Milk goats (continued)	
B. EVIDENCE GUIDE	
<u>Key Outcomes</u> <ul style="list-style-type: none"> • Milking shed preparations completed and herd mustered • Goats milked to industry standards for health and hygiene • Milking equipment and shed cleaned after milking and strict hygiene standards maintained • Strict adherence to enterprise hygiene standards for milk must be observed 	
<u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control • safe manual handling systems and procedures • safe machinery and equipment systems and procedures • safe milking systems and procedures including protection from burns and scalds associated with hot water 	
<u>Holistic Outcome</u> Goat milking is completed hygienically.	
<u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - composition of milk in terms of its components and their proportions - the importance of milk composition as it influences the producer and the goat milk industry - goat lactation and milking routines - udder development and secretion of milk - body reserves and energy intake on lactation - milk quality attributes - shed hygiene - recording schemes • The ability to: <ul style="list-style-type: none"> - prepare shed for milking - operate milking equipment - inspect goats for diseases - isolate unsuitable milk - isolate goats for treatment - clean equipment • The use of well planned monitoring and treatment procedures will service to minimise mastitis problems and promote good udder health. • A demonstrated empathy with goats and an ability to quietly and efficiently carry out milking routines. 	

Industry:	Rural
Area of Competency :	Dairy Goats
Sector:	Goat Production Industry
RUA AG2459GT A Milk goats (continued)	
C. ASSESSMENT GUIDE	
Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.	
<u>Authority managing and conducting assessment, and issuing qualifications</u>	
Authorised Registered Training Organisation (RTO)	
<u>Special outcomes of assessment for purposes of licensing by a government or other authority</u>	
Demonstration of an ability to conform to established hygiene standards may be required by legislation.	
<u>Interdependent assessment of units</u>	
This unit forms the basis for assessment of unit RUA AG3467GT A <i>Supervise milking of the goat herd</i> . It should also consider the provisions of the following units in its assessment:	
RUA AG2451GT A	<i>Muster and move goats</i>
RUA AG2452GT A	<i>Handle goats in yards</i>
RUA AG3454GT A	<i>Implement goat husbandry practices</i>
<u>Qualifications of Assessor</u>	
Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".	
Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	
<u>Measures to ensure consistency in assessment</u>	
These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	
<u>Where this unit is assessed</u>	
Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.	
<u>Resources required beyond those normally found in a functional agricultural workplace</u>	
Access to a milking shed and equipment and regular participation in milking routines	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with other farm personnel
- ◇ **Collecting, analysing and organising information** - on individual does and their performance
- ◇ **Planning and organising activities** - to complete milking effectively
- ◇ **Working with others and in teams** - to maximise milking performance
- ◇ **Using mathematical ideas and techniques** - to calculate production
- ◇ **Solving problems** - of mastitis and isolating affected animals
- ◇ **Using technology** - to complete milking process

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG2522DY A Carry out basic fencing operations	
Element of Competency	Performance Criteria
2522.1 Maintain basic fencing tools	2522.1.1 Tools and equipment are stored in line with property policy ready for use. 2522.1.2 Service tasks for fencing equipment are performed according to the manufacturers specification. 2522.1.3 Basic maintenance and repairs to tools are carried out safely to restore tool function to its effective range.
2522.2 Make repairs to farm fences	2522.2.1 Tools appropriate for the task being undertaken are selected and used. 2522.2.2 Tools are handled and transported in a manner which minimises possible damage or loss and are used only for the purpose for which they were designed. 2522.2.3 Replacement posts are installed consistent with an existing fence, height and type. 2522.2.4 Soil is replaced and rammed so that the post is secure. 2522.2.5 Wire is strung, mounted and fixed according to instructions. 2522.2.6 Gates are repaired according to instructions. 2522.2.7 The site is left tidy by replacing dirt and removing materials. 2522.2.8 Safe work practices are employed.
2522.3 Dismantle an existing wire fence	2522.3.1 Tools appropriate for the task are identified and used safely. 2522.3.2 All reusable materials are identified, recovered and removed without further damage. 2522.3.3 The site is cleared with all non-reusable materials identified and disposed of and post holes firmly filled. 2522.3.4 Safe work practices are employed.
2522.4 Install sundry electric farm fences	2522.4.1 Fences are erected to contour and according to instructions. 2522.4.2 Components are installed neatly according to the manufacturers guidelines and without damage. 2522.4.3 Fences are erected, dismantled, transported and stored without damage or undue risk of damage to materials. 2522.4.4 Safe work practices are employed.
A. RANGE OF VARIABLES Note that the construction of fences is a Level 3 Rural competency which is addressed in units RUA AG3523DY A and RUA AG3524DY A. <ul style="list-style-type: none"> Fence repairs may include repairs to: <ul style="list-style-type: none"> posts, rejoin and restrain wires, gate hinges gate chains, gates, droppers, end assemblies Tools and equipment may include: <ul style="list-style-type: none"> post driver, post hole digger, post hole borer, wire strainers, wire key, fencing pliers 	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG2522DY A Carry out basic fencing operations (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Fencing wire may include: <ul style="list-style-type: none"> plain (low or high tensile), barbed (low or high tensile), prefabricated fencing, netting Knots for use in joining fence wire may include: <ul style="list-style-type: none"> figure 8, pin and loop, Donald, post tie and double loop Sundry electric farm fences may include: <ul style="list-style-type: none"> strip grazing systems, electrical reinforcement of conventional fencing Electric fence components may include: <ul style="list-style-type: none"> portable live posts, insulators, energiser, wire, outriggers, reels 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Fencing tools are maintained and stored in line with property policy Repairs to farm fences completed as instructed Fences dismantled as required Electric fencing components installed as required <p><u>OHS issues that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> The rights and responsibilities of employers and employees under the relevant State Workplace/Occupational Health & Safety Act Codes of practice for manual handling OHS requirements for the safe use of farm vehicles, machinery, tools and equipment, such as Australian Standards for: <ul style="list-style-type: none"> guards for agricultural tractor PTO drives agricultural wheeled tractors - Roll Over Protective Structures (RPOS) in service safety inspection and testing of electrical equipment On-site OHS procedures may include: <ul style="list-style-type: none"> provision of personal protective clothing and equipment provision of sunscreen for outdoor work provision of warning signage in line with regulations <p><u>Holistic Outcome</u></p> <p>Safe and effective repairs maintenance of fencing are completed</p>	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG2522DY A Carry out basic fencing operations (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A basic working knowledge of: <ul style="list-style-type: none"> - the uses and structure of a range of conventional fence types - the uses of standard fencing materials, equipment and tools including voltage measuring equipment - common fencing hazards and safety precautions that are necessary when fencing, particularly those related to straining wire and use of tools - the basic operation of electric fences including: <ul style="list-style-type: none"> - earthing concepts and procedures - current flow - resistance - leakage - the difference between DC and AC powered fencing controllers - dangers posed by electricity to personnel and livestock - the conditions under which electric fences may cause fire - the relevant state legislation and regulations governing electric fences - safe methods of diagnosing routine faults with electric fencing, eg. the use of cut-out switches, isolating sections of fence and use of test meters - strip grazing systems and properties of electric fencing necessary for good stock control - the function of a range of components of portable electric fence systems - the factors affecting the location of portable electric fence systems - relevant OHS legislation, regulations and codes of practice • The ability to: <ul style="list-style-type: none"> - employ safe working practices in working with tools, equipment and machinery - use time efficiently - maintain physical fitness - identify standard materials, components, equipment and tools for conventional and electric fencing - identify component parts of a portable electric fence system - work effectively with electric fencing components 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG2522DY A Carry out basic fencing operations (continued)	
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> <ul style="list-style-type: none"> • The range of resources required for assessment can be provided either in the workplace or a simulated working environment structured in a training situation. • Resources may include: <ul style="list-style-type: none"> - sufficient standard materials for conventional and portable electric fencing - suitable fencing hand tools and equipment - a fence in need of repair - an existing fence in need of removal - fencing manufacturers manuals and pamphlets - relevant state legislation and regulations - codes of practice - relevant OHS information - workplace guidelines and checklists, eg. safety, First Aid, electric fencing - personal protective clothing and equipment - appropriate First Aid Kit 	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with supervisor, other farm personnel
- ◇ **Collecting, analysing and organising information** - in planning and scheduling fencing tasks
- ◇ **Planning and organising activities** - planning fencing tasks
- ◇ **Working with teams and others** - in maintenance or installation of portable electric fencing
- ◇ **Using mathematical ideas and techniques** - measuring quantities and lengths of materials for fencing repairs
- ◇ **Solving problems** - deciding on best repairs for the job, correct installation of portable electric fencing for the topography and livestock
- ◇ **Using technology** - electric fencing components

LEVEL

3

Industry: Rural Area of Competency : Generic: Farm Safety Sector: Goat Production Industry		This unit is intended for employees without direct supervision, and who may have some supervisory responsibility
RUA AG3021OH A Implement and monitor the enterprise OHS program		
Element of Competency		Performance Criteria
3021.1 Provide information to farm workers about occupational health and safety in the industry and the farm's health and safety procedures	3021.1.1	Information on the farm OHS program is provided and clearly explained to all farm workers.
	3021.1.2	Relevant OHS legislation and codes of practice are clearly explained to farm workers.
	3021.1.3	Information about identified OHS hazards on the farm is provided and safe work procedures to be implemented are clearly explained to workers.
3021.2 Implement and monitor the involvement of workers in maintaining the health and safety of all people in the rural workplace	3021.2.1	Procedures whereby workers report OHS hazards, risks are assessed and action is taken to control risks, are clearly described to farm workers.
	3021.2.2	Issues raised through consultation with farm workers are promptly acted upon and referred to the owner/manager of the rural workplace.
3021.3 Implement and monitor the farm procedures for identifying OHS hazards, assessing risks and maintaining effective control measures	3021.3.1	Hazards which are identified are reported so that adequate risk assessment and effective control measures are implemented.
	3021.3.2	Work procedures to control OHS risks are implemented by farm workers and regular monitoring occurs to ensure ongoing adherence and effectiveness of risk control.
	3021.3.3	Inadequacies in existing risk control measures are identified, and measures to reduce exposure to OHS hazards through improved work processes and procedures are raised with the owner/manager.
	3021.3.4	Inadequacies in allocation of resources on the farm to ensure safe work practice are identified and reported to the owner/manager.
3021.4 Implement the farm procedures for dealing with emergencies affecting health and safety of people on the rural workplace	3021.4.1	Farm procedures for dealing with OHS emergencies are implemented where necessary to ensure that prompt and effective control action is taken.
	3021.4.2	OHS emergencies are investigated and reported to identify their cause in accordance with established investigation procedures.
	3021.4.3	Suitable measures to prevent recurrence and minimise risk of OHS emergencies are discussed with the owner/manager and revised procedures implemented as necessary.
3021.5 Administer first aid	3021.5.1	Basic first aid principles are used to preserve life and minimise injury prior to arrival of medical help.
3021.6 Implement and monitor the farm procedures for maintaining occupational health and safety records	3021.6.1	OHS induction and training needs of workers are recognised and arrangements made with the owner/manager to fulfil those needs.
	3021.6.2	OHS records for the farm are accurately and legibly kept in accordance with farm and legal requirements for maintenance of OHS hazards, risk control, injury and disease events.

Industry: Rural Area of Competency : Generic: Farm Safety Sector: Goat Production Industry	This unit is intended for employees without direct supervision, and who may have some supervisory responsibility
RUA AG3021OH A Implement and monitor the enterprise OHS program (continued)	
<p>A. RANGE OF VARIABLES</p> <p>The term “farm” is used to denote an agricultural or horticultural property, enterprise or workplace</p> <ul style="list-style-type: none"> The implementing and monitoring of farm OHS programs is designed to achieve and maintain occupational health and safety standards in the workplace. This OHS competency involves supervision of the application of agricultural occupational health and safety principles and conformity with relevant legislation and codes of practice in each state, including the duties and responsibilities of all parties. It includes: <ul style="list-style-type: none"> general duty of care, requirements for maintenance and confidentiality of records of occupational injury and disease, requirements for records relating to hazardous substances on farms, provision of information and induction and training, regulations and codes of practice including those relating to plant, hazardous substances, manual handling, noise, issue resolution, health and safety representatives and occupational health and safety committees in the larger agricultural/horticultural enterprises The following range statements for Rural OHS Generic competencies for AQF 1 and 2 also pertain to: <ul style="list-style-type: none"> hazards in the workplace, hazards for which protective clothing or equipment is required, hazardous manual handling tasks, risks associated with animals, risks associated with bystanders, levels of health and fitness, OHS emergencies on rural workplaces The accepted hierarchy of risk control, ranging from most effective control approaches to least effective: <ol style="list-style-type: none"> Eliminate the hazard Substitute a less hazardous process for the hazard Design or engineering control to reduce risk Change work practice Use of personal protective clothing or equipment <p>Where possible the hazard should be eliminated or a less hazardous process should be substituted. Where elimination of a hazard is not possible, work systems should be designed to reduce risk and safe work practice implemented/managed.</p> It is a requirement that First Aid training be undertaken through registered training provider, eg. Red Cross, St. John. “Farm workers” include: <ul style="list-style-type: none"> permanently employed farm hands and workers, casual workers, seasonal workers, contract workers, people resident on or visiting the farm Effective control action in emergencies may include the communication of the location and directions to emergency personnel 	
<p>B. EVIDENCE GUIDE</p> <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Safe completion of work tasks by workers on the farm The safety of all persons on the farm <p><u>OHS that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> OHS risk management is the basis of this unit OHS legislation, relevant regulations and codes of practice in each state <p><u>Holistic Outcome</u></p> <p>OHS risk is minimised in the operation of a farm workplace.</p>	

Industry: Rural Area of Competency : Generic: Farm Safety Sector: Goat Production Industry	This unit is intended for employees without direct supervision, and who may have some supervisory responsibility
RUA AG3021OH A Implement and monitor the enterprise OHS program (continued)	
<p>B. EVIDENCE GUIDE (continued)</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of the following should be evident: <ul style="list-style-type: none"> - significant hazards in the rural workplace - all relevant OHS legislation and codes of practice, consistent with the elements of competence - the hierarchy of OHS risk control and its implementation for hazards in agriculture and horticulture - literacy levels and communication skills of farm workers, including seasonal workers - suitable communication techniques • The ability to: <ul style="list-style-type: none"> - demonstrate a mature approach to the daily application of safe working procedures 	
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Demonstrated competence in the elements of this unit is essential to ensure compliance with relevant OHS legislation and associated regulations.</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.</p>	

Industry:	Rural	This unit is intended for employees without direct supervision, and who may have some supervisory responsibility
Area of Competency :	Generic: Farm Safety	
Sector:	Goat Production Industry	
RUA AG3021OH A Implement and monitor the enterprise OHS program (continued)		

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with other workers and managers on the property, and the overall industry network
- ◇ **Collecting, analysing and organising information** - on hazard audits on the farm, and implementing relevant farm procedures
- ◇ **Planning and organising activities** - to implement hazard audits and safety procedures
- ◇ **Working with teams and others** - to implement farm safety procedures and programs
- ◇ **Using mathematical ideas and techniques** - to calculate costs, evacuation time, etc.
- ◇ **Solving problems** - in determining best possible option to reduce injury risk
- ◇ **Using technology** - to communicate and record OHS activities

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG3130EM A Manage maintenance	
Element of Competency	Performance Criteria
3130.1 Determine maintenance issues	3130.1.1 Maintenance problems are identified from operational diaries, employee comment and/or personal testing, observation of structures, plant and equipment and manufacturers in-service updates. 3130.1.2 Likely cause(s) of problems are determined and appropriate action taken. 3130.1.3 Legal requirements for maintenance are adhered to. 3130.1.4 Any maintenance covered by warranty or insurance is identified and claimed for.
3130.2 Schedule resources	3130.2.1 Resources required to carry out maintenance are determined to enterprise requirements. 3130.2.2 Maintenance supplies are purchased to scheduled requirements. 3130.2.3 Maintenance is scheduled to suit total property operations. 3130.2.4 Maintenance requirements are communicated to staff for required action.
3130.3 Monitor maintenance	3130.3.1 Maintenance is monitored to ensure property production operations are not interrupted. 3130.3.2 Costs are controlled to meet enterprise budget. 3130.3.3 Maintenance is documented to enterprise requirements.
3130.4 Maintain workshop safety	3130.4.1 Equipment is maintained in safe working condition. 3130.4.2 Equipment is operated in accordance with manufacturers instructions. 3130.4.3 Workshop is maintained in clean and safe condition.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Workshop equipment may include: <ul style="list-style-type: none"> welders (arc, gas and MIG), lathes, bench presses, multimeters and ohm meters, inspection pits, lifting and support equipment, eg. jacks, overhead gantry, blocks; power tools, eg. grinders, drills; hand tools, eg. spanners, hammers, screw drivers, Storage may include, racks for commonly used steel angle, rods, tube metal, wire, racks or boards for orderly placement of tools. Specialised knowledge may be required for: <ul style="list-style-type: none"> raising heavy equipment, removing wheels of tractors, working with bearings, housing, shafts, removing, repairing replacing and inflating tyres Maintenance causes may include: <ul style="list-style-type: none"> Wear, corrosion, design problems, equipment modifications, incorrect use and accidents, act of nature Appropriate action may include: <ul style="list-style-type: none"> obtaining information from a variety of sources, solving problems, eliminating causes Sources of information may include: <ul style="list-style-type: none"> Manuals, farm improvement groups, departments of primary industry, other operators, dealers, service representatives, employees Maintenance supplies include any tools required for work Maintenance may be performed on property improvements, plant and machinery Maintenance requirements include the extent of work, parts to be used and the quality of repair Protective equipment may include: coveralls, gloves, eye protectors, boots First aid kits and fire extinguishers are selected to suit operations Work is coordinated with licensed trades to meet state/local government requirements 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG3130EM A Manage maintenance (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> Competency is to be assessed in the critical aspects of: <ul style="list-style-type: none"> • Workshop layout: <ul style="list-style-type: none"> - clean, tidy and adequate for safe work - tools stored in an orderly fashion - records kept in safe, dry place • Operators able to <ul style="list-style-type: none"> - use workshop equipment efficiently and safely - find particular tool quickly - well organised in setting up a job, eg changing a tractor tyre • Workshop equipment in good working order • Maintenance planning: <ul style="list-style-type: none"> - scheduling - compared to budget - records - roles of farm and service personnel • Safety, first aid equipment and protective clothing in good working order <u>OHS issues that impact upon the performance of this unit</u> <ul style="list-style-type: none"> • Safe operating procedures for plant and machinery • Use of personal protection equipment <u>Holistic Outcome</u> Machinery and equipment is maintained to manufacturers recommendations to ensure trouble free and efficient operation under field conditions	
<u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A basic working knowledge of: <ul style="list-style-type: none"> - timing of operations - farm machinery and structures - maintenance processes • The ability to: <ul style="list-style-type: none"> - communicate maintenance requirements - plan - maintain records of maintenance - layout workshop - identify space requirements for range of work - maintain suitable stocks of parts 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG3130EM A Manage maintenance (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO). <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite: RUA AG1130EM A <i>Perform routine maintenance</i> RUA AG2130EM A <i>Equip a workshop</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where the unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functioning agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting, analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
2	3	3	2	3	3	2

- ◇ **Communicating** - with the full range of field staff and industry participants
- ◇ **Collecting, analysing and organising information** - on the enterprise and job specifications
- ◇ **Planning and organising activities** - of work teams and equipment
- ◇ **Working with teams and others** - to complete specified activities and operations
- ◇ **Using mathematical ideas and techniques** - in calculating job specifications
- ◇ **Solving problems** - accessing information from supervisors
- ◇ **Using technology** - to communicate, calculate and record
- ◇

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry	
RUA AG3202BM A Organise human resources	
Element of Competency	Performance Criteria
3202.1 Participate in staff selection	3202.1.1 Staffing requirements are reported to enterprise management. 3202.1.2 Potential recruits are identified and selected to enterprise policies. 3202.1.3 Selected staff are informed of required performance standards. 3202.1.4 Wages and conditions are negotiated to enterprise and industry standards. 3202.1.5 Contracts of employment are completed.
3202.2 Induct staff	3202.2.1 New employees are introduced to other staff. 3202.2.2 New employees are familiarised with work place. 3202.2.3 New employees are familiarised with work and safety procedures and policies.
3202.3 Organise work programs	3202.3.1 Work plans are developed in consultation with management. 3202.3.2 Staff are informed of duties to be undertaken. 3202.3.3 Work activities are reviewed. 3202.3.4 Staff opinions are sought and adopted as appropriate.
3202.4 Develop teamwork	3202.4.1 Actions are initiated to develop good teamwork and morale. 3202.4.2 Staff contributions are acknowledged and rewarded.
3202.5 Supervise staff	3202.5.1 Effective contributions are acknowledged and rewarded. 3202.5.2 Errors are corrected and required standards reinforced. 3202.5.3 Efforts to reach required standards are encouraged. 3202.5.4 Compliance with OHS policies and practices is ensured.
3202.6 Review staff performance	3202.6.1 Staff are trained to the standard required. 3202.6.2 Staff performance is monitored on a daily basis. 3202.6.3 Staff performance is reported to enterprise management. 3202.6.4 Enterprise employment termination procedures are followed.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Unless otherwise stated, directions, specifications and prescriptions come from management or other advisers and may include prescriptions for staffing plans. Staffing plans may include: <ul style="list-style-type: none"> - total annual staff numbers, seasonal staff numbers, total staffing budgets, staff classifications by job description, training and development policies, staff recruiting, policy restraints, reporting mechanisms Human resources may include: <ul style="list-style-type: none"> - family members (paid and unpaid), permanent and casual employees, contractors, volunteers, students on work experience, technical and professional support Contracts of employment may include task specific and general contracts of employment as well as special schemes to encourage on and off the job training and continuing education Records may be paper or computer based Development of teamwork may include staff meetings, communication and social events Contracts of employment will also include adherence to the enterprise OHS management program requirements 	

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry			
RUA AG3202BM A Organise human resources (continued)			
B. EVIDENCE GUIDE <u>Key Outcomes</u> Supervisors assist in staff selection and can induct staff, organise their work programs and develop teamwork and morale through effective supervision. <u>OHS issues impacting upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include systems to ensure that: <ul style="list-style-type: none"> workers undertake OHS induction workers safety skills are assessed and training provided workers are involved in the identification and reporting of hazards to health and safety risks are assessed by relevant workers effective short term and long term OHS risk control measures are implemented <u>Holistic Outcome</u> The enterprise is appropriately staffed throughout the year, duties are performed to the standards required, teamwork and morale are developed, performance is reviewed and training carried out where required. <u>Underpinning knowledge and skills</u> <table> <tr> <td> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> human motivation and development measure of efficiency recruitment options The ability to: <ul style="list-style-type: none"> organise people analyse and make decisions negotiate train and supervise </td><td> <ul style="list-style-type: none"> relevant industrial awards teams and teamwork supervision and training observe and measure interpersonal skills record and report </td></tr> </table>		<ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> human motivation and development measure of efficiency recruitment options The ability to: <ul style="list-style-type: none"> organise people analyse and make decisions negotiate train and supervise 	<ul style="list-style-type: none"> relevant industrial awards teams and teamwork supervision and training observe and measure interpersonal skills record and report
<ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> human motivation and development measure of efficiency recruitment options The ability to: <ul style="list-style-type: none"> organise people analyse and make decisions negotiate train and supervise 	<ul style="list-style-type: none"> relevant industrial awards teams and teamwork supervision and training observe and measure interpersonal skills record and report 		
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.			

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry
RUA AG3202BM A Organise human resources (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	1	3	-

- ◇ **Communicating** - with staff and management and applicants for jobs
- ◇ **Collecting, analysing and organising information** - wages and conditions, contracts
- ◇ **Planning and organising activities** - work programs every day
- ◇ **Working with teams and others** - with staff in their daily work
- ◇ **Using mathematical ideas and techniques** - wages and wage calculations, time sheets, productivity analyses
- ◇ **Solving problems** - with staff, unions, management and daily work
- ◇ **Using technology** - nil

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3450GT A Select livestock for market	
Element of Competency	Performance Criteria
3450.1 Market requirements identified	3450.1.1 Market information is obtained to enterprise requirements. 3450.1.2 Market information is analysed to enterprise requirements. 3450.1.3 Withholding period is identified and met in accordance with manufacturers labels. 3450.1.4 Type of stock to be selected for market is determined.
3450.2 Select livestock	3450.2.1 Livestock suitability is assessed against market requirements and enterprise Quality Assurance standards. 3450.2.2 Livestock for sale are identified. 3450.2.3 Sale livestock are drafted to enterprise and OHS legislated requirements. 3450.2.4 Sale livestock are prepared for transportation and sale. 3450.2.5 Sale livestock are transported for sale in accordance with Animal Welfare codes of practice.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Market information may include: <ul style="list-style-type: none"> price trends, quantity and type of stock coming onto market Information may be obtained from: <ul style="list-style-type: none"> agents, consulting services, processors, other farmers, market reports Livestock suitability may be assessed by: <ul style="list-style-type: none"> condition scoring, weighing, age, plan of nutrition, breed, condition of teeth, pregnancy status, conditions of coat, length of fleece, sex, production records, udder health Preparation for market may include: <ul style="list-style-type: none"> crutching/shearing, other husbandry treatments, weighing, foot paring, minimising chemical residues 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Market research conducted to establish enterprise goats and selection criteria Suitable livestock selected and separated Livestock sold in line with management plans <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation safe goat fibre harvesting systems and procedures <p>Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union</p> <p>Holistic Outcome Livestock selection maximises market returns.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3450GT A Select livestock for market (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - market requirements and market alternatives - AUSMEAT livestock description of goats - livestock selection - withholding periods after treatment - animal welfare and safety • The ability to: <ul style="list-style-type: none"> - select livestock to meet market and enterprise QA requirements - arrange transportation - comply with safe working practices • An awareness of community perceptions • A demonstrated awareness of the provisions of animal welfare codes in completion of work routines 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit of competency can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG3450GT A Select livestock for market (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with the marketing network
- ◇ **Collecting, analysing and organising information** - on market outlets
- ◇ **Planning and organising activities** - of marketing
- ◇ **Working with others and in teams** - to achieve marketing targets
- ◇ **Using mathematical ideas and techniques** - to calculate price and margins
- ◇ **Solving problems** - of price fluctuation and cost increases
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3451GT A Arrange transportation	
Element of Competency	Performance Criteria
3451.1. Determine transport requirements	3451.1.1 Goat numbers, type and condition are identified in line with enterprise requirements. 3451.1.2 Distance of journey and type of road is ascertained. 3451.1.3 Transport requirements including safety and animal welfare for the enterprise are determined.
3451.2 Source carriers	3451.2.1 Information on carriers is sourced. 3451.2.2 Carriers are approached to ascertain availability and conditions of transportation. 3451.2.3 Carriers who satisfy the cartage requirements are identified.
3451.3 Obtain quotes	3451.3.1 Carriers are contacted regarding quotes. 3451.3.2 Negotiation for best rate and conditions is undertaken. 3451.3.3 Most suitable carrier is selected. 3451.3.4 Insurance needs are organised.
3451.4 Transport plan determined	3451.4.1 Factors that make up transport plan are identified. 3451.4.2 Transport plan is designed. 3451.4.3 Staff are briefed on transport plan.
3451.5 Comply with legislative requirements on stock transport	3451.5.1 Information on legislative requirements are sought. 3451.5.2 Legislative requirements are identified. 3451.5.3 Legislation requirements are complied with.
3451.6 Notify recipients and arrange unloading	3451.6.1 Recipients of stock/produce are identified. 3451.6.2 Communication is completed with recipients to brief them on the transport plan. 3451.6.3 Acknowledgment that recipients understand the plan is provided.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Information on carriers may be sourced from: <ul style="list-style-type: none"> other procedures, telephone and business directories, stock and station agents Cartage conditions may include: <ul style="list-style-type: none"> number of stock carried, method of transportation, number of stops/checks, how often stock are watered and fed (if necessary), truck preparation to minimise effect of weeds and disease, safety and the use of electronic stock prods, refrigeration for milk Transport plan factors may include: <ul style="list-style-type: none"> time of loading, type of loading and unloading facilities including, number of trucks, safety, number of stock per truck, watering and feeding points, travelling time, destination, condition of goats, whether dairy does are lactating, place of loading, labour requirements to load and unload safely, use of dogs and muzzles, delivery undertaken by owner or agent, time goat yarded to ensure emptying out, preparation of goats, safety, milking times, relevant milk product legislation Legislative requirements may include: <ul style="list-style-type: none"> movement of stock into or out of quarantine areas and across state borders, Model Code of Practice for the Welfare of Animals - The Goat, Code of Practice for the Land Transport of Goats, Code of Best Practice for the Export of Live Goats Communication may be by: <ul style="list-style-type: none"> telephone, facsimile, letter, electronic means, verbal (face-to-face) Recipients of stock may include: <ul style="list-style-type: none"> goat farmers, abattoirs, saleyards, shipping terminals, agents Negotiations with carrier regarding conditions include: <ul style="list-style-type: none"> workers compensation and public liability insurance, identification to carrier of OHS hazards on-farm 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3451GT A Arrange transportation (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Transport requirements determined and suitable carriers identified • Quotations obtained and transport plans determined • Transportation facilitated including unloading arrangements and facilities <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • alert to others on the farm, including workers and family members, of planned presence of transport <u>Holistic Outcome</u> Goat transportation is facilitated. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - safety requirements for livestock and personnel - costing alternatives - transport availability - arranging quotes - legislative requirements for transportation - goat transportation requirements - Code of Practice for Welfare and Husbandry of Goats - Code of Practice for Land Transport of Goats • The ability to: <ul style="list-style-type: none"> - organise quotes - comply with legislation - arrange transport - use telephone 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation and health certificates obtained for livestock movements. <u>Interdependent assessment of units</u> This unit could be assessed in conjunction with unit RUA AG2452GT A <i>Handle goats in yards</i> and will underpin units such as RUA AG4450GT A <i>Arrange marketing</i> as well as consideration of the outcomes of RUA AG4453GT A <i>Design goat handling facilities</i> .	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3451GT A Arrange transportation (continued)	
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	3

- ◇ **Communicating** - with buyers, breeders and transport operators
- ◇ **Collecting, analysing and organising information** - on timetables and markets
- ◇ **Planning and organising activities** - of mustering and transport
- ◇ **Working with others and in teams** - to facilitate transportation
- ◇ **Using mathematical ideas and techniques** - to calculate price and costs
- ◇ **Solving problems** - of delivery and loading
- ◇ **Using technology** - to communicate, calculate and conduct transactions

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3452GT A Load and unload goats/ fleece	
Element of Competency	Performance Criteria
3452.1 Check facilities and equipment for sound working conditions	3452.1.1 Required facilities and equipment are identified. 3452.1.2 Facilities and equipment are checked for sound working order. 3452.1.3 Repairs and maintenance are carried out.
3452.2 Load goats or fibre	3452.2.1 Goats are mustered, yarded and counted. 3452.2.2 Fibre bales are checked to ensure they meet transport code specifications. 3452.2.3 Agreement is reached by loader and carrier of amount and type of produce. 3452.2.4 Numbers are recorded to enterprise standards. 3452.2.5 Stock is loaded in compliance with animal welfare requirements and OHS legislation. 3452.2.6 Fibre is loaded to OHS legislation. 3452.2.7 Necessary paperwork is identified, sourced and completed to enterprise requirements.
3452.3 Inform recipient	3452.3.1 Recipient is notified of departure time, number and estimate time of arrival. 3452.3.2 Carrier is given contact details of recipient.
3452.4 Unload goats or fibre	3452.4.1 Recipient and carrier unload goats or fibre in safe manner to ensure no injury to personnel, or goats or damage to fibre. 3452.4.2 Agreement is reached on numbers of goats or bales of fibre unloaded. 3452.4.3 Agreement is reached on condition of or damage to goats or fibre. 3452.4.4 Number and condition of goats or fibre bales are recorded to enterprise standards.
3452.5 Perform appropriate animal health procedures	3452.5.1 Stock is sorted if required. 3452.5.2 Animal health treatments are performed off truck as instructed. 3452.5.3 Animals are fed and watered to enterprise requirements.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Facilities may include: <ul style="list-style-type: none"> yards, fixed loading ramps, sheds Equipment may include: <ul style="list-style-type: none"> portable loading ramps, front end loaders, trolleys, ropes, fork lifts, tarpaulins Produce may include: <ul style="list-style-type: none"> fibre bales, goat skins, goats Paperwork may include: <ul style="list-style-type: none"> classers' specification, legislative requirements, notes to agents, animal health documents, carrier invoices, insurance requirements Animal health treatments may include: <ul style="list-style-type: none"> drenching, foot paring, crutching, vaccination, foot bathing, dipping 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3452GT A Load and unload goats/ fleece (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Facilities and equipment checked for sound working condition • Fibre or livestock loaded and protocols observed • Fibre or livestock unloaded at destination and appropriate animal health procedures followed • Disease protocols followed <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control, transport • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • safe systems of work at heights - loaded truck • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <u>Holistic Outcome</u> Goats/fibre are loaded and/or unloaded efficiently. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - goat loading facilities - animal health procedures - OHS requirements - paperwork for transportation - fleece contamination during transport - Code of Practice for Welfare and Husbandry of Goats - Code of Practice for Land Transport of Goats - Code of Practice for the Preparation of Australian Cashmere and Cashgora Fleece - Australian Goat Council Code • The ability to: <ul style="list-style-type: none"> - load and unload livestock and produce - inspect loading equipment and repair it - comply with legislation - complete paperwork for transportation - perform animal health treatments and observe disease prevention protocols - provide due care and humanely handle livestock • A demonstrated ability to provide due care and humanely handle livestock • An understanding of community attitudes 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3452GT A Load and unload goats/ fleece (continued)
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant licensing may be required for vehicle operation and health certificates for livestock movements. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG3451GT A <i>Arrange transportation</i> but also involves elements of RUA AG3454GT A <i>Implement goat husbandry practices</i> , and RUA AG3459GT A <i>Implement internal parasite control programs</i> and RUA AG3460GT A <i>Implement external parasite control programs</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with transport operators
- ◇ **Collecting, analysing and organising information** - on available facilities and capacities
- ◇ **Planning and organising activities** - to facilitate loading and unloading process
- ◇ **Working with others and in teams** - to load/unload goats and goat products
- ◇ **Using mathematical ideas and techniques** - to count and load in line with code of practice
- ◇ **Solving problems** - of difficult conditions and poor facilities
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3453GT A Implement feeding plans	
Element of Competency	Performance Criteria
3453.1 Monitor body weights and livestock condition	3453.1.1 Goats condition is assessed in line with feeding plan. 3453.1.2 Production status of herd is identified. 3453.1.3 Available pasture or standing feed is assessed for quality and quantity.
3453.2 Adjust feeding regime	3453.2.1 Supplementary feeding methods are determined. 3453.2.2 Start of supplementary feeding is determined. 3453.2.3 Frequency of feeding is determined. 3453.2.4 Paddocks are changed or supplementary feeding introduced to maintain goats body weights, condition or lactation.
3453.3 Purchase supplementary feed	3453.3.1 Suitable feeds are identified. 3453.3.2 Nutrient levels of feed is identified. 3453.3.3 Basis for costing feeds is determined. 3453.3.4 Feed is purchased in line with enterprise standards and buying limits.
3453.4 Conserve feed to meet normal and abnormal conditions	3453.4.1 Suitable feed conservation methods are identified. 3453.4.2 Feed is conserved and stored to enterprise standards. 3453.4.3 Quantity of feed available is determined and matched to feeding plan.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Goat condition may be assessed by: <ul style="list-style-type: none"> weighing, fat scoring, body condition, lactation stage, milk yield Problems may include: <ul style="list-style-type: none"> grain poisoning, break in fleece, curtailed or shortened lactation, mismothering, scouring Feeding plans may include: <ul style="list-style-type: none"> seasonal supplementary feeding pattern, fodder conservation plan, feed purchases, drought reserves, minimum livestock condition levels, production requirements Feeding methods may include: <ul style="list-style-type: none"> staged introduction of grain feeding, feeding grain on the ground or in troughs, access to water, ad lib feeding, allowing adequate time to change over feedstuffs, restricting goat movement to small areas, spreading hay/silage, gradual introduction to feedstuffs, strip grazing Feed problems may include: <ul style="list-style-type: none"> introduction of weeds, chemical residues Feed conservation may include: <ul style="list-style-type: none"> cutting hay or silage, feeding crops, irrigation, harvesting grain, standing pasture Abnormal conditions may include destruction of fodder caused by: <ul style="list-style-type: none"> fire, flood, drought, frost, insects, cyclones, hail 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3453GT A Implement feeding plans (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Livestock bodyweights and condition monitored • Feeding regime and grazing management implemented to ensure stock condition and production is maintained • Supplementary feed conserved or purchased in line with property feeding plan <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • machinery and vehicle safety when feeding out • safe feed materials handling systems and procedures to reduce risk associated with organic dusts • selection, use and maintenance of relevant personal protective clothing and equipment <u>Holistic Outcome</u> Feeding plans are implemented in line with property planning goals. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - making feed available to meet livestock needs - supplementary feed values and problems associated with purchased feeds, eg. weed seed - property fodder conservation strategy - nutritive disorders in goats and how to avoid them - paddock names/numbers - nutritional requirements to maintain condition or production, eg. milk production • The ability to: <ul style="list-style-type: none"> - make feed available to meet goats requirements - buy feed - conserve feed - avoid health problems and feed disorders - treat abnormalities - identify goat nutritional requirements <ul style="list-style-type: none"> - structure feeding programs and feed introduction to cater for the needs of all classes of livestock on the property 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite; RUA AG2450GT A <i>Feed</i> . This unit underpins unit RUA AG4452GT A <i>Develop feeding plans</i> .	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3453GT A Implement feeding plans (continued)
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency must be assessed in the actual workplace. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Assessment will require that the individual has had exposure to a wide range of contingencies in this area. This can only really be provided on the property over the range of seasons.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with feed suppliers and nutritionists
- ◇ **Collecting, analysing and organising information** - on nutrient requirements
- ◇ **Planning and organising activities** - to facilitate feeding strategies
- ◇ **Working with others and in teams** - to implement programmed feeding plans
- ◇ **Using mathematical ideas and techniques** - to calculate quantity
- ◇ **Solving problems** - of feed on availability and procurement
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3454GT A Implement goat husbandry practices	
Element of Competency	Performance Criteria
3454.1 Prepare to treat goats	3454.1.1 Equipment is checked for safety and sound working order. 3454.1.2 Site is prepared for treating goats to industry standards and enterprise requirements. 3454.1.3 Materials are checked and segmented if necessary.
3454.2 Administer treatment	3454.2.1 Goats are mustered and yarded. 3454.2.2 Goats are caught and restrained in accordance with enterprise policy. 3454.2.3 Treatments are carried out in accordance with enterprise policies, animal welfare codes of practice, manufacturers specifications and required health and safety legislation. 3454.2.4 Goats are released to avoid damage to animals or accidents to operators.
3454.3 Return goats to paddock	3454.3.1 Route is prepared for movement of goats to paddocks. 3454.3.2 Herds are moved to correct paddocks in accordance with enterprise policies. 3454.3.3 Gates are closed. 3454.3.4 Return travel is undertaken in a safe manner.
3454.4 Clean and store equipment	15.4.1 Equipment is cleaned and maintained according to manufacturers instructions. 15.4.2 Equipment and materials are stored in accordance with enterprise policies, manufacturers instructions and requirements of OHS legislation.
3454.5 Monitor effectiveness of treatments	3454.5.1 Livestock is checked to observe the effectiveness of treatments. 3454.5.2 Abnormalities are observed. 3454.5.3 Abnormalities are treated. 3454.5.4 Information is given to the person in charge where appropriate.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Goat husbandry practices may include: <ul style="list-style-type: none"> pizzle dropping, foot paring, clipping teeth, trimming horns, administering trace elements, giving injections, applying disinfectants, checking eyes and removing grass seeds, shearing dead goats, collecting faecal samples, dipping, jetting, treating fly strike, caustic treatment of horn buds Goat husbandry practices may include: (continued) <ul style="list-style-type: none"> mulesing/marking, administering hormonal treatments/agents, tooth clipping/grinding inspecting testicles, checking vulvas, checking ears, checking teeth, checking udders, drenching, weaning kids, removing horns (disbudding) dairy goats, treat fly strike and jetting fibre producing goats, checking eyes Inspecting stock for: <ul style="list-style-type: none"> lesions, abscesses, fly strike, parasites, cancers, abnormal growths, lice, footrot Identification of goats may include: <ul style="list-style-type: none"> eartags, ear marks, raddle, sprays, silicon chips, tattoos, collar tags, leg bands Equipment may include: <ul style="list-style-type: none"> mulesing shears, foot clipping secateurs, hand shears, machine shearing handpieces, kid cradles, foot baths, dehorning equipment, goat handling equipment, drench guns, vaccinating guns, dips, jetting plant, jetting guns, scales 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3454GT A Implement goat husbandry practices (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> Materials, equipment and site prepared for required husbandry operations Treatment or husbandry operations completed as specified Goats returned to paddocks and equipment cleaned and stored Treatments recorded in management records and effectiveness monitored <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control measures safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation safe systems and procedures for handling hazardous substances - for internal and external parasite control selection, use and maintenance of relevant personal protective clothing and equipment Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <u>Holistic Outcome</u> Programmed husbandry operations completed	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> goat husbandry practices record keeping animal health legislation and codes of practice The ability to: <ul style="list-style-type: none"> treat goats clean and store equipment use treatment equipment and preparations move goats read and interpret labels provide due care and humanely handle livestock An understanding of community attitudes <ul style="list-style-type: none"> equipment and preparations for treating goats goat treatments animal welfare codes inspect stock and recognise problems record information recognise goat identification methods work safely with livestock and other personnel follow farm managers or supervisors instructions 	

C. ASSESSMENT GUIDE

Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.

Authority managing and conducting assessment, and issuing qualifications

Authorised Registered Training Organisation (RTO)

Special outcomes of assessment for purposes of licensing by a government or other authority

There are no licensing requirements for this unit.

Interdependent assessment of units

This unit could be assessed in conjunction with units RUA AG2451GT A *Muster and move goats*, RUA AG2452GT A *Handle goats in yards*, RUA AG3459GT A *Implement internal parasite control programs* and RUA AG3460GT A *Implement external parasite control programs*.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3454GT A Implement goat husbandry practices (continued)
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	2	1	2	2	1

- ◇ **Communicating** - with other farm personnel and industry suppliers
- ◇ **Collecting, analysing and organising information** - on relevant husbandry practices
- ◇ **Planning and organising activities** - for care, feeding or treatment
- ◇ **Working with others and in teams** - to complete husbandry tasks
- ◇ **Using mathematical ideas and techniques** - to calculate dose rates, withholding periods, etc.
- ◇ **Solving problems** - of ensuring adequate nutrition and disease prevention
- ◇ **Using technology** - to calculate and communicate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3455GT A Prepare for kidding	
Element of Competency	Performance Criteria
3455.1 Organise doe nutrition in late pregnancy and kidding	3455.1.1 Nutrition required for optimal kidding results is identified. 3455.1.2 Effects of inadequate nutrition are identified. 3455.1.3 Does' feed requirements are arranged and documented in consultation with supervisor.
3455.2 Organise feed supplies for late pregnancy/kidding	3455.2.1 State of pregnancy and number of does in herd is matched to paddock conditions. 3455.2.2 Conditions that warrant the introduction of supplementary feeding are identified. 3455.2.3 Does are conditioned to feeding routine.
3455.3 Prepare paddocks for kidding	3455.3.1 Paddocks are matched to herd size and age of does. 3455.3.2 Paddocks that protect does and kids from adverse environmental conditions are identified. 3455.3.3 Fences, water points, yards are checked and repaired. 3455.3.4 Shelter and housing are prepared as instructed.
3455.4 Implement predator control measures	3455.4.1 Predators that kill or injure kids are identified. 3455.4.2 Predator activity is monitored and reported. 3455.4.3 Predator control plan is implemented. 3455.4.4 Safe work practices are adhered to minimise risks to domestic animals and humans.
3455.5 Perform husbandry procedures	3455.5.1 Does are crutched or shorn prior to kidding. 3455.5.2 Preventative health operations for ewes are carried out according to health strategy. 3455.5.3 Kidding assistance is planned. 3455.5.4 Does are conditioned to human movement where stock are to be assisted.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Environmental conditions include: <ul style="list-style-type: none"> - cold wet windy weather, hot weather, the effect of the wind chill factor, snow, feed/water supplies • Shelter and housing may include the need to provide "kid proof" water troughs to prevent drowning • Predators may include: <ul style="list-style-type: none"> - dogs (domestic and wild), dingoes, wild pigs, foxes, birds, feral cats • Control of predators may include: <ul style="list-style-type: none"> - shooting, trapping, poisoning, fencing, spot or neon lighting, guard dogs • Preventative health operations may include: <ul style="list-style-type: none"> - vaccinations, drenching, blowfly control procedures 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3455GT A Prepare for kidding (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Doe nutrition in late pregnancy monitored and managed to provide optimal kidding percentage • Preparation and planning for kidding includes feed purchases and paddock management • Predator control procedures implemented • Nominated husbandry procedures facilitated prior to kidding <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control (including Q Fever) • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • safe feed materials handling systems and procedures to reduce risk associated with organic dusts • safe firearms handling and storage systems • safe systems and procedures for handling hazardous substances - drenches, vaccines, backliners, sprays, baits • selection, use and maintenance of relevant personal protective clothing and equipment <u>Holistic Outcome</u> Kidding preparations completed in line with property management plan. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - doe nutrition requirements - livestock feeds and feeding - pasture and livestock grazing arrangements - predator control and legislative requirements - husbandry procedures - kidding routines - poison safety and legislation - firearm safety and legislation • The ability to: <ul style="list-style-type: none"> - feed pregnant goats - implement predator control strategies - manage pastures and doe grazing - perform husbandry practices 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> <ul style="list-style-type: none"> • This unit should be assessed in conjunction with unit RUA AG3453GT A <i>Implement feeding plans</i> and is underpinned by competence in units RUA AG2453GT A <i>Monitor does from joining to kidding</i>, RUA AG2454GT A <i>Implement the kidding process</i> and RUA AG2455GT A <i>Carry out kidding duties</i>. 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3455GT A Prepare for kidding (continued)	
<p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment."</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.</p>	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with the property network
- ◇ **Collecting, analysing and organising information** - on kidding times and individual herd requirements
- ◇ **Planning and organising activities** - and facilities in line with kidding requirements
- ◇ **Working with others and in teams** - to achieve high kidding percentages
- ◇ **Using mathematical ideas and techniques** - to calculate herd requirements
- ◇ **Solving problems** - of adverse weather and maintaining nutritional levels
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3456GT A Determine kid marking procedures	
Element of Competency	Performance Criteria
3456.1 Determine husbandry practices at marking	3456.1.1 Environmental conditions are assessed. 3456.1.2 Condition and age of kids is assessed. 3456.1.3 Operations to be carried out at kid marking are planned in consultation with the farm manager. 3456.1.4 Methods and sequence of operations are determined. 3456.1.5 Clean marking sites identified.
3456.2 Organise equipment and materials	3456.2.1 Equipment, materials and health treatments are ordered. 3456.2.2 Equipment is checked and maintained to enterprise standards. 3456.2.3 Faults are rectified to enterprise standards. 3456.2.4 Equipment is moved to kid marking sites.
3456.3 Determine staffing requirements for marking	3456.3.1 Staffing needs are assessed for kid marking. 3456.3.2 Kid marking operators are identified. 3456.3.3 Operators are briefed on their tasks. 3456.3.4 Safety requirements are communicated to staff.
3456.4 Monitor kid marking	3456.4.1 Progress is checked during kid marking. 3456.4.2 Herd health is monitored. 3456.4.3 Marking results are recorded as part of management planning.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Operations to be carried out may include: <ul style="list-style-type: none"> removal of testes and/or tail or the application of rings to testes and/or tail, ear marking, mulesing, drenching, vaccinating, ear tagging, disbudding Equipment required may include: <ul style="list-style-type: none"> First Aid kit, marking knives, marking cradles, drench guns, methylated spirits, portable yards/gates, ear tags, ring applicator and rings, ear marking pliers, grinding stones, vaccinating guns and needles, gas fired docking knife, mulesing shears, portable yards, disbudding equipment, tattooing equipment Kid marking operators may include: <ul style="list-style-type: none"> casual or permanent staff, family labour, contractors, neighbours (time trade) Materials may include: <ul style="list-style-type: none"> protective clothing Health treatments may include: <ul style="list-style-type: none"> antiseptic (liquid and powder), drench, vaccine, fly prevention treatments 	

B. EVIDENCE GUIDE**Key Outcomes**

- Marking operations planning and strategies determined
- Equipment, materials and medicines assembled
- Staff organised and duties explained
- Kid marking process monitored

OHS issues that impact upon the performance of this unit

Relevant OHS hazards identification, risk assessment and risk control measures. These include:

- safe livestock handling systems and procedures, including zoonoses control
- safe manual handling systems and procedures
- safe systems and procedures for application of veterinary chemicals

Holistic Outcome

Planned procedures optimise efficiency of kid marking operation.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3456GT A Determine kid marking procedures (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - proper administration procedures for veterinary medicines - kid marking practices - animal health practices - animal welfare code of practice - kid marking equipment • The ability to: <ul style="list-style-type: none"> - plan kid marking activities - monitor kid marking progress and outcomes - plan and implement safety procedures for personnel and livestock • An appreciation of community attitudes 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit could be assessed in conjunction with units RUA AG2455GT A <i>Carry out kidding duties</i> and RUA AG2456GT A <i>Carry out kid marking duties</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency must be assessed in the workplace. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The planning and supervision of kid marking needs to be assessed in the workplace situation to ensure the individual is competent to cater for the broad range of contingencies that may occur during these operations.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG3456GT A Determine kid marking procedures (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with other property personnel
- ◇ **Collecting, analysing and organising information** - on herd bloodlines and kidding data
- ◇ **Planning and organising activities** - of marking team
- ◇ **Working with others and in teams** - to complete kid marking
- ◇ **Using mathematical ideas and techniques** - to calculate volume and percentages
- ◇ **Solving problems** - of mismothering and mustering
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3457GT A Rear kids	
Element of Competency	Performance Criteria
3457.1 Determine plan for rearing kids	3457.1.1 Environmental conditions and available resources are assessed for suitability and readiness. 3457.1.2 Human resources are assessed and rostered. 3457.1.3 Costing options in materials and time are identified and recorded. 3457.1.4 Current information including Animal Welfare requirements are researched and evaluated for suitability to the enterprise. 3457.1.5 Plan for rearing kids is devised using assembled information and available resources.
3457.2 Carry out plan for rearing kids using assembled information and available resources	3457.2.1 Equipment and materials are identified and checked for correct operation in line with operating instructions. 3457.2.2 Routine for feeding and observation is carried out at prescribed feeding intervals. 3457.2.3 Small and less vigorous kids are identified and separated from others for specialist feeding. 3457.2.4 Kids are separated as required for routine husbandry or animal health procedures. 3457.2.5 Hygiene protocol in environment and feeding is maintained according to property guidelines. 3457.2.6 Progress and development of kids is monitored regularly through weighing and visual appraisal. 3457.2.7 Welfare and health abnormalities are treated promptly and reported to the appropriate authority.
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Information sources may be: <ul style="list-style-type: none"> Department of Agriculture/Primary Industries, Breed Society, other farmers, veterinarians Plan for rearing kids includes: <ul style="list-style-type: none"> determining basis for choice of kids to be raised (need for replacements, objective performance of parents, market demand), types of shelter, choice of milk/milk replacer, choice of feeding methods, choice and introduction of solid feeds, how much to feed, the full range of welfare considerations including the Code of Welfare for Goats , record keeping: individual ID, problems, growth (weights), feeding details, procedures, eg. vaccinations, disbudding, tattooing Staff training may include: <ul style="list-style-type: none"> teaching kids to drink, observing and assessing performance of kids, changes in behaviour and visual changes indicating stress, prevention and management of stress, disease prevention and management Stock needs include: <ul style="list-style-type: none"> suitable shelter, warmth, cleanliness, ventilation, adequate nutrition, freedom from stress, disease prevention/management Routine procedures may include: <ul style="list-style-type: none"> vaccinations, disbudding, tattooing, infection control Equipment needed may included: <ul style="list-style-type: none"> suitable shedding, pens, slatted/wire flooring, deep litter, washable troughs and teat feeding equipment, water supply for washing up and drinking, hoppers or troughs for pellets or grain, hay feeders, vermin and damp proof feed storage facilities, simple veterinary products, eg. electrolyte solutions, antbloat, antiscour, vaccine, vitamins/minerals as needed, weighing scales, tube feeding equipment, syringes needles and spirit, drenching equipment, tattoo equipment, ear tags, temporary or permanent collars, stored/artificial colostrum 	
Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	

RUA AG3457GT A Rear kids (continued)**B. EVIDENCE GUIDE****Key Outcomes**

- Kid rearing plan developed in line with available resources
- Kid rearing plans implemented including regular feeding routines and hygiene protocols
- Observed health conditions or abnormalities treated and reported

OHS issues that impact upon the performance of this unit

Relevant OHS hazards identification, risk assessment and risk control measures. These include:

- safe livestock handling systems and procedures, including zoonoses control (including Q Fever)
- safe manual handling systems and procedures
- safe systems and procedures for outdoor work, including protection from solar radiation

Holistic Outcome

Survival of hand reared kids is maximised.

Underpinning knowledge and skills

- A knowledge of:
 - kid feed requirements
 - roughage for rumen development
 - the importance of colostrum
 - kid feeding systems
 - kid husbandry operations
 - the use of milk replacers
 - kid weaning strategies
- The ability to:
 - identify abnormal conditions and report or react promptly in line with instructions
 - safely and humanely feed and care for kids
- Competency is to be assessed in the critical aspects of:
 - maintenance of clean and health environment for kids
 - strict adherence to feeding hygiene
- An empathy with the kids being reared and keen observation and sympathetic appreciation of any departures from normal health or vital signs

C. ASSESSMENT GUIDE

Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.

Authority managing and conducting assessment, and issuing qualifications

Authorised Registered Training Organisation (RTO)

Special outcomes of assessment for purposes of licensing by a government or other authority

Compliance with relevant codes of welfare is paramount.

Interdependent assessment of units

This unit could be assessed in conjunction with units RUA AG2455GT A *Carry out kidding duties* and RUA AG2450GT A *Feed livestock*.

Qualifications of Assessor

Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment."

Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3457GT A Rear kids (continued)	
C. ASSESSMENT GUIDE (continued)	
<u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	
<u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.	
<u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with property owner and other staff
- ◇ **Collecting, analysing and organising information** - on feed requirements and rearing facilities
- ◇ **Planning and organising activities** - of regular feeding routines
- ◇ **Working with others and in teams** - to provide optimum nutritional requirements
- ◇ **Using mathematical ideas and techniques** - to calculate volumes and schedules
- ◇ **Solving problems** - of infection and feeding difficulties
- ◇ **Using technology** - to monitor health and for record keeping

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3458GT A Determine herd health and welfare strategies	
Element of Competency	Performance Criteria
3458.1 Assess potential herd health problems	3458.1.1 Herd health problems are identified. 3458.1.2 Extent of individual health problems is ascertained. 3458.1.3 Frequency of individual health problems is determined.
3458.2 Devise herd health preventative strategy	3458.2.1 Annual program of health treatments is determined. 3458.2.2 Vaccines, drenches and other health treatments are purchased and stored to OHS legislated requirements. 3458.2.3 Codes of Practice are integrated into Stock Health Program. 3458.2.4 Routine goat health operations are programmed and performed in a strategic manner to maintain chemical efficiency. 3458.2.5 Animal health treatments/operations are provided to all stock on arrival in line with established health strategies.
3458.3 Implement a goat health contingency plan	3458.3.1 Quarantine/isolation plan is devised for new or sick stock. 3458.3.2 Control measures are employed to prevent spread of communicable diseases.
3458.4 Implement animal health strategy	3458.4.1 Employees are briefed on stock health program. 3458.4.2 Stock health program is implemented in accordance with manufacturers directions, enterprise policy and OHS legislated requirements.
3458.5 Apply animal welfare Codes of Practice	3458.5.1 Codes of Practice are obtained from the relevant authorities. 3458.5.2 Animal health practices are monitored to ensure conformity to the relevant code of practice.
3458.6 Take remedial action	3458.6.1 Goats are monitored for evidence of health problems. 3458.6.2 Diagnosis is made systematically and with reference to all symptoms/signs and checked against specialist advice where any doubt exists. 3458.6.3 Treatment is planned in relation to animal health diagnosis and Animal Welfare codes of practice. 3458.6.4 Action is taken or medication is given in accordance with veterinary guidelines and enterprise policy and OHS legislated requirements. 3458.6.5 Withholding periods are observed according to manufacturers instructions. 3458.6.6 Records are kept accurately in accordance with industry requirements and enterprise policy. 3458.6.7 Notifiable diseases are identified and regulatory requirements implemented.

Industry: Area of Competency : Sector:	Rural Goat Health, Breeding & Nutrition Goat Production Industry
RUA AG3458GT A Determine herd health and welfare strategies (continued)	
A. RANGE OF VARIABLES	
<ul style="list-style-type: none"> Breeding program goals may include selection of animals based on: <ul style="list-style-type: none"> fleece style/character, fleece type, poor conformation, animal susceptibility to blow fly infestation, animal susceptibility to worm infestation, temperament, susceptibility to mastitis, milk production and solids (fat protein) Routine goat operations may include: <ul style="list-style-type: none"> mulesing, jetting, shearing, crutching, dipping, vaccinating, foot paring Animal health treatments may include: <ul style="list-style-type: none"> crutching, mulesing, drenching, foot paring, teeth grinding, grass-seed removal, shearing, vaccinations, lice control, foot bathing, horn trimming, pink-eye control, mastitis treatment (strategic and preventative) Stock health program may include: <ul style="list-style-type: none"> breeding objectives, goat operations, worm counts, the use of professional advice, pasture grazing plan, health treatment, observing animal health and symptoms, fly traps Codes of Practice may include: <ul style="list-style-type: none"> relevant legislation and regulations, Code of Best Practice for Export of Live Goats, Code of Practice for the Land Transport of Goats, Model Code of Practice for the Welfare of Animals - the Goat Control measures may include: <ul style="list-style-type: none"> quarantine, stock disposal, prepare clean paddocks, stock proof fencing, appropriate treatment 	
B. EVIDENCE GUIDE	
<u>Key Outcomes</u> <ul style="list-style-type: none"> Potential herd health problems identified and preventative strategies devised Health contingency plans or animal health strategies implemented as required Remedial action taken including the administration of prescribed medicines under veterinary advice 	
<u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control measures safe manual handling systems and procedures safe systems and procedures for handling hazardous substances - for internal and external parasite control selection, use and maintenance of relevant personal protective clothing and equipment safe goat fibre harvesting systems and procedures 	
<u>Holistic Outcome</u> Suitable herd health and welfare strategies are designed, documented and implemented.	
<u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> animal health and abnormalities preventative practices contingency planning animal welfare codes of practice veterinary medicines and their use quarantine a knowledge of vaccine types and their administration The ability to: <ul style="list-style-type: none"> plan stock health strategies implement stock health programs safely use appropriate designated veterinary medicines 	

Industry: Rural Area of Competency : Goat Health, Breeding & Nutrition Sector: Goat Production Industry	
RUA AG3458GT A Develop herd health and welfare strategies (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Compliance with the relevant quarantine arrangements will be specified by state legislation. <u>Interdependent assessment of units</u> This unit of competency can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	3	2

- ◇ **Communicating** - with stock inspectors and veterinarians
- ◇ **Collecting, analysing and organising information** - on disease prevention and management
- ◇ **Planning and organising activities** - for health strategy implementation
- ◇ **Working with others and in teams** - to optimise herd health
- ◇ **Using mathematical ideas and techniques** - to calculate dose rates and maintain stock records
- ◇ **Solving problems** - of disease outbreak and control
- ◇ **Using technology** - to communicate and administer treatment

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3459GT A Implement internal parasite control programs	
Element of Competency	Performance Criteria
3459.1 Collect faecal samples for testing	3459.1.1 Faecal collecting equipment is prepared. 3459.1.2 Stock are restrained for collection. 3459.1.3 Faecal samples are taken ensuring stock are not injured. 3459.1.4 Faecal samples are prepared and transported in suitable conditions.
3459.2 Analyse results	3459.2.1 Internal parasites are identified. 3459.2.2 Size of infestation is determined. 3459.2.3 Control program is devised. 3459.2.4 Drench suitability is matched to control program.
3459.3 Assemble and check drenching equipment	3459.3.1 Drenching equipment is checked and maintained to manufacturers recommendations. 3459.3.2 Equipment is calibrated to check accuracy of dose rates.
3459.4 Determine dose rate	3459.4.1 Representative sample of herd is weighed and assessed to determine dose rates. 3459.4.2 Type and amount of drench is determined in accordance with label instructions. 3459.4.3 Drenches are rotated to avoid parasite resistance in line with animal health strategies. 3459.4.4 Manufacturers recommendations are followed in calculating dose rates.
3459.5 Purchase veterinary supplies	3459.5.1 Type and amount of drench is ordered. 3459.5.2 Drenches are purchased, transported and stored to legislative requirements.
3459.6 Select relevant PPE	3459.6.1 PPE requirements for safe application identified and purchased if not available.
3459.7 Administer drenches	3459.7.1 Weather conditions are checked for suitability. 3459.7.2 Goats are confined to maximise efficacy and treatment. 3459.7.3 Goats are controlled to avoid injury or stress. 3459.7.4 Equipment is calibrated for each mob. 3459.7.5 Drench is administered hygienically and consistently to all animals and in accordance with farm policy and industry codes of practice, and OHS legislated requirements. 3459.7.6 Treatments are recorded according to farm policy. 3459.7.7 Withholding periods are observed and treated animals identified to ensure isolation from infected herds.
3459.8 Clean and store equipment and materials	3459.8.1 Health treatments are stored to manufacturers recommendations and legislated requirements. 3459.8.2 Equipment is cleaned and stored to enterprise requirements.
3459.9 Return goats to clean paddocks	3459.9.1 Stock are counted out and numbers recorded. 3459.9.2 Stock are moved over route that has been appropriately prepared. 3459.9.3 Stock are moved with minimal stress and risk of injury. 3459.9.4 Each herd is returned to clean paddocks prepared in advance.

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3459GT A Implement internal parasite control programs (continued)	
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Internal parasite control programs need to include grazing strategies such as rotational grazing or grazing with other species such as cattle The implementation of internal parasite control programs may not involve faecal sampling. On the majority of occasions, they will be implemented as a part of overall annual health strategies or in response to subjective criteria Internal parasites include: <ul style="list-style-type: none"> worms, bacteria, fluke Drenching equipment includes: <ul style="list-style-type: none"> drench guns, overhead gantry, yards, drenches, scales, races, gates, back packs Storage requirements include: <ul style="list-style-type: none"> safety, access, warning signs, temperature, security for spillage Faecal collecting equipment may include: <ul style="list-style-type: none"> plastic bags, plastic gloves, sample jars, portable coolers (esky type), kits supplied by Department of Agriculture/Primary Industries Right conditions may include: <ul style="list-style-type: none"> temperature, cleanliness, timeliness Operators purchasing or using health treatments must take note of expiry dates, withholding periods and manufacturers specifications. Relevant testing may be carried out by: <ul style="list-style-type: none"> Department of Agriculture/Primary, veterinarians, Industries, own resources, pastoral houses Equipment cleaning may include: <ul style="list-style-type: none"> sterilise by chemicals, boiling in water, own resources, pastoral resources, castor oil Enterprise policy and requirements will include consideration of: <ul style="list-style-type: none"> manufacturers requirements, OHS legislated requirements 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Assessment for internal parasite infestations carried out through faecal sampling and analysis Results analysed and control program devised Suitable veterinary medicines purchased and administered Stock returned to paddocks and equipment cleaned and stored <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control measures safe manual handling systems and procedures safe systems and procedures for handling hazardous substances safe systems and procedures for outdoor work, including protection from solar radiation selection, use and maintenance of relevant personal protective clothing and equipment Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p><u>Holistic Outcome</u></p> <p>Internal parasites are minimised in the herd.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3459GT A Implement internal parasite control programs (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - animal health - including identification of the symptoms of parasite infestation - grazing management strategies used in internal parasite control - internal parasites and their control - drenching equipment - drenches and their efficiency - management practices at drenching - safe use of animal health products - relevant codes of practice for the goat industry - safe use of chemicals and an awareness of relevant veterinary chemicals for use in goats - withholding periods for chemicals • The ability to: <ul style="list-style-type: none"> - collect faecal samples - assemble and check drenching equipment - select drenching dose rates - calibrate drenching equipment - weigh goats - drench goats - clean and store equipment - return goats to clean paddocks - keep records 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit could be assessed using units RUA AG2451GT A <i>Muster and move goats</i> and RUA AG2452GT A <i>Handle goats in yards</i> as a base. Unit RUA AG3454GT A <i>Implement goat husbandry practices</i> should also be assessed in conjunction with this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3459GT A Implement internal parasite control programs (continued)
C. ASSESSMENT GUIDE (continued) <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Normally occurring resources and veterinary products should be made available in the workplace. Assessment can readily be carried out using small herds and conditions simulated in a training environment.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	1	1	1	2

- ◇ **Communicating** - with veterinary medicine suppliers and animal health personnel
- ◇ **Collecting, analysing and organising information** - on parasite control and management
- ◇ **Planning and organising activities** - for sampling and anthelmintic administration
- ◇ **Working with others and in teams** - to complete drenching programs
- ◇ **Using mathematical ideas and techniques** - to calculate dosage and infestation
- ◇ **Solving problems** - of large parasite infestations
- ◇ **Using technology** - to administer veterinary medicine

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3460GT A Implement external parasite control programs	
Element of Competency	Performance Criteria
3460.1 Identify external parasites	3460.1.1 Goats are inspected for external parasites. 3460.1.2 Type of external parasite is identified. 3460.1.3 Extent and severity of infestations is determined. 3460.1.4 Scope of treatment is determined in relation to type of parasites and severity of infestations.
3460.2 Determine treatment	3460.2.1 Advice is sought where necessary. 3460.2.2 Appropriate chemicals are identified to avoid fleece contamination and minimise residues in milk. 3460.2.3 Chemical treatment is selected. 3460.2.4 Information is assessed on urgency and proportion of herd affected 3460.2.5 Place of treatment is selected
3460.3 Assemble equipment, materials and health preparations	3460.3.1 Equipment is checked and maintained to manufacturers recommendations. 3460.3.2 Equipment is calibrated to manufacturers recommendations and enterprise standards. 3460.3.3 Expiry dates on health preparations are checked for currency of use. 3460.3.4 Quantity of health preparations is determined.
3460.4 Prepare site for treatment	3460.4.1 Equipment and material is assembled at treatment site. 3460.4.2 Method of site drainage is determined. 3460.4.3 Site is cleaned and prepared in readiness for use.
3460.5 Select relevant PPE	3460.6.1 PPE requirements for safe application are identified and purchased if not available.
3460.6 Treat affected goats	3460.6.1 Goats are handled and treated to avoid injury or undue risk to stock or handler(s). 3460.6.2 Chemical safety procedures are followed in accordance with manufacturers instructions. 3460.6.3 Treatments are prepared in accordance with prior instructions and manufacturers specifications. 3460.6.4 Treatments are administered hygienically and consistently to all animals and in accordance with industry codes of practice and enterprise policies. 3460.6.5 Withholding periods are observed. 3460.6.6 Herds/animals are identified to ensure isolation where necessary. 3460.6.7 Chemicals safety information is observed to avoid poisoning of operator.
3460.7 Clean up treatment site	3460.7.1 Goat residues are removed or destroyed. 3460.7.2 Equipment is cleaned to manufacturers recommendations. 3460.7.3 Health preparations are stored to enterprise standards and legislative requirements.
3460.8 Return goats to paddock	3460.8.1 Route is prepared for herds to return to paddocks. 3460.8.2 Herds are quietly moved to paddocks in a controlled manner to minimise stress.

Industry: Area of Competency : Sector:	Rural Generic Goats Goat Production Industry
RUA AG3460GT A Implement external parasite control programs	
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • External parasites may include: <ul style="list-style-type: none"> - lice, biting lice, sucking lice, ticks, blowfly, itch mite, mange • Place of treatment may include: <ul style="list-style-type: none"> - in yards, plunge dips, jetting races, in paddock, spray dips/shower dips • Equipment may include: <ul style="list-style-type: none"> - hand shears, jetting hand piece, water pump, temporary yards, pour on treatments, portable plunge dips, sharpening stone, jetting race, tanks, spray dips/shower dips, plunge dips, portable crutching equipment • Scope of treatment may be for individual goats or the entire herd • Residues may include: <ul style="list-style-type: none"> - fly blown fleece, maggots, chemical residues • Withholding periods observed for: <ul style="list-style-type: none"> - meat consumption, fibre processing, milk consumption 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • External parasite infestations identified and treatments determined • Materials and equipment prepared and affected animals treated • Animals returned to paddock and site cleaned <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • safe systems and procedures for handling hazardous substances • selection, use and maintenance of relevant personal protective clothing and equipment • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p><u>Holistic Outcome</u></p> <p>External parasites in the herd are minimised.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - safe use of chemicals - what chemical and veterinary health labels mean - how to apply veterinary chemicals - external parasites and how to identify them - methods of external parasite control • The ability to: <ul style="list-style-type: none"> - use chemicals to treat external parasites - use equipment and facilities for parasite control - prepare treatment sites - treat affected goats - clean up treatment sites according to regulations - manage livestock after treatment - disposal of containers according to regulations - read and follow manufacturers instructions as provided on chemical labels - due care and humane handling of livestock • A demonstrated ability to provide due care and humanely handle livestock 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3460GT A Implement external parasite control programs (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> State legislation may require quarantine to be applied on the property in the case of heavy infestations. <u>Interdependent assessment of units</u> This unit should be assessed using units RUA AG2451GT A <i>Muster and move goats</i> and RUA AG2452GT A <i>Handle goats in yards</i> as a base. Unit RUA AG3454GT A <i>Implement goat husbandry practices</i> should also be assessed in conjunction with this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	1	1	1	2

- ◇ **Communicating** - with animal health practitioners and farm staff
- ◇ **Collecting, analysing and organising information** - on parasite control
- ◇ **Planning and organising activities** - of dipping and chemical administration
- ◇ **Working with others and in teams** - to administer external parasite controls
- ◇ **Using mathematical ideas and techniques** - to calculate dilutions and dose rates
- ◇ **Solving problems** - of large infestation and isolation of affected animals
- ◇ **Using technology** - to estimate levels of infestation

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3461GT A Prepare goats for shearing	
Element of Competency	Performance Criteria
3461.1 Crutch goats prior to shearing	3461.1.1 Goats are crutched or cleaned-up prior to shearing. 3461.1.2 All stained fleece is removed to avoid contamination.
3461.2 Sort goats for shearing	3461.2.1 All herds are checked for pigmented fibres. 3461.2.2 Culls are removed prior to shearing. 3461.2.3 Herds are sorted in readiness for yarding. 3461.2.4 Potential risk of exposure of goat handlers to pesticide used for ectoparasite control is assessed and control measures planned. 3461.2.5 Herds are moved closer to the shearing shed for yarding.
3461.3 Pen up goats for shearing	3461.3.1 Goats are penned to allow emptying out for shearing. 3461.3.2 Goats are shedded to avoid weather damage, sweating or smothering. 3461.3.3 Health status of goats is noted to avoid sickness, deaths or spread of disease at shearing.
3461.4 Arrange feed supplies for shearing	3461.4.1 Paddock feed is saved around shearing shed for shearing time. 3461.4.2 Goats are returned to paddocks as soon as possible after shearing. 3461.4.3 Supplementary feed is arranged if required.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Crutching includes cleaning up daggy goats • Stained fleece includes faecal and urine stained fleece • Pigmented fibres include black, brown or off-white • Emptying out requires about 12 hours without access to green feed • Health status includes: <ul style="list-style-type: none"> - pregnancy status, footrot, other communicable diseases • Preparation for shearing may include pre-shearing dipping • Sorting cashmere goats pre-shearing may involve either drafting for colour (and limiting the number of lines to be classed) or the separation of all the apparently white animals to prevent contamination by pigmented fibre of a pure white line of cashmere. (1 day to 1 week prior to shearing) 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> • Goats crutched and prepared for shearing • Goats sorted and penned for shearing • Animal health problems identified and treated • Goats returned to paddocks as soon as possible after shearing <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures • safe goat fibre harvesting systems and systems • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p>Holistic Outcome</p> <p>Goats are prepared for shearing in clean condition.</p>	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3461GT A Prepare goats for shearing (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - quality management systems for fleece - to maximise returns - fleece contaminants - goat nutrition - goat health and hygiene - The Australian Cashmere Marketing Association's Code of Practice for the Preparation of Australian Cashmere and Cashgora Fleece, Mohair Australia's Classing Standards • The ability to: <ul style="list-style-type: none"> - organise crutching and shearing operations - detect and anticipate disease/nutritional disorders - organise feed supplies - remove contamination - handle goats in groups - critically observe and monitor goat health and condition • A demonstrated ability to humanely handle livestock and provide due care 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Units RUA AG2451GT A Muster and Move Goats, RUA AG2452GT A <i>Handle goats in yards</i> and RUA AG3462GT A <i>Prepare facilities for shearing and crutching</i> underpin competency in this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry
RUA AG3461GT A Prepare goats for shearing (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Assessment is best carried out in a working industry shearing environment. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Conventional shearing shed, yards and equipment are required but conditions for assessment may be simulated in a training environment.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	2	1	1	1	1

- ◇ **Communicating** - with contractors and shed personnel
- ◇ **Collecting, analysing and organising information** - on shearing requirements
- ◇ **Planning and organising activities** - of shearing preparation
- ◇ **Working with others and in teams** - to complete efficient preparation for shearing
- ◇ **Using mathematical ideas and techniques** - to calculate requirements and capacities
- ◇ **Solving problems** - of poor facilities or adverse weather conditions
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3462GT A Prepare facilities for shearing and crutching	
Element of Competency	Performance Criteria
3462.1 Check shearing shed and equipment	3462.1.1 Shearing shed is checked prior to shearing or crutching to quality standards of the enterprise. 3462.1.2 Fibre room facilities are checked for cleanliness and availability of resources. 3462.1.3 Fibre press and equipment are checked for shearing.
3462.2 Check yards	3462.2.1 Goat yards are checked for hazards prior to shearing or crutching to quality standards of the enterprise. 3462.2.2 Contaminants are removed and repairs completed to enterprise standards. 3462.2.3 Safety hazards are reported to the person in charge.
3462.3 Arrange cleaning of shed and yards	3462.3.1 Sources of fleece contamination are removed in accordance with quality standards of the industry. 3462.3.2 Staff are instructed to clean shed and equipment if not up to quality standards of the industry.
3462.4 Organise shelter	3462.4.1 Shelter is located or constructed to enterprise requirements as instructed. 3462.4.2 Shelter is cleaned in line with enterprise standards. 3462.4.3 Adequate water is provided and feed supplies, if required, are arranged.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Facilities may include: <ul style="list-style-type: none"> shedding and shelter, yards, shearing shed Hazards may include: <ul style="list-style-type: none"> loose floor boards, unguarded equipment, fuel, sharp objects, faulty equipment, farm chemicals, inadequate lighting Quality standards may include any Total Quality Management standards employed by the grower. Fleece contaminants may include: <ul style="list-style-type: none"> burrs and vegetable matter, stains, shed debris, wet fibre Hazards may include: <ul style="list-style-type: none"> stairs, ramps, handrails, inadequate lighting in all handling areas, inadequate ventilation and draught control, excessive noise, inappropriately located board, table, bins; damaged and worn board; protruding nails, wool press problems increasing manual handling, inadequately maintained equipment, protrusion of sharp objects on wool bins; lack of equipment to move bales, inadequate guarding and location of grinder, electrical leads and cabling, lack of RCD, farm chemicals Advise shearing team of identified hazards 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Shearing shed, yards and equipment checked for hazards and hygiene All potential injury and contamination hazards removed or remedied Suitable shelter, feed and water arranged <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe manual handling systems and procedures safe systems and procedures to protect from organic dust safe goat fibre harvesting systems and procedures Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union 	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3462GT A Prepare facilities for shearing and crutching (continued)	
B. EVIDENCE GUIDE (continued) <u>Holistic Outcome</u> Facilities for shearing are hazard and contamination free. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - Total Quality Management systems for shearing and fleece preparation - Pastoral Industry Awards - OHS legislation - safety recording systems - clip analysis - Code of Practice for the Preparation of Australian Cashmere and Cashgora Fleece • The ability to: <ul style="list-style-type: none"> - remove contamination and cross contamination with other animal fibre - clean shed and yards for shearing - identify safety hazards 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit should be assessed in conjunction with unit RUA AG3461GT A <i>Prepare goats for shearing</i> and is underpinned by units RUA AG4131EM A <i>Maintain farm improvements</i> and RUA AG1130EM A <i>Perform routine maintenance</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment." Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Industry:	Rural
Area of Competency :	Fibre Production
Sector:	Goat Production Industry
RUA AG3462GT A Prepare facilities for shearing and crutching (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	2	1	1	1	1

- ◇ **Communicating** - with property manager and contractor
- ◇ **Collecting, analysing and organising information** - on shearing requirements
- ◇ **Planning and organising activities** - of shearing preparation
- ◇ **Working with others and in teams** - to prepare facilities
- ◇ **Using mathematical ideas and techniques** - to calculate capacities
- ◇ **Solving problems** - of poor facilities or adverse weather conditions
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production	
RUA AG3463GT A Class goat fibre	
Element of Competency	Performance Criteria
3463.1 Determine clip preparation methods	3463.1.1 Clip analyses and selling methods are examined and used to set clip care standards. 3463.1.2 Fibre is identified and graded in accordance with industry standards. 3463.1.3 Fibre lines are matched to industry standards. 3463.1.4 Clip preparation methods are established in consultation with other shed personnel. 3463.1.5 Clean operating strategies are adopted to eliminate clip contamination.
3463.2 Efficient clip preparation implemented	3463.2.1 Shed strategies and methods are explained to fleece handler. 3463.2.2 Shed layout and facilities are arranged for efficient fibre flow and pressing. 3463.2.3 Bins and containers are labelled.
3463.3 Class fibre	3463.3.1 Fleeces are checked to ensure freedom from contamination. 3463.3.2 Fibre is classed to standards in accordance with industry standards and clip care guidelines. 3463.3.3 Fleeces are placed in labelled bins ready for pressing.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Industry standards will be set out in the relevant codes of practice. • Shed personnel may include: <ul style="list-style-type: none"> - owner, manager, broker or classer from marketing organisation, shed staff • Clip contaminants may include: <ul style="list-style-type: none"> - burrs and vegetable matter, stains, shed debris, wet fibre • Fibre may include: <ul style="list-style-type: none"> - cashmere, mohair, cashgora • Equipment requirements for classing may include: <ul style="list-style-type: none"> - classing tables, lights, relevant documentation, woolpacks/bags, bale clips, press • Selling methods may include: <ul style="list-style-type: none"> - auction selling, private sale, forward contracts, tenders, commission selling • Classing criteria may include: <ul style="list-style-type: none"> - breed of goat, fibre diameter, handle, yield, herd or mob, tensile strength, style, length, colour, contamination • Classing may include sorting: <ul style="list-style-type: none"> - fleeces, pieces, bellies, locks, prematurely shorn, stain, crutchings 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> • Clip preparation methods determined in line with clip care standards • Fibre prepared and classed to maximise returns • Fibre placed in bins for pressing <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures • safe manual handling systems and procedures • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union. <p>Holistic Outcome</p> <p>Goat fibre is classed to maximise returns</p>	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production	
RUA AG3463GT A Class goat fibre (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - appraisal types - fleece measurement criteria - processing methods - goat fibre in textiles - clip analysis reports and comparisons - classers specifications - efficient shed layout - Code of Practice for Preparation of Australian Cashmere, Cashgora Fleece and Mohair • The ability to: <ul style="list-style-type: none"> - establish and maintain consistent methods of clip preparation - class fleece to industry standards - layout the shed for efficient operation - maintain clean working conditions for clip preparation - accurately assess fibre quality and types • An understanding of fleece tests and technical reports on fibre 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> <ul style="list-style-type: none"> • This unit could be assessed in conjunction with unit RUA AG3461GT A <i>Prepare goats for shearing</i> when an appreciation of the herd variance will be understood. • Prerequisite - Unit RUA AG2458GT A <i>Prepare goats for competition</i> <p style="text-align: center;">Qualifications of Assessor</p> <p>Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment."</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p>	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production	
RUA AG3463GT A Class goat fibre (continued)	
C. ASSESSMENT GUIDE (continued) <u>Where this unit is assessed</u> Assessment must be carried out using the resources and materials normally occurring at shearing time where the normal pace of shearing shed work and working under pressure can be appreciated. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administration; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with shed staff and broker representatives
- ◇ **Collecting, analysing and organising information** - on clip and clip lines
- ◇ **Planning and organising activities** - of shed personnel
- ◇ **Working with others and in teams** - to achieve maximum shed efficiencies
- ◇ **Using mathematical ideas and techniques** - in clip specification
- ◇ **Solving problems** - of contamination and conflict
- ◇ **Using technology** - to measure and calculate

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3464GT A Carry out post-shearing procedures	
Element of Competency	Performance Criteria
3464.1 Check weather conditions	3464.1.1 Weather conditions are monitored during and after shearing. 3464.1.2 Adverse weather conditions and required actions are identified.
3464.2 Determine goat nutrition and shelter requirements	3464.2.1 Goat body weights and condition are monitored at shearing. 3464.2.2 Gut fill is estimated from time spent in yards and shed. 3464.2.3 Additional feeding requirements are estimated. 3464.2.4 Shelter requirements are assessed.
3464.3 Take appropriate action	3464.3.1 Appropriate feeding is arranged and provided in line with specified requirements. 3464.3.2 Appropriate shelter is organised to ensure post-shearing losses are minimised.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Weather conditions and adverse weather conditions include: <ul style="list-style-type: none"> rain, wind, wind and rain in combination/wind chill, ultra-violet radiation, hail, snow, sleet, frost, heat and cold Gut fill includes: <ul style="list-style-type: none"> how much animals have had to eat in relation to time since feeding Feeding requirements to take into account: <ul style="list-style-type: none"> body condition, gut fill, weather conditions Shelter includes: <ul style="list-style-type: none"> sheds, trees and scrub, sheltered paddocks and gullies, shade 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Prevailing weather conditions assessed and strategies determined Goat nutritional and shelter requirements determined Appropriate actions taken to minimise losses <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control measures safe manual handling systems and procedures <p><u>Holistic Outcome</u></p> <p>Adverse weather conditions identified and actions taken to minimise affect on shorn goats</p>	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3464GT A Carry out post-shearing procedures (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - where appropriate weather information may be accessed - weather and climate (local knowledge) - grazier weather warnings - Bureau of Meteorology warning services - effect of wind chill on animal metabolism - livestock nutrition - chill factors in goats - types of shelter • The ability to: <ul style="list-style-type: none"> - relate weather conditions to goat requirements post shearing - plan ahead - act in emergencies - be resourceful in dealing with adverse conditions affecting the herd • Grazier weather warnings should be monitored regularly (minimum daily) • An empathy with the livestock under care to ensure that the best possible treatment is given under prevailing conditions 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Units RUA AG2451GT A <i>Muster and move goats</i> , RUA AG2450GT A <i>Feed livestock</i> and RUA AG3453GT A <i>Implement feeding plans</i> all impact on the assessment of this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG3464GT A Carry out post-shearing procedures (continued)	
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The assessment of this unit can best be completed with the individual being confronted with a range of situations created by the vagaries of weather in the environment of the property on which they work.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	1	1	1	1

- ◇ **Communicating** - with stock agents and other farm personnel
- ◇ **Collecting, analysing and organising information** - on prevailing and forecast weather conditions
- ◇ **Planning and organising activities** - to minimise post shearing difficulties
- ◇ **Working with others and in teams** - to effectively manage the return of animals to feed
- ◇ **Using mathematical ideas and techniques** - to calculate goat requirements
- ◇ **Solving problems** - of adverse weather and transport
- ◇ **Using technology** - to communicate and monitor prevailing weather conditions

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3465GT A Care for working dogs	
Element of Competency	Performance Criteria
3465.1 Determine type of dog	3465.1.1 Roles required of dogs on the individual property are identified. 3465.1.2 Suitable breeds/strains of dogs are identified for prescribed role. 3465.1.3 Breed or strain of dog are matched to intended roles.
3465.2 Source dogs	3465.2.1 Information on breeds/strains are obtained. 3465.2.2 Breeders are contacted about availability of suitable dogs. 3465.2.3 Dogs are inspected against selection criteria. 3465.2.4 Dog are selected and purchased.
3465.3 Implement basic obedience training	3465.3.1 Basic obedience training requirements are identified. 3465.3.2 Training program is developed. 3465.3.3 Training program is implemented.
3465.4 Training dogs to work goats	3465.4.1 Dogs are introduced to small herds of goats. 3465.4.2 Dogs are worked in small herds in a controlled area. 3465.4.3 Dog are restrained and controlled when not working. 3465.4.4 Dogs are introduced to working larger herds and bigger areas.
3465.5 Determine maintenance needs of dogs	3465.5.1 Facilities and equipment are identified and provided. 3465.5.2 Dog diets are determined and provided in line with individual requirements and planned work program. 3465.5.3 Preventative health treatments are arranged in line with veterinarians recommendations. 3465.5.4 Legislated requirements and registration are facilitated.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Dogs may be selected for: <ul style="list-style-type: none"> - heading/paddock, backing/yarding, droving, guard duties, temperament (non-biting), eye/bark, sex, breed, loading, age • Diseases may include: <ul style="list-style-type: none"> - heartworm, hydatids, distemper, tapeworm, parvo virus, kennel cough, fleas, mange • Veterinary treatments may include: <ul style="list-style-type: none"> - worm treatments, vaccination, desexing, flea treatments • Basic obedience training may include: <ul style="list-style-type: none"> - sit, come and stay commands • Facilities may include: <ul style="list-style-type: none"> - collar, chain, identity discs, shade, water, kennels • Diet may consist of: <ul style="list-style-type: none"> - prepared dog foods, scraps, vegetables, meat, cooked offal, cereals • Health treatments may include: <ul style="list-style-type: none"> - roundworm tablets, tick treatments, vaccinations for distemper, parvo virus, heartworm tablets, flea treatments 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3465GT A Care for working dogs (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Breed and type of dog determined and sourced • Basic obedience training implemented • Working dog training introduced and developed • Nutrition, health and welfare needs for dogs provided <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures (Hydatid, tetanus) • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation <u>Holistic Outcome</u> Working dogs are maintained in good health and are able to work to enterprise standards <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A basic knowledge of working dogs including: <ul style="list-style-type: none"> - types of dogs - dogs natural instincts - dog behaviour - dog training methods - legislated requirements for the registration and care of domestic dogs - dog health - dog breeding - nutrition in line with individual requirements and additional demands of the work program - health aspects including the risk from zoonoses • The ability to: <ul style="list-style-type: none"> - determine dog requirements - train dogs - select dogs - maintain dogs 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Local government legislation will require dog registration. <u>Interdependent assessment of units</u> This unit can be assessed independently.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3465GT A Care for working dogs (continued)	
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> This unit needs to be assessed in the workplace with the trainees dog available. <u>Resources required beyond those normally found in a functional agricultural workplace</u> It is difficult for assessment to be carried out in any other situation than the actual workplace (and preferably in a 1:1 situation between the individual and the dog).	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- ◇ **Communicating** - with the property network
- ◇ **Collecting, analysing and organising information** - on dog breeds and sources
- ◇ **Planning and organising activities** - for training and using dogs
- ◇ **Working with others and in teams** - to adequately train dogs for their work
- ◇ **Using mathematical ideas and techniques** - to determine dimension and quantity
- ◇ **Solving problems** - of poorly trained or disobedient dogs
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3466GT A Implement vertebrate pest control programs	
Element of Competency	Performance Criteria
3466.1 Assess vertebrate pest control in line with kidding strategy	3466.1.1 Evidence of pest infestation is determined. 3466.1.2 Severity and extent of infestation and damage is assessed. 3466.1.3 Pest infestation and damage is reported to enterprise requirements.
3466.2 Control vertebrate pests	3466.2.1 Pre-operation checks and services of pest control equipment are completed in line with industry standards and relevant legislation. 3466.2.2 Personal protective equipment is fitted according to industry standards and relevant legislation. 3466.2.3 Safeguards are employed to ensure that targeted pests are controlled and all other species remain unharmed. 3466.2.4 Records of pest control applications are kept to industry standards and relevant legislation.
3466.3 Dispose of pests and control agents	3466.3.1 Vertebrate pests carcasses and other specified pests are disposed of to industry standards. 3466.3.2 Control agents are removed and disposed of to industry standards and relevant legislation.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Pests may include: <ul style="list-style-type: none"> - foxes, donkeys, dingoes, camels, cats, dogs, rabbits, pigs, birds, feral goats • Agents used in prevention and control treatment or management can include: <ul style="list-style-type: none"> - herbicides, fungicides, insecticides, mechanical means including shooting, trapping or electric devices, vaccines, antibiotics, medicines, poisons, baits, vector release, biologically active agents, growth regulators, ripping warrens • Approval may be required from relevant public authorities • Safe working practices may include: <ul style="list-style-type: none"> - identifying hazards, mixing and applying chemicals, signage, appropriate records, handling, use of clothing and personal protective equipment • If chemicals are used, instructions for storage, transport, use (label and off label) and disposal are followed accurately and withholding periods are observed • Equipment is in good working order and regularly tested and/or calibrated • If a chemical is used, the label is a legal document and is binding on users • Each state and territory has Acts, regulations and codes of practice as well as Australian Standards and codes relating to pest control, manual handling, storage of chemicals, atmospheric contamination, labelling of workplace substances, Materials Safety Data Sheets information guidance and codes for transportation of dangerous goods • Application methods may include: <ul style="list-style-type: none"> - air or ground methods, injection, ripping warrens, drench, spray or fumigation • Integrated Pest Management can include one or more methods in combination: <ul style="list-style-type: none"> - cultivation or mechanical means, biological control, species selection, chemical application • Integrated Health Management may include: <ul style="list-style-type: none"> - hygiene, husbandry, quarantine, chemical and biological controls 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3466GT A Implement vertebrate pest control programs (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Species and nature of vertebrate pest infestation assessed • Vertebrate pest control programs implemented • Carcasses and control agents disposed of in line with enterprise standards <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe manual handling systems and procedures • safe systems and procedures for outdoor work, including protection from solar radiation • safe firearms handling and storage systems and procedures • safe explosives handling systems and procedures • safe systems and procedures for handling farm chemicals - vaccines, poisons, baits, etc. • selection, use and maintenance of relevant personal protective clothing and equipment <u>Holistic Outcome</u> Vertebrate pest infestations are minimised. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - safe use of chemicals - disposal of pests and control agents - recording and reporting of actions - provision of signage if required • The ability to: <ul style="list-style-type: none"> - report and record pest management procedures - use of First Aid kit • A responsibility for due care and humane treatment or euthanasia as appropriate • Accreditation from a recognised farm chemical users training program will provide the underpinning competencies for this unit • The sustainable farming of livestock includes the knowledge and implementation of appropriate management techniques in relation to Native Vegetation Acts with particular attention to potential soil degradation and destruction of flora and fauna 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> The use of certain poisons is only permitted under licence from the State Land Protection Authority or Boards. <u>Interdependent assessment of units</u> This unit could be assessed together with RUA AG2007CH A <i>Prepare chemicals and biological agents</i> , RUA AG2008CH A <i>Maintain equipment</i> and RUA AG2009CH A <i>Apply chemicals and biological agents</i> .	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3466GT A Implement vertebrate pest control programs (continued)
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Planning aspects can be assessed in a training situation but the practical aspects can only be assessed in the workplace. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Assessment will require a range of resources applicable for control programs specific to the region or property. The cooperation of neighbours in providing a range of experience in this area will enhance the capabilities of the individual.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with regulatory authorities and property managers
- ◇ **Collecting, analysing and organising information** - on actual infestation and control methods
- ◇ **Planning and organising activities** - for control programs
- ◇ **Working with others and in teams** - to implement control activities
- ◇ **Using mathematical ideas and techniques** - to calculate dosage and levels of infestation
- ◇ **Solving problems** - of diverse pest infestations
- ◇ **Using technology** - to communicate

Industry: Rural Area of Competency : Dairy Goats Sector: Goat Production Industry	
RUA AG3467GT A Supervise milking of the goat herd	
Element of Competency	Performance Criteria
3467.1 Operate a farm dairy and milking plant	3467.1.1 Farm dairy is operated in terms of the arrangement of plant, animals, yards and animal movements. 3467.1.2 Milking plant is operated in terms of its setting up, operating adjustments and controls, maintenance including systems, water quality/quantity and detergents for cleaning, performed according to manufacturers guidelines and enterprise policy.
3467.2 Recognise and respond to malfunctions of farm dairy equipment	3467.2.1 Common malfunctions are identified from signs/symptoms and repairs of adjustments made to correct malfunctions not requiring specialist attention. 3467.2.2 Advice and assistance is sought when required by the nature of the malfunction, from qualified sources. 3467.2.3 Malfunctions are reported and recorded in accordance with enterprise policy.
3467.3 Supervise milking routines	3467.3.1 Herd is milked with minimum stress and maximum yield within reasonable times. 3467.3.2 Milk quality is maintained or improved against previous standards. 3467.3.3 Herd is milked under a range of conditions in accordance with enterprise policy. 3467.3.4 Herd health is monitored in accordance with herd health strategy and is recorded and reported in accordance with enterprise policy. 3467.3.5 Precautions and appropriate responses to hazards are taken, in accordance with enterprise policy 3467.3.6 Safe working practices are communicated to dairy staff and appropriate behaviour is reinforced.
3467.4 Supervise herd recording program	3467.4.1 Milking recording routines are planned, dairy set up, sampling is monitored and samples are processed in accordance with enterprise guidelines. 3467.4.2 Recording data is analysed and action taken in accordance with veterinary guidelines and enterprise policy.
3467.5 Dry-off goats	3467.5.1 Animals are dried-off with minimal stress and weight loss and are treated with dry goat therapy as directed and in accordance with enterprise policy. 3467.5.2 Records are kept in accordance with enterprise policy. 3467.5.3 Animal health treatments during drying off are carried out as directed and in accordance with enterprise and veterinary guidelines.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Types of dairy include: <ul style="list-style-type: none"> herringbone, rotary 	

Industry: Rural Area of Competency : Dairy Goats Sector: Goat Production Industry	
RUA AG3467GT A Supervise milking of the goat herd (continued)	
B. EVIDENCE GUIDE	
<u>Key Outcomes</u> <ul style="list-style-type: none"> • Farm dairy including milking equipment operated effectively • Malfunctions recognised and rectified as they occur • Milking routines supervised to ensure maximum yield and minimum stress to goats • Enterprise recording practices completed • Husbandry to dry off goats and end of lactation implemented 	
<u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control • safe manual handling systems and procedures • safe machinery and equipment systems (plant) and procedures • safe milking systems and procedures including protection from burns and scalds associated with hot water 	
<u>Holistic Outcome</u> Milking is completed in an efficient manner.	
<u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - lactation in goats - milking routines and equipment - shed hygiene - recording schemes - animal behaviour - udder development and secretion of milk - effect of body reserves and dietary energy intake on lactation - composition of milk in terms of its components and their proportions - the importance of milk composition as it influences the producer and the goat milk industry - the factors involved in production "premium" milk: <ul style="list-style-type: none"> - milk quality tests and payment systems, current industry specifications and their requirements and implications for producers - industry code of practice for supply of milk and the implications for milk producers • The ability to: <ul style="list-style-type: none"> - operate a dairy and equipment - report on malfunctions in plant - monitor herd health - record production - clean equipment - dry off goats and administer therapy - observe strict standards of hygiene • Animal handling at all times should reflect an empathy with the goats and an ability to calmly deal with the range of contingencies that may occur at milking • Cultural awareness and understanding of the market potentials for goat milk products in ethnic communities 	

Industry: Rural Area of Competency : Dairy Goats Sector: Goat Production Industry	
RUA AG3467GT A Supervise milking of the goat herd (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Compliance with relevant health regulations and industry code of practice for market milk will be required. <u>Interdependent assessment of units</u> Unit RUA AG2459GT A <i>Milk goats</i> underpins competency in this unit. Assessment may involve units RUA AG2451GT A <i>Muster and move goats</i> and GTS3 <i>Handle goats in yards</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Assessed in the workplace in a working industry milking shed. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Normally occurring milking equipment, plant, shedding and equipment found in the workplace are essential to facilitate assessment in this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with property network
- ◇ **Collecting, analysing and organising information** - on production and milk quality
- ◇ **Planning and organising activities** - of milking staff
- ◇ **Working with others and in teams** - to achieve effective and efficient milking activities
- ◇ **Using mathematical ideas and techniques** - to calculate yield and production
- ◇ **Solving problems** - of plant malfunction
- ◇ **Using technology** - to facilitate milking

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3468GT A Monitor weather conditions	
Element of Competency	Performance Criteria
3468.1 Obtain weather information	3468.1.1 Weather information is accessed on a regular basis. 3468.1.2 Weather information is reported to staff as necessary. 3468.1.3 Weather information is recorded for future reference.
3468.2 Determine implications of weather information	3468.2.1 Weather information is considered in relation to current operations/situations. 3468.2.2 Likely impact of weather on staff, livestock, produce, crops, feed and property is assessed and reported. 3468.2.3 Actions are determined to minimise loss of or damage to staff, livestock, fodder, produce or other physical resources. 3468.2.4 Work programs are revised in response to changing weather conditions.
3468.3 Implement actions in response to changing weather conditions	3468.3.1 Staff are advised of actions to take in response to changing weather conditions. 3468.3.2 Actions are initiated to protect staff, stock, crops, fodder and property. 3468.3.3 Regular updates are obtained during weather related crises. 3468.3.4 Appropriate actions are initiated when the crisis is over
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Weather information may include: <ul style="list-style-type: none"> reports, warnings, data collected on property, interpretive tools such as Rainman (DPIEQLD), grazier alerts Warnings may include: <ul style="list-style-type: none"> fire, flood, wind, rain, hail, storms, cyclones, snow, dust, frost, rapid changes in temperature or weather conditions, grazier alerts Weather reports and information may be accessed by: <ul style="list-style-type: none"> radio, T.V., computer modem, electronic mail, fax, telephone, newspapers, word of mouth, weather station on property Actions include provision of: <ul style="list-style-type: none"> shelter, shedding livestock, covering fodder, moving fodder, fire fighting equipment, auxiliary power supplies, moving stock 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Weather information obtained Implications of weather information determined Working programs designed to maximise benefits of prevailing weather conditions <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control safe manual handling systems and procedures <p>Holistic Outcome Constant awareness of prevailing and anticipated weather conditions is maintained.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3468GT A Monitor weather conditions (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - climate and weather - how weather conditions impact on farming and grazing activities - effects of wind and rain on wind chill - effects of shearing and wind chill exposure - effects of wind chill on metabolism of animals • The ability to: <ul style="list-style-type: none"> - relate forecasts to impact on current operations/activities - relate weather conditions to decision making - monitor physical signs in the context of available information 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are a wide range of available information sources which may be accessed and much of the content of this unit can be assessed in simulated situations. The observation and identification of the triggers and evidence of differing weather conditions can only be observed over time in the workplace situation.	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG3468GT A Monitor weather conditions (continued)	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with weather information agencies
- ◇ **Collecting, analysing and organising information** - on weather predictions
- ◇ **Planning and organising activities** - to minimise adverse effects on the goat herd
- ◇ **Working with others and in teams** - to collate all available information on weather
- ◇ **Using mathematical ideas and techniques** - to calculate climatic incidence
- ◇ **Solving problems** - of adverse weather
- ◇ **Using technology** - to access a range of information sources

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3469GT A Establish pastures and crops	
Element of Competency	Performance Criteria
3469.1 Prepare paddocks for pasture or crop production	3469.1.1 Paddocks are selected for pasture or crop production through the identification of a range of factors. 3469.1.2 Paddocks are treated to control weeds and seed beds prepared in accordance with enterprise requirements. 3469.1.3 Equipment is used safely and in accordance with manufacturers instructions.
3469.2 Sow pastures or crops	3469.2.1 Pasture seed mix or crop type is selected. 3469.2.2 Chemicals are applied to control pests if desired. 3469.2.3 Seed is mixed, lime pelleted and inoculated if necessary. 3469.2.4 Seed is sown in accordance with equipment manufacturers guidelines and enterprise requirements. 3469.2.5 Sown seedbed is managed in accordance with enterprise requirements. 3469.2.6 Equipment is used safely and in accordance with manufacturers instructions. 3469.2.7 Farm records are maintained in accordance with enterprise policy.
3469.3 Treat pastures or crops	3469.3.1 Pests are identified and control methods implemented. 3469.3.2 Fertiliser is applied to achieve required production.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Paddock treatment prior to sowing may include the utilisation of goats to control weeds Factors to be considered in establishing pastures and crops may include: <ul style="list-style-type: none"> soil and environmental conditions, alternative crops, silage production, feed requirements, new cultivars available, paddock history, intended life span, summer or winter crops, disease and pest control, pasture renovation, hay production, type of livestock carried, vertebrate pests, intended use, rainfall, water availability, costs and returns considered, chemical-free weed control Pests include: <ul style="list-style-type: none"> army worm, grass grubs, grasshoppers, lucerne flea, snails, native fauna, cut worm, locusts, earthmite, crickets, rabbits Weeds includes all plants not required in the pasture. 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Paddocks prepared for pasture or crop establishment Pastures or crops sown in line with property management plan and details recorded Fertiliser or pest control programs implemented to optimise production <p>OHS issues that impact upon the performance of this unit</p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe tractor operation and maintenance safe motorcycle operation and maintenance safe machinery and equipment systems, maintenance and procedures safe manual handling systems and procedures <p>Holistic Outcome</p> <p>Production from sown pastures or crops is maximised.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG3469GT A Establish pastures and crops (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - safe use of chemicals and machinery - types of grasses and clovers - pasture mixes/hay mixes - livestock nutritional requirements - influence of pastures on stock health - chemical free weed control • The ability to: <ul style="list-style-type: none"> - operate machinery and equipment - calibrate boomspray and drill and fertiliser spreader - identify pests, diseases - identify pasture species - identify and control weeds - handle chemicals safely and in accordance with the label - collect soil and tissue samples - operate an irrigation system - mix and inoculate seed • A resourceful ability and a developed awareness of ongoing crop and pasture requirements • The sustainable farming of livestock includes the knowledge and implementation of appropriate management techniques in relation to the Native Vegetation Acts with particular attention to potential soil degradation and distinction of flora and fauna. 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit underpins RUA AG4453GT A <i>Develop and implement a pasture and crop management plan</i> and could be assessed in conjunction with relevant generic units such as RUA AG2101EO A <i>Operate property vehicles</i> and RUA AG1100EO A <i>Operate equipment</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG3469GT A Establish pastures and crops (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	1	1	1	1	2

- ◇ **Communicating** - with seed and fertiliser suppliers and contractors
- ◇ **Collecting, analysing and organising information** - on varieties, techniques and pests
- ◇ **Planning and organising activities** - of pasture and crop establishments
- ◇ **Working with others and in teams** - to efficiently complete sowing
- ◇ **Using mathematical ideas and techniques** - to calculate area and seeding rates
- ◇ **Solving problems** - of machinery breakdown and adverse weather conditions
- ◇ **Using technology** - to communicate and monitor

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG3532DY A Establish pastures and crops	
Element of Competency	Performance Criteria
3532.1 Prepare paddocks for seeding	3532.1.1 Paddocks requiring crop and pasture establishment are identified from the pasture and crop production plan. 3532.1.2 The quantity of materials required is calculated and procured. 3532.1.3 Paddocks are cleared and the land levelled according to the plan. 3532.1.4 Pest control measures are applied according to the plan and as required. 3532.1.5 The seed bed is prepared according to the plan. 3532.1.6 Soil analysis is undertaken according to kit instructions. 3532.1.7 Soil conditioners are applied to the soil and incorporated and fertiliser dressing is applied according to the plan. 3532.1.8 Soil moisture conditions are checked for sowing in line with crop requirements.
3532.2 Sow pastures or crops	3532.2.1 The seed drill is calibrated to the correct rate of application of seed and fertiliser. 3532.2.2 Seed and fertiliser are placed at the correct depth and row spacing. 3532.2.3 Regular checks of machinery and equipment are made during seeding to ensure even application and minimal blockages.
3532.3 Maintain pasture or crop vigour	3532.3.1 Pastures and crops are monitored for weeds, pests and diseases. 3532.3.2 Problems are identified and treatments determined. 3532.3.3 Weeds, pests and diseases are controlled according to the plan. 3532.3.4 Grazing of crops and pastures is carefully controlled during pasture and crop establishment.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> The crop production plan may include details of: <ul style="list-style-type: none"> management strategies, budgetary considerations, paddock histories, rotations, fallowing regimes, fertiliser regimes, irrigation programs, conservation earthworks Pasture and crop establishment programs may include: <ul style="list-style-type: none"> establishment in virgin ground, establishment after a cropping program, replacement of run down pasture, changing the composition of pastures, growing fodder crops, growing cash crops, re-establishing pastures after earthworks Materials may include: <ul style="list-style-type: none"> soil conditioners including lime or gypsum, fertilisers, herbicides, pesticides, seed Cultivating machinery and equipment may include : <ul style="list-style-type: none"> ploughs, scarifiers, offset discs, rippers, rotary tillers Sowing machinery and equipment may include: <ul style="list-style-type: none"> fertiliser spinner, drop spreader, fertiliser truck, disc seeder, chisel seeder, crop specific, eg. maize planter, contract aerial application, air seeder, combine Sowing methods may include: <ul style="list-style-type: none"> broadcasting, drill seeding into seed bed, drill dropped seed on surface, aerial application Problems may include: <ul style="list-style-type: none"> weeds, insects, mites, diseases, vermin, flooding, drought, high winds, adverse climatic conditions 	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG3532DY A Establish pastures and crops (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Seed beds prepared to ensure optimum sowing conditions • Pastures and crops sown in best possible conditions • Emerging and growing pastures and crops monitored and treated to maximise growth and minimise pests and disease <u>OHS issues that impact upon the performance of this unit</u> <ul style="list-style-type: none"> • The rights and responsibilities of employers and employees under the relevant state and workplace OHS legislation • Codes of practice for: <ul style="list-style-type: none"> - working with livestock - manual handling - the control of workplace hazardous substances • OHS requirements for the safe use of chemical and biological agents • OHS requirements for the safe operations of farm vehicles, machinery and equipment, such as Australian Standards for: <ul style="list-style-type: none"> - guards for agricultural tractor PTO drives - agricultural wheeled tractors - Roll Over Protective Structures (ROPS) • On-site OHS procedures may include: <ul style="list-style-type: none"> - provision of personal protective clothing and equipment - provision of sunscreen for outdoor work <u>Holistic Outcome</u> Pasture and crop production is maximised <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - the advantages and disadvantages of pasture and crop establishment programs - different species used as pasture crops - different crop species used in fodder cropping for feed requirements - the timing of pasture and crop establishment - pests, disease and nutrient deficiencies - treatments required for pest control - the machinery and equipment used in pasture and crop establishment - relevant OHS legislation, regulations and codes of practice • The ability to: <ul style="list-style-type: none"> - interpret and implement crop and pasture production plans - operate pasture and crop establishment machinery and equipment to required standards - adjust pasture and crop establishment machinery and equipment according to the manufacturers specifications - identify pests and diseases affecting crop and pasture species - employ safe work practices 	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry
RUA AG3532DY A Establish pastures and crops (continued) C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite; RUA AG2102EO A <i>Operate tractors</i> , RUA AG1100EO A <i>Operate equipment</i> . Equally, completion of this unit underpins the completion of unit RUA AG3533DY A <i>Conserve pastures and crop</i> <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	2

- ◇ **Communicating** - management, staff
- ◇ **Collecting, analysing and organising information** - materials required for seeding
- ◇ **Planning and organising activities** - seed bed preparation, pest control, sowing, pasture and crop management
- ◇ **Working with teams and others** - implement the pasture and crop production plan
- ◇ **Using mathematical ideas and techniques** - measuring quantities, areas, treatments
- ◇ **Solving problems** - environmental, soil analysis, tests, calibration of equipment
- ◇ **Using technology** - testing, sowing and pest control equipment, communications equipment

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG3533DY A Conserve pastures and crop	
Element of Competency	Performance Criteria
3533.1 Prepare for fodder conservation	3533.1.1 Fodder conservation options are defined. 3533.1.2 A choice is made between hay, silage, grain and other stock feeds. 3533.1.3 Fodder conservation equipment suitable for the paddocks is selected. 3533.1.4 Paddocks are identified for fodder conservation activities. 3533.1.5 The extent of fodder conservation activities is determined.
3533.2 Prepare paddocks for fodder conservation	3533.2.1 Paddocks are closed to livestock at the optimum time. 3533.2.2 Growth is monitored for optimum harvest. 3533.2.3 Pests and diseases are monitored and controlled.
3533.4 Conserve fodder	3533.3.1 Weather conditions are monitored for the best time to harvest. 3533.3.2 Fodder is conserved in line with conservation plan. 3533.3.3 Fodder is baled, wrapped and stored to enterprise guidelines. 3533.3.4 Fodder is covered as indicated in the production plan.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Fodder may include: <ul style="list-style-type: none"> hay, silage Hay conservation systems may include: <ul style="list-style-type: none"> mow, rake and bale; mow, condition, windrow and bale; mow, condition, rake and bale; large square bales, small square bales, string tied, round bales, mesh or plastic wrapped; mow, ted, rake and bale Conserving fodder may include: <ul style="list-style-type: none"> mowing the crop, wilting the crop, tedding and/or raking the crop, forage harvesting, stacking and rolling the crop, baling, wrapping, carting and storing the crop, redrying rain affected hay Silage storage systems may include: <ul style="list-style-type: none"> stack or pit, covered, uncovered, baled and wrapped, baled, stacked and covered Hay storage systems may include: <ul style="list-style-type: none"> baled and shedded, stored in the paddock, wrapped, covered, uncovered Silage conservation systems may include: <ul style="list-style-type: none"> direct forage harvest and stack; cut, wilt, forage harvest and stack; bun, wedge, clamp and pit stacks; design, shape and size of stacks, baled and wrapped, baled, stacked and covered Silage and hay making equipment may include: <ul style="list-style-type: none"> mowers and mower conditioners, tedders, tedder rakes, rakes, small square balers, large square balers, round balers, round bale wrappers, tunnel bale wrappers, forage harvesters, forage wagons, truck and elevator, buncher and retriever, hay loader, front end loader, round bale carriers, conditioners 	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry	
RUA AG3533DY A Conserve pastures and crop (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> Fodder conservation strategies are established in line with property requirements Paddocks are monitored to ensure that conservation strategy maximises yields Fodder is conserved in line with production plans <u>OHS issues that impact upon the performance of this unit</u> <ul style="list-style-type: none"> The rights and responsibilities of employers and employees under the relevant state and workplace OHS legislation Codes of practice for: <ul style="list-style-type: none"> manual handling OHS requirements for the safe operations of farm vehicles, machinery and equipment, such as Australian Standards for: <ul style="list-style-type: none"> guards for agricultural tractor PTO drives agricultural wheeled tractors - Roll Over Protective Structures (ROPS) On-site OHS procedures may include: <ul style="list-style-type: none"> provision of personal protective clothing and equipment provision of sunscreen for outdoor work <u>Holistic Outcome</u> The fodder conservation plan maximises usage of available fodder resources.	
<u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> silage and hay making programs and operations silage conservation systems hay conservation systems the factors which affect the quality of silage and hay the advantages and disadvantages of conserving fodder as hay or silage the machinery and equipment used in silage and hay conservation programs relevant OHS legislation, regulations and codes of practice The ability to: <ul style="list-style-type: none"> interpret and implement fodder conservation plans identify and compare a range of silage and hay making machinery and equipment operate a range of silage and hay making machinery and equipment adjust silage and hay making machinery and equipment according to the manufacturers specifications employ safe work practices 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.	
<u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)	
<u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.	
<u>Interdependent assessment of units</u> The completion of units RUA AG2102EO A <i>Operate tractors</i> and RUA AG1100EO A <i>Operate equipment</i> and RUA AG3532DY A <i>Establish pastures and crops</i> underpins competency in this unit	

Industry: Rural Area of Competency : Generic Sector: Goat Production Industry
RUA AG3533DY A Conserve pastures and crop (continued)
<p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p> <p><u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.</p> <p><u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.</p> <p><u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.</p>

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	2

- ◇ **Communicating** - with management, staff and contractors
- ◇ **Collecting, analysing and organising information** - on fodder conservation strategy
- ◇ **Planning and organising activities** - for conservation and storage of fodder
- ◇ **Working with teams and others** - implement fodder conservation plan
- ◇ **Using mathematical ideas and techniques** - measuring yields, loads and areas
- ◇ **Solving problems** - of equipment breakdown or adverse weather conditions
- ◇ **Using technology** - to communicate or sample fodder

Industry: Rural Area of Competency : Generic: Training & Assessment Sector: Goat Production Industry		<i>Training does not necessarily mean formal, structured or private provider training and may only consist of structured, informal or unstructured training in workplace routines</i>
RUA AG4202BM A Deliver and evaluate training (Category 1 Workplace Trainer)		
Element of Competency	Performance Criteria	
4202.1 Confirm the need for training	4202.1.1	The specified training need is identified or advised by appropriate personnel.
	4202.1.2	The specific training need is confirmed with appropriate personnel.
	4202.1.3	The training objectives reflect the specific training need.
4202.2 Plan and document training session	4202.2.1	Training outcomes are clearly stated.
	4202.2.2	Steps in the training session follow a logical sequence.
	4202.2.3	The training method(s) selected are appropriate for:
	-	the training outcomes
	-	trainee characteristics
	-	availability of equipment and resources
	4202.2.4	Plans for practice by trainees are made.
	4202.2.5	Evidence required for assessment and how it will be collected is stated.
4202.3 Arrange location and resources	4202.3.1	Resources required for training are identified and approved by appropriate personnel.
	4202.3.2	Suitable locations for training are arranged.
	4202.3.3	The equipment, tools and other resources required are organised to be available when needed.
	4202.3.4	Arrangements are made with any people who are required to help in the training session or in the follow-up to the training session.
	4202.3.5	The training environment arranged is safe and accessible.
4202.4 Notify trainees	4202.4.1	Trainees are notified of the time and place of the training.
	4202.4.2	Supervisors of trainees are notified of the time and place of the training and of any other requirements for the training session.
	4202.4.3	The purpose of the training is notified to all involved.
4202.5 Instruct trainees	4202.5.1	A systematic approach is taken to instruction, taking into account:
	-	explanation
	-	demonstration
	-	review
	-	trainee explanation
	-	trainee demonstration
	-	feedback.
	4202.5.2	Instruction process is revised and modified as necessary to meet the learning needs of trainees.
	4202.5.3	Trainees are encouraged by positive comments from the trainer.
	4202.5.4	Feedback during instruction is designed to help trainees learn from their mistakes.
	4202.5.5	Trainees are encouraged and guided to evaluate their own performance and assess it for improvement.
4202.6 Provide opportunities for practice	4202.6.1	Opportunities for practice are provided according to the specific learning situation and the training objectives.
	4202.6.2	Constructive feedback and reinforcement are provided during practice.
	4202.6.3	Readiness of trainees for assessment is monitored.

Industry: Rural Area of Competency : Generic: Training & Assessment Sector: Goat Production Industry	
RUA AG4202BM A Deliver and evaluate training (Category 1 Workplace Trainer) (continued)	
Element of Competency	Performance Criteria
4202.7 Confirm trainee has reached required standard of performance	4202.7.1 Evidence of satisfactory performance by the trainee is collected in accordance with the training session plan. 4202.7.2 The trainee is advised that he/she has reached the required standard of performance. 4202.7.3 Other appropriate personnel are advised that the trainee has reached the required standard of performance.
4202.8 Evaluate training session	4202.8.1 Trainees are encouraged to raise problems or difficulties with any aspect of the training session. 4202.8.2 Trainees are asked to discuss their ability to apply the learning outcomes. 4202.8.3 Reaction of trainees to the training session is sought. 4202.8.4 Review comments are summarised. 4202.8.5 The results of the evaluation are used to guide further training.
4202.9 Record training	4202.9.1 The details of the trainees who have completed the training are accurately recorded according to the organisation's requirements. 4202.9.2 Other records as required by legislation or agreement are kept. 4202.9.3 Records are released to authorised personnel only. 4202.9.4 Records are securely stored.
4202.10 Provide information on training	4202.10.1 Information on training proposed, in hand or completed, is provided to management as required. 4202.10.2 Information on proposed training is provided to prospective trainees on request. 4202.10.3 Information on appropriate, available training is provided to employees on request.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Enterprise environment may range from a small agribusiness without formal management, structured or formal training systems, to a larger agribusiness using an organisation structure, and structured enterprise training Trainees provide training in the work poace, but not as a major part of their job Training may be provided: <ul style="list-style-type: none"> infrequently or regularly in a structured training context as part of a program informally within enterprise requirements on the use of a particular piece of equipment on basic cleaning and field procedures Training materials developed by others are used as appropriate, or basic materials may be developed for enterprise training Documentation procedures follow enterprise requirements. Minimum documentation may comprise: <ul style="list-style-type: none"> lists of personnel trained in competencies, information for instructor use only Trainee group size may include: <ul style="list-style-type: none"> one-to-one instruction, on-farm in smaller agribusinesses or more formally on or off-the-job in larger agribusinesses, sometimes small group Presentations and training methods: <ul style="list-style-type: none"> step by step demonstration of practical skills and explanation, application of knowledge to practical agribusiness activities 	

Industry: Rural Area of Competency : Generic: Training & Assessment Sector: Goat Production Industry	
RUA AG4202BM A Deliver and evaluate training (Category 1 Workplace Trainer) (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • All procedures must contain safe work practices according to industry applications, eg. in Rural Industry Workers Guide, Rural Industry Employers Guide, Farm Safe • Explanations may include: <ul style="list-style-type: none"> - safe work practices, quality assurance procedures, basic operating principles, components of equipment/system 	
B. EVIDENCE GUIDE <u>Key Outcomes</u> Staff are trained to the standard required, capable of performing all duties to enterprise standards without supervision. <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • induction of new workers in OHS roles and responsibilities • the enterprise OHS risk management programs <u>Holistic Outcome</u> Staff training is an on-going aspect of employment and supervision where old skills are improved and new skills developed in an environment that encourages learning and skilling of all staff. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - possible training locations with the workplace - relevant safety and health standards to be observed - organisation's record keeping arrangements and security and access procedures - training procedures and processes • The ability to: <ul style="list-style-type: none"> - explain specific training needs and how they were determined - prepare an outline of the training session, preferably in writing - apply training methods selected - recognise trainee characteristics, eg. language and literacy/numeracy skills, cultural background, previous experience, that may affect learning - provide evidence that trainees and their supervisor know about training arrangements made 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently.	

Industry: Rural Area of Competency : Generic: Training & Assessment Sector: Goat Production Industry	
RUA AG4202BM A Deliver and evaluate training (Category 1 Workplace Trainer) (continued)	
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	1	2	2

- ◇ **Communicating** - with trainees, before, during and after each training session
- ◇ **Collecting, analysing and organising information** - about training needs, services available
- ◇ **Planning and organising activities** - training schedules and programs
- ◇ **Working with others and in teams** - staff, training procedures
- ◇ **Using mathematical ideas and techniques** - may be required for some units being taught
- ◇ **Solving problems** - training process, trainee difficulties, training providers off-jobs
- ◇ **Using technology** - overhead projector, tape recorder, VCR, computers for some tasks

LEVEL

4

Industry: Rural Area of Competency : Generic: Farm Safety Sector: Goat Production Industry		For individuals with managerial responsibilities, as owner or employer of a large agricultural or horticultural enterprise.
RUA AG4021OH A Establish and maintain the enterprise occupational health and safety program		
Element of Competency	Performance Criteria	
4021.1 Establish and maintain farm OHS plans and programs	4021.1.1	An OHS business plan and program is developed for the farm and in consultation with the owner or manager.
	4021.1.2	Occupational health and safety responsibilities for the farm are clearly defined and included in the duties of all farm workers.
	4021.1.3	Financial and human resources are made available to implement the farm OHS program in a timely and consistent manner.
4021.2 Establish and maintain arrangements to ensure the involvement of all workers in the management of OHS	4021.2.1	Arrangements which allow and encourage farm workers at all levels to have input into OHS issues are developed.
	4021.2.2	Issues raised through involvement and consultation with farm workers are addressed promptly.
4021.3 Establish and maintain procedures for identifying occupational health and safety hazards, assessing risk and maintaining the most appropriate control measures	4021.3.1	Existing and potential OHS hazards are correctly identified and confirmed in accordance with good OHS practice in agriculture, and with relevant OHS legislation and codes of practice.
	4021.3.2	Risks associated with identified hazards are assessed in accordance with safe work practice in agriculture, with information derived from farm OHS records and industry-wide information, and with relevant OHS legislation and codes of practice.
	4021.3.3	Work processes and procedures are designed to reduce exposure to, or eliminate hazards, or to substitute less hazardous processes for hazards.
	4021.3.4	Systems are designed to reduce risk and administrative arrangements to ensure safe OHS work practices are put in place where elimination of a hazard is not possible.
	4021.3.5	Where measures to effectively control a risk are not immediately practicable, short term solutions are implemented until a more effective measure can be put in place.
	4021.3.6	Suitable procedures to implement and monitor ongoing OHS risk management are adopted on the farm.
	4021.3.7	Work practice on farms is adequately monitored to ensure compliance with safety procedures.
	4021.3.8	Effective OHS risk management measures are set in place in during the modification of the farm structures, machinery and work processes.
	4021.3.9	A process of ongoing hazard identification and risk assessment and review of effectiveness of control programs is developed and integrated into farm management arrangements.

Industry:	Rural	For individuals with managerial responsibilities, as owner or employer of a large agricultural or horticultural enterprise.
Area of Competency :	Generic: Farm Safety	
Sector:	Goat Production Industry	
RUA AG4021OH A Establish and maintain the enterprise occupational health and safety program		
Element of Competency		Performance Criteria
4021.4	Establish and maintain procedures for dealing with OHS emergencies on the farm	4021.4.1 Potential emergencies posing risk to health and safety of persons associated with work on the farm are identified. 4021.4.2 Procedures to control the level of risk associated with hazardous events are developed in consultation with appropriate emergency services. 4021.4.3 Appropriate information and training is provided to farm workers to enable implementation of correct emergency procedures. 4021.4.4 Adequate numbers of workers are trained in First Aid to ensure that the principles of First Aid are applied to preserve life and minimise injury.
4021.5	Establish and maintain an OHS safety induction and training program	4021.5.1 An OHS induction and training program is developed as part of the workers general training program to meet the occupational health and safety needs of all farm workers and supervisors. 4021.5.2 Records of: <ul style="list-style-type: none">• OHS audits and inspections• action taken to control OHS risk• OHS induction and training of workers• registers of hazardous substances, including pesticides• workers use of hazardous substances and health surveillance results• workers occupational injury and illness• MSDS of hazardous substances• other relevant records are maintained and used to evaluate effectiveness of the farm OHS program

A. RANGE OF VARIABLES

- The term “farm” is used to denote an agricultural or horticultural property, enterprise or workplace
- Establishing and maintaining the farm’s OHS program will ensure that the farm is as far as is practicable, safe and without risks to the health of those who work live or visit the farm workplace
- This OHS competency involves management of the application of agricultural health and safety principles, relevant OHS health and safety legislation and codes of practice in each state, including the duties and responsibilities of all parties.
- It involves:
 - general duty of care, regulations and codes of practice including those relating to plant, hazardous substances, manual handling and noise, maintenance of records of occupational injury and disease, provision of information and training, occupational health and safety committees in larger agricultural/horticultural enterprises, issue resolution
- The hierarchy of risk control is defined for Rural OHS generic competencies AQF 3 and 4 also pertains to:
 - hazards in the workplace, hazards for which protective clothing or equipment is required, hazardous manual handling tasks, risks associated with animals, risks associated with bystanders, levels of health and fitness, OHS emergencies on rural workplaces
- Procedures for dealing with OHS emergencies on farms include provision of clear directions to the location of the emergency using relevant national, state and local references
- Adequate numbers of workers must have completed a recognised First Aid training, and maintained skill levels to ensure that injured workers receive effective first aid while awaiting medical attention.
- Monitoring of activities may include review of:
 - written reports, performance appraisal of workers, auditing and review of procedures
- “Farm workers” includes permanently employed farm hands and workers, casual workers, seasonal workers, contract workers, people resident on or visiting the farm

Industry: Area of Competency : Sector:	Rural Generic: Farm Safety Goat Production Industry	For individuals with managerial responsibilities, as owner or employer of a large agricultural or horticultural enterprise.
RUA AG4021OH A Establish and maintain the enterprise occupational health and safety program (continued)		
<p>B. EVIDENCE GUIDE</p> <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • A farm OHS business plan which results in safe completion of work tasks by workers on the farm • The safety of all persons on the farm <p><u>OHS issues impacting upon the performance of this unit</u> OHS risk management is the basis of this unit.</p> <p><u>Holistic Outcome</u></p> <ul style="list-style-type: none"> • OHS risk management is the basis of this unit • OHS legislation, relevant regulations and codes of practice in each state <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of the following should be evident: <ul style="list-style-type: none"> - significant hazards in the rural workplace - all relevant OHS legislation and codes of practice, consistent with the elements of competence the hierarchy of OHS risk control and its implementation for hazards in agriculture and horticulture - literacy levels and communication skills of farm workers, including seasonal workers - suitable communication techniques • The ability to: <ul style="list-style-type: none"> - demonstrate a mature approach to the daily application of safe working procedures 		
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Demonstrated competence in the elements of this unit is essential to ensure compliance with relevant OHS legislation and associated regulations.</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p>		

Industry:	Rural	For individuals with managerial responsibilities, as owner or employer of a large agricultural or horticultural enterprise.
Area of Competency :	Generic: Farm Safety	
Sector:	Goat Production Industry	
RUA AG4021OH A Establish and maintain the enterprise occupational health and safety program (continued)		
<u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.		
<u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.		
<u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.		

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	3

- ◇ **Communicating** - with workers and supervisors on the property, with industry advisers and the overall industry networks
- ◇ **Collecting, analysing and organising information** - on hazard audits on the farm, on industry information and implementing relevant farm procedures
- ◇ **Planning and organising activities** - to implement farm business plan
- ◇ **Working with teams and others** - to implement farm safety procedures, programs and training activities
- ◇ **Using mathematical ideas and techniques** - to calculate costs, set priorities develop OHS business plan
- ◇ **Solving problems** - in determining best possible options, set priorities and overcome difficulties to reduce injury risk
- ◇ **Using technology** - to communicate and record OHS activities

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG4130EM A Plan for replacement of equipment	
Element of Competency	Performance Criteria
4130.1 Assess options of ownership	4130.1.1 Cost of existing ownership arrangement is assessed. 4130.1.2 Value of alternative ownership and capital arrangements are assessed. 4130.1.3 Comparative economies of using old and new plant or contractors are assessed. 4130.1.4 Hazards to health and safety of existing and new plant and equipment is identified and risk are assessed.
4130.2 Assess the life of plant and equipment	4130.2.1 Annual use of equipment and its remaining life at rate of usage is estimated. 4130.2.2 Impact of reconditioning on expected life is estimated. 4130.2.3 Financial viability of reconditioning is assessed. 4130.2.4 Impact of changes in farm operations on machine life is estimated. 4130.2.5 Plan for replacement and/or reconditioning is developed.
4130.3 Select suitable replacement equipment for proposed production	4130.3.1 Options for replacement and/or reconditioning are researched. 4130.3.2 Skills required for operation and maintenance of alternative proposed equipment are considered. 4130.3.3 Suitability of equipment to farm management practices is evaluated. 4130.3.4 Hiring and group ownership schemes are evaluated for relevance to farm operations. 4130.3.5 Alternative quotation and contract conditions are sought and negotiated. 4130.3.6 Alternative replacements are tested and/or references sought to determine suitability. 4130.3.7 Quality of dealer support is assessed to evaluate any probable additional maintenance costs.
4130.4 Arrange finance	4130.4.1 Alternative sources of equipment finance are researched and evaluated. 4130.4.2 Alternative finance payments are compared with the farm cash flow and profits to determine suitability. 4130.4.3 Finance terms are negotiated to achieve best farm profits and cash flow.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Alternative farm operations include: <ul style="list-style-type: none"> different crops and cropping areas, alternative farm management methods Cost of ownership may include cost of: <ul style="list-style-type: none"> initial purchase, finance, maintenance, operation and may include an assessment of impact on cash flow and taxation Hazards to health and safety as assessed using industry and specialist advice and information. These may include: <ul style="list-style-type: none"> mechanical hazards associated with moving parts, noise, dusts, fumes, ergonomic hazards associated with posture, movement and vibration, electricity, biological hazards, chemical hazards Ownership options may include: <ul style="list-style-type: none"> cash purchase, fully drawn advance, hire purchase, leasing or rental, group ownership (syndication), use of contractors 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry	
RUA AG4130EM A Plan for replacement of equipment (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Dealer backup may include: <ul style="list-style-type: none"> - quality of advice, spare parts availability, service personnel availability and quality, finance terms offered • Research for plant and equipment replacements is through other farmers, consultants, accountants, advisers, machinery sales people, rural press, and farm improvement groups • Evaluation of new equipment may be made at field days and through site demonstrations, and may include: <ul style="list-style-type: none"> - capacity, compatibility with existing farm equipment, suitability for range of farm methods • Evaluation of existing equipment may include: <ul style="list-style-type: none"> - age, suitability, utilisation, cost of ownership, resale value • Finance evaluation includes assessment of advantages and disadvantages in context of farm business • Tractor evaluation may include: <ul style="list-style-type: none"> - selection of appropriate weight power ratio for farm operations, selection of features, such as tyres, ballast and accessories • Seeding and other tillage machine evaluation may include: <ul style="list-style-type: none"> - size, power and capacity matched to available tractor, selection of features to suit farm operations, eg. trash clearance, flotation and depth control, accuracy of rates size to suit farm clearances and road transport legislation, bulk handling equipment • Boom spray unit selection and matching may include: <ul style="list-style-type: none"> - capacity to suit areas to be covered in a given time, ability to deliver required range of pesticides and nutrients, suitable filling unit and auxiliary equipment for spray unit and farm operations 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Evaluation of existing equipment • Suitability of machine selected for farm operations • Evidence may include a history of purchases over time • A developed ability to critically observe and record new technologies and better methods. <p><u>OHS that impact upon the performance of this unit</u></p> <ul style="list-style-type: none"> • This is one of the most important units for improving OHS performance for the future. • Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> - safe livestock handling systems - safe manual handling systems - safe plant and equipment systems - safe systems for handling hazardous substances - selection, use and maintenance of relevant personal protective clothing and equipment <p><u>Holistic Outcome</u></p> <p>Equipment replacements are budgeted and affordable within planned replacement program targets.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - alternative ranges of equipment - range of functions required in machine to match farm operations - equipment safety requirements • The ability to: <ul style="list-style-type: none"> - evaluate machine operation - negotiate contracts for machine and finance - evaluate finance options - assess impact of purchase or reconditioning on farm budgets and cash flow 	

Industry: Rural Area of Competency : Generic: Maintenance Sector: Goat Production Industry
RUA AG4130EM A Plan for replacement of equipment (continued)
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite; RUA AG4204BM A <i>Operate within a budget framework</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	3

- ◇ **Communicating** - with the full range of field staff and industry participants
- ◇ **Collecting, analysing and organising information** - on the enterprise and job specifications
- ◇ **Planning and organising activities** - of work teams and equipment
- ◇ **Working with others and in teams** - to complete specified activities and operations
- ◇ **Using mathematical ideas and techniques** - in calculating job specifications
- ◇ **Solving problems** - accessing information from supervisors
- ◇ **Using technology** - to communicate, calculate and record

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry	
RUA AG4204BM A Operate within budget framework	
Element of Competency	Performance Criteria
4204.1 Participate in formulation of budget	4204.1.1 Budget consultation is followed. 4204.1.2 Budget variations are requested.
4204.2 Supervise financial transactions	4204.2.1 Expenditure is arranged within budget delegations. 4204.2.2 Expenditure is recorded to enterprise requirements. 4204.2.3 Enterprise budget and financial reports are checked. 4204.2.4 Expenditure is adjusted to meet financial targets.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Budget elements may include: <ul style="list-style-type: none"> projected expenditure by item, projected income by source, cash flow budgets, budget delegations, variation and review procedures, credit and credit limits, security measures, reporting mechanisms, assets and liabilities Comparisons between planned and actual performance comprise actual budget cash flow and planned cash flow and similar statements from previous planning periods Records may be paper based or by EDP devices 	
B. EVIDENCE GUIDE <p>Key Outcomes Supervisors and overseers can operate with clear guidelines for providing input to budgetary processes and with delegations for spending, in situations where financial control may be exercised in a location separate from the property.</p> <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> allocation of sufficient financial resources to maintaining health and safety </p> <p>Holistic Outcome People responsible for supervising day to day operations who report to management can take part in budgetary procedures and purchase inputs and services knowing the amounts delegated for each item and reporting appropriately to management.</p> <p>Underpinning knowledge and skills</p> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> costing mechanisms forecasting mechanisms farm book keeping conventions banking routines and conventions recording systems features of a sound budget finance systems The ability to: <ul style="list-style-type: none"> observe and measure results make analysis and decision negotiate budget framework record and report 	

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry
RUA AG4204BM A Operate within budget framework (continued)
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licencing requirements for this unit. <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with management about budget preparation and delegations
- ◇ **Collecting, analysing and organising information** - for input to the budget process
- ◇ **Planning and organising activities** - getting data together for budget sessions
- ◇ **Working with others and in teams** - with manager and staff for budget sessions
- ◇ **Using mathematical ideas and techniques** - budget calculations, financial transactions
- ◇ **Solving problems** - with management, excessive expenditure, lack of credit
- ◇ **Using technology** - office calculators, computers, communication technology

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry	
RUA AG4205BM A Budget for farm production	
Element of Competency	Performance Criteria
4205.1 Assess financial resources	4205.1.1 Available capital and existing lines of credit are determined together with costs and terms. 4205.1.2 Market and financial risk information are assembled to determine business and viability risks. 4205.1.3 Crop payment options are evaluated. 4205.1.4 Funds are negotiated to obtain best advantage for the business.
4205.2 Assess physical resources	4205.2.1 Suitability, compatibility and reliability of machines and equipment with proposed crop choice(s) is evaluated. 4205.2.2 Machine and equipment activity over the budget period is determined. 4205.2.3 Service and spare parts costs and availability are reviewed for budget planning. 4205.2.4 Effects of changes in cropping percentages on the life of machinery are assessed.
4205.3 Assess personal resources	4205.3.1 Personal resources are assessed to determine their adequacy for the proposed operations. 4205.3.2 Communication and negotiations are maximised to determine the likely input of time and skills from family and/or farm partners. 4205.3.3 Time requirements and priorities are developed for different aspects of the proposed operations. 4205.3.4 A realistic assessment is made of time required for the proposed operations. 4205.3.5 Skills of farmer and partners are assessed and work allocated. 4205.3.6 Own time is managed to priorities.
4205.4 Assess personal drawings	4205.4.1 Family and partner(s) income requirements are established. 4205.4.2 Drawings are included over budget period.
4205.5 Develop budgets	4205.5.1 Income and expense sheets for likely operations are developed. 4205.5.2 Suitable sources of timely information and assistance are identified. 4205.5.3 Business risk is assessed from the income and expense sheets. 4205.5.4 Budget results are used to assess viability of the farm and cropping plan. 4205.5.5 Rotation plan and budget are modified in light of risk assessment and preliminary profit or loss figures to obtain most viable plan. 4205.5.6 Sensitivity charts are generated to analyse likely range of profits and losses.
4205.6 Monitor budget	4205.6.1 Variations and reasons for variations from budget are determined. 4205.6.2 Budget is varied to include conditions not previously identified.

Industry: Rural Area of Competency : Generic: Management Sector: Goat Production Industry	
RUA AG4205BM A Budget for farm production (continued)	
Element of Competency	Performance Criteria
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Farm partners or corporations may consist of: <ul style="list-style-type: none"> - family members, formal partnerships, syndicates, non-farm entities • Budgets include: <ul style="list-style-type: none"> - production plan, enterprise gross margin budgets, profit and loss budgets, trading accounts, livestock schedules, cashflow budgets, development budgets, partial budgets, capital • Time requirements may include the resources of permanent employees, casual employees or contractors. • Credit lines include short term and long term borrowing. • Credit conditions are contractual terms including term of loan, interest rates, repayments and other requirements on the borrower and lender. • Sources of budget information are: <ul style="list-style-type: none"> - farm production plan, market prices and trends for products for marketing authorities and other, suppliers prices for fuel, fertiliser, chemicals and other farm inputs, records on operating expenses such as crop insurance, storage and handling and wages, fixed operating costs from previous years 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Development of cash flow budget with options from assessment of financial, physical and personal resources • Sensitivity analysis of profit and loss • Management of time <p><u>Holistic Outcome</u> Budget structures match actual figures.</p> <p><u>Underpinning Knowledge & Skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - suitable sources of funds - resources required to crop different varieties suitable for farm, including physical, personal and financial - previous budget to actual financial figures • The ability to: <ul style="list-style-type: none"> - use appropriate computer programs where required for budgeting - maintain and interpret farm records - interpret sensitivity analysis - list financial, physical and personal resources • Knowledge of suitable sources of funds • Knowledge of resources required to crop different varieties suitable for farm, including physical, personal and financial 	
C. ASSESSMENT GUIDE <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p>	

Industry: Rural Area of Competency : Agronomy Sector: Goat Production Industry	
RUA AG4205BM A Budget for farm production (continued)	
C. ASSESSMENT GUIDE (continued) <u>Interdependent assessment of units</u> This unit can be assessed independently. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	1	1	2

- ◇ **Communicating** - with full range of field staff and industry participants
- ◇ **Collecting, analysing and organising information** - on the enterprise costs and expenditure
- ◇ **Planning and organising activities** - to obtain financial information
- ◇ **Working with others and in teams** - to complete specified activities and operations in line with budget
- ◇ **Using mathematical ideas and techniques** - in calculating enterprise costs, expenditure and returns
- ◇ **Solving problems** - accessing information from a range of sources on financial matters
- ◇ **Using technology** - to communicate, calculate and record

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4450GT A Arrange marketing	
Element of Competency	Performance Criteria
4450.1 Determine market specifications and prices	4450.1.1 Potential purchasers of product are identified and recorded. 4450.1.2 Product specifications and prices are sought from potential purchasers. 4450.1.3 Applicable quality assurance schemes are identified. 4450.1.4 Ability to deliver to specifications is determined.
4450.2 Identify sale outlets	4450.2.1 Information on sale outlets is obtained. 4450.2.2 Sale logistics are determined. 4450.2.3 Sale outlets are determined. 4450.2.4 Sale conditions and costs are determined.
4450.3 Select sale methods	4450.3.1 Marketing plan is reviewed in relation to current market situation. 4450.3.2 Sale outlets are consulted about current market situation and prospects. 4450.3.3 Sale outlet is informed of sale method selected for the product.
4450.4 Prepare goats for market	4450.4.1 Goats are mustered for sorting and preparation for sale. 4450.4.2 Goat treatments are applied if required. 4450.4.3 Goats are weighed/condition scored as required to establish product specification. 4450.4.4 Goats are yarded in time to empty out prior to cartage.
4450.5 Prepare fibre for market	4450.5.1 Quality assurance schemes and codes of practice are implemented. 4450.5.2 Clip preparation is monitored throughout shearing to meet the requirements of the market. 4450.5.3 Clip documentation is completed.
4450.6 Arrange transportation	4450.6.1 Sales outlets are contacted about transportation. 4450.6.2 Transport is arranged to market outlet. 4450.6.3 Product is loaded for transportation.
4450.7 Sell product	4450.7.1 Estimated price of product is obtained. 4450.7.2 Price trends are identified. 4450.7.3 Price risk strategies are implemented. 4450.7.4 Negotiations with brokers, agents and buyers are completed. 4450.7.5 Payments are arranged or processed.
4450.8 Evaluate sales performance	4450.8.1 Sales date is obtained and analysed. 4450.8.2 Sales performance is monitored against the marketing plan. 4450.8.3 Positive and negative aspects of marketing performance are noted. 4450.8.4 Strategies are employed to improve future marketing performance. 4450.8.5 Marketing records are kept for future reference.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Information on sale outlets may include: <ul style="list-style-type: none"> frequency of sales, types of sales held, size of sale held, sale dates, brokers/agents acting at the sales, types of selling methods available, security of funds Sale logistics may include: <ul style="list-style-type: none"> transport availability, cost of transport, time to get the product to sale outlets, reserve prices Sale outlets may include: <ul style="list-style-type: none"> auction markets, contract sales, processors, deliverable future contracts, paddock/private 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4450GT A Arrange marketing (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Sale conditions and costs include: <ul style="list-style-type: none"> - commissions, saleyard costs, levies, fleece tests, animal health tests, eg. for dairy goats to Asia, national residue survey tests to ensure goats meet minimum requirements of importing country, AUSMEAT livestock description for goats • Market requirements may be established from: <ul style="list-style-type: none"> - market reports, selling agents, processors, buyers • Products may include: <ul style="list-style-type: none"> - kids, chevon, prime kids for meat (capretto), aged goats, replacement does/wethers, bucks for sale, live goats (export trade meat), live goats (seed stock), skins, fibre, milk, milk products • Goat treatments may include: <ul style="list-style-type: none"> - crutching/shearing, foot paring, mouthing, milking as necessary, identification of goats by tags/raddle, withholding periods for fleece and goats • Codes of Practice may include those for: <ul style="list-style-type: none"> - the preparation of the goat fibre, minimum residue levels, the welfare and husbandry of goats, for land transport of goats, best practice for the export of live goats, for Milk Quality Assurance as applicable • Clip administrative details may include: (also refer to clip care guidelines) <ul style="list-style-type: none"> - completion of classers' specifications, tally book, advice to agents • Milk harvesting standards vary in accordance with individual state legislation • Transport plan may include: <ul style="list-style-type: none"> - quality assurance schemes declarations, quantity and quality of product, milk sampling, time of pick up and estimated delivery, place of pick up/delivery, insurance • Sale performance indicators may include: <ul style="list-style-type: none"> - objective information, kill sheets, actual prices paid/passed in rates, market movement by indicators 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Market specifications, sales structures and prices determined • Optimum sale methods established and relevant produce prepared for market • Transport arrangements facilitated and product sold • Sales performance evaluated in line with original specifications <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures <p><u>Holistic Outcome</u></p> <p>Marketing strategies maximise profit potentials.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4450GT A Arrange marketing (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - livestock preparation - sale methods - withholding periods - minimum residue levels - market specifications - quality assurance - sale outlets and dates - transport systems - price risk strategies - sales analysis • The ability to: <ul style="list-style-type: none"> - prepare marketing plans - implement marketing strategies <p>facilitate safe and timely completion to ensure market requirements are met</p> <ul style="list-style-type: none"> • Awareness and knowledge of Minimum Residue Levels (MRLs) and the variance between countries • Legislative health requirements for live animals, embryos, fetuses, etc. 	
C. ASSESSMENT GUIDE <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p> <p><u>Interdependent assessment of units</u> There are a number of units which underpin the completion of this unit - in particular, RUA AG3450GT A <i>Select livestock for market</i> and RUA AG3451GT A <i>Arrange transportation</i>. This unit forms a prerequisite for unit RUA AG4451GT A <i>Develop a marketing plan</i>.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p>	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG4450GT A Arrange marketing (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with livestock agents and processors
- ◇ **Collecting, analysing and organising information** - on markets, weights and production targets
- ◇ **Planning and organising activities** - of transport and processing
- ◇ **Working with others and in teams** - to facilitate orderly marketing
- ◇ **Using mathematical ideas and techniques** - to calculate production and financial returns
- ◇ **Solving problems** - of marketing and price fluctuation
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4451GT A Arrange livestock purchases	
Element of Competency	Performance Criteria
4451.1 Determine purchasing requirements	4451.1.1 Breed and type of goats are identified for purchase. 4451.1.2 Number of each type determined.
4451.2 Identify sources of livestock	4451.2.1 Sources of livestock are identified. 4451.2.2 Agents are identified and engaged, if appropriate. 4451.2.3 Agent is informed of numbers and types of stock required if appropriate. 4451.2.4 Initial checks on livestock suitability are carried out.
4451.3 Determine health status	4451.3.1 Information on herd health issues is sought. 4451.3.2 Certificates are sourced where applicable. 4451.3.3 Health status is sought from present owner or agent.
4451.4 Inspect goats for purchase	4451.4.1 Suitability of goats is assessed and drafted as required. 4451.4.2 Price is determined and financial arrangements finalised. 4451.4.3 Numbers of animals are checked.
4451.5 Determine statutory requirements	4451.5.1 Information sources on statutory requirements are identified. 4451.5.2 Herd movements and health declarations are obtained from relevant authorities.
4451.6 Organise transport	4451.6.1 Carriers terms of engagement are identified. 4451.6.2 Carrier is engaged. 4451.6.3 Insurance cover is arranged. 4451.6.4 Stock is counted onto truck.
4451.7 Implement health strategy on arrival	4451.7.1 Health status of all animals is checked on arrival and treated as required in line with property policy. 4451.7.2 Sick or distressed goats are isolated.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Information sources for livestock purchases may include: <ul style="list-style-type: none"> stock and station agents, rural radio, rural newspapers, electronic marketing, word of mouth, private consultants Information on herd health can be sources from: <ul style="list-style-type: none"> owner, word of mouth (neighbours), local veterinarian, Department of Agriculture/Primary Industries or Rural Land Protection Board veterinarian, veterinary suppliers Whether stock are suitable or not depends on: <ul style="list-style-type: none"> strain/bloodline, ability to cope with different environments, weed seed contamination, age, present condition, stage of lactation, sex Herd health issues may include: <ul style="list-style-type: none"> footrot, scabby mouth, history of chemical applications, endo/exo parasites, brucellosis, susceptibility to flystrike and internal parasites, mastitis, Johnes disease, Q-fever, caprine arthritis, encephalitis (CAE) 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4451GT A Arrange livestock purchases (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> • Certificates may be issued to clarify footrot and other health status. Vendor declarations may include: <ul style="list-style-type: none"> - footrot, ovine brucellosis, ovine Johnes disease, chemical residue (external/internal application) • Relevant authorities may include: <ul style="list-style-type: none"> - Department of Agriculture/Primary Industries, Rural Lands Protection Boards, regional stock pasture and stock boards • Suitability of goats may be determined by: <ul style="list-style-type: none"> - age, condition, fleece characteristics, number, end use, breed/strain, size, constitution, cost, sex, milk recording, objective measurement • Price determined by auction or private sale negotiation • Carriers' terms of engagement may include: <ul style="list-style-type: none"> - cost per kilometre, time for trip, water points (long trips), number per truck/deck/section, quality of service • Health strategies on arrival may include isolation of all incoming animals • Treatments may include: <ul style="list-style-type: none"> - vaccinations, lice treatment, drench for gastro-intestinal works, foot bathing, quarantine • Statutory requirements include: <ul style="list-style-type: none"> - Animal Welfare codes of practice, animal health protocols, Code of Welfare for Land Transport of Goats • Negotiations with carrier regarding conditions include: <ul style="list-style-type: none"> - workers compensation and public liability insurance, identification to carrier of OHS hazards on-farm 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Purchasing requirements determined and sources of suitable livestock established • Inspection of stock including verification of health status completed • Transport arrangements facilitated • Enterprise health strategies implemented on arrival <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures • alert to others on the farm, including workers and family members, of planned presence of transport <p><u>Holistic Outcome</u></p> <p>Livestock purchases are in line with management plans.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - livestock assessment - livestock selling procedures - matching livestock to feed available • The ability to: <ul style="list-style-type: none"> - arrangement livestock purchases - match fees supply to livestock needs - organise transport - negotiate price and terms - transport of livestock - animal health procedures - livestock insurance - assess livestock - arrange insurance - implement health strategies - complete relevant manifests and health documentation 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4451GT A Arrange livestock purchases (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> Relevant health declarations will be required prior to stock movements. <u>Interdependent assessment of units</u> Units RUA AG2451GT A <i>Muster and move goats</i> and RUA AG2452GT A <i>Handle goats in yards</i> underpin competency in this unit. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Assessment can be made through simulated exercises in a training situation, but final assessment must be in the workplace. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Resources for assessment can be readily simulated in a training environment. Exercises may also be developed using a combination of resources at municipal saleyards, the training provider and the workplace.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with breeders and stock agents
- ◇ **Collecting, analysing and organising information** - on sources and breeders
- ◇ **Planning and organising activities** - to inspect, transport and complete health checks
- ◇ **Working with others and in teams** - to organise goat purchases
- ◇ **Using mathematical ideas and techniques** - to calculate price
- ◇ **Solving problems** - of budgeting, purchase and transport
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4452GT A Develop feeding plans	
Element of Competency	Performance Criteria
4452.1 Assess goat nutrient requirements	4452.1.1 Essential requirements for goat nutrition are identified. 4452.1.2 Processes affecting goat digestion are identified. 4452.1.3 Physiological effects on nutrient requirements are determined. 4452.1.4 Seasonal effects on supply of nutrients are identified.
4452.2 Determine goat condition and nutritional needs	4452.2.1 Method of determining goat body condition is identified. 4452.2.2 Goat condition is assessed. 4452.2.3 Stock production status is noted and feed requirements calculated.
4452.3 Determine ability of pasture to satisfy goat feed requirements	4452.3.1 Feed requirements that can be sourced from pasture are identified. 4452.3.2 Pasture types are matched to goat requirements. 4452.3.3 Pasture intake factors are identified.
4452.4 Match feed requirements to feed supply	4452.4.1 Sustainable stocking capacity is determined. 4452.4.2 Grazing management strategy is determined. 4452.4.3 Paddock plan is drawn up.
4452.5 Develop supplementary feeding plans	4452.5.1 Economic basis to supplementary feeding is determined. 4452.5.2 Feed types are determined. 4452.5.3 Feed requirements of all classes of stock are determined. 4452.5.4 Quantity of feed required is ascertained. 4452.5.5 Feeding hazards are identified. 4452.5.6 Feeding plan is determined.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Essential requirements may include: <ul style="list-style-type: none"> - energy, protein, vitamins, water, minerals • Processes affecting digestion may include: <ul style="list-style-type: none"> - goat anatomy, role of rumen bacteria, poisonous plants • Assessment of goat nutrient requirements may also involve consideration of the use of goats as an integral part of weed control and land management • Essential requirements may vary due to: <ul style="list-style-type: none"> - liveweight and body condition, mating, lactation and milking, growth, weather conditions/wind chill, sex of goats, time off shears, energy concentration of feeds, distance walked for feed, water or shade, pasture digestibility, age of goats, fleece quality factors, disease/health status • Goat condition may be assessed by: <ul style="list-style-type: none"> - weighing, body condition, fat scoring • Production status may include: <ul style="list-style-type: none"> - stage of pregnancy, lactation, kid growth, weaner growth • Pasture intake may vary due to: <ul style="list-style-type: none"> - pasture quantity, pasture quality, presence of weeds, weather conditions, pasture height, seasonal nature of production cycle • Pasture quantity may vary according to: <ul style="list-style-type: none"> - pasture yield, type of stock, time of year, stage of production • Supplementary feeding may be required to cover seasonal, drought or other feed shortage and trace element deficiencies • Feeding plans may include: <ul style="list-style-type: none"> - target weights, method of feeding, problems associated with purchasing feeds, match feed supply and demand, weed control strategy 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4452GT A Develop feeding plans (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> Goat nutrient requirements determined in line with condition and class of stock Available pasture determined and additional supplements calculated Supplementary feeding strategies calculated and commenced <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> hazards to health and safety identified, risk assessed and suitable control measures implemented <u>Holistic Outcome</u> Feeding plans ensure stock condition is maximised with available feed resources. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> nutrient requirements of livestock daily energy requirements water quality and livestock tolerances nutritive levels of different feed stuffs assessment of pastures/rangelands assessment of livestock and their needs role of goats in land management and weed control assessing condition of stock livestock carrying capacity relationship between nutrition and fibre (economic) quality and quantity goat digestive system relationship between lactation and body reserves udder development and secretion of milk The ability to: <ul style="list-style-type: none"> assess pastures for grazing arrange supplementary feeding determine nutrients supplied by different supplementary feeds match feed supply and demand 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisites; RUA AG2450GT A <i>Feed livestock</i> ; RUA AG3453GT A <i>Implement feeding plans</i> . Completion of this unit will also provide an invaluable base for unit RUA AG4453GT A <i>Develop and implement a pasture and crop management plan</i> .	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG4452GT A Develop feeding plans (continued)
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	3	3	3	2	2	2

- ◇ **Communicating** - with feed suppliers and other farm personnel
- ◇ **Collecting, analysing and organising information** - on nutritional requirements and feeding routines
- ◇ **Planning and organising activities** - to complete feeding routines efficiently
- ◇ **Working with others and in teams** - to complete suitable plans
- ◇ **Using mathematical ideas and techniques** - to calculate quantities
- ◇ **Solving problems** - of access and feed availability
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4453GT A Design goat handling facilities	
Element of Competency	Performance Criteria
4453.1 Determine requirements for goat handling facilities	4453.1.1 Types of goat holding operations are listed. 4453.1.2 Equipment and facilities are listed for each operation. 4453.1.3 Sizes of facilities are estimated in relation to numbers of stock to be handled over time. 4453.1.4 Alternative sites and locations of goat handling operations are considered. 4453.1.5 Need for portability of facilities are assessed. 4453.1.6 Hazards to health and safety of existing and planned goats handling facilities identified, risk is assessed and facilities are designed to control that risk.
4453.2 Develop plans for goat handling facilities	4453.2.1 Plans are obtained for goat handling facilities from a variety of sources. 4453.2.2 Plans are assessed in relation to needs. 4453.2.3 Plans are modified to suit individual sites and situations and OHS requirements. 4453.2.4 Options are considered to modify existing or build new facilities. 4453.2.5 Alternatives are costed or quotes obtained. 4453.2.6 Plan is selected for implementation with due regard to safety implications.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Goat handling facilities include: <ul style="list-style-type: none"> fixed and portable yards, drafting gates, goat dips, laneways, gates, crutching and shearing machinery, mulesing and marking cradles, loading ramps, races, pens, showers, speciality goat fencing, shearing and crutching sheds, goat handling equipment, drying sheds, milking sheds and yards Sources of plans include: <ul style="list-style-type: none"> other goat producers, breed associations, publications, educational institutions, commercial suppliers, Departments of Agriculture and Primary Industries, consultants, own resources, commercial sources Assessment plans may include the need to separate or clean goat handling facilities (particularly shearing shed and yards) from sheep shearing and yards Hazards to health and safety include: <ul style="list-style-type: none"> livestock handling, ergonomics and manual handling, zoonoses, organic dusts and fumes, noise, slips, trips and falls, exposed moving parts of machinery, electricity, and equipment, solar radiation 	
B. EVIDENCE GUIDE Key Outcomes <ul style="list-style-type: none"> Requirements for goat handling facilities assessed and documented Plans for handling facilities developed and costed OHS issues that impact upon the performance of this unit <ul style="list-style-type: none"> This is a critical issue for improving future OHS performance Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> evidence based information regarding OHS requirements of goat handling facilities and equipment, and OHS standards Holistic Outcome Suitable facilities to meet goat handling requirements are designed.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4453GT A Design goat handling facilities (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - goat behaviour and design interactions - costing alternatives - goat handling facilities and their uses - where to obtain information on facilities - local weather conditions - siting issues specific fencing or facilitating requirements for goats • The ability to: <ul style="list-style-type: none"> - design and redesign goat handling facilities - collect information - regularly access industry information databases to maintain currency with industry developments - and adapt information from a range of sources - incorporate safety considerations in all aspects of design • While the completion of this unit is unlikely to be a regular occurrence, the regular identification by the individual of methods and structures that will improve any aspect of workplace performance should be encouraged. 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit should be assessed with consideration of the requirements of units <i>RUA AG2452GT A Handle goats in yards</i> , <i>RUA AG3462GT A Prepare facilities for shearing and crutching</i> and Rural Generic units such as <i>RUA AG4131EM A Maintain farm improvements</i> and <i>RUA AG4130EM A Plan for replacement equipment</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4453GT A Design goat handling facilities (continued)	
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	3	3	3	3	2

- ◇ **Communicating** - with the industry information network
- ◇ **Collecting, analysing and organising information** - on facilities and available resources
- ◇ **Planning and organising activities** - to coordinate planning process
- ◇ **Working with others and in teams** - to design appropriate facilities
- ◇ **Using mathematical ideas and techniques** - to calculate capacities and dimensions
- ◇ **Solving problems** - of difficult sites or alternate materials
- ◇ **Using technology** - to measure and calculate

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4454GT A Manage natural mating	
Element of Competency	Performance Criteria
4454.1 Prepare paddocks for mating	4454.1.1 Paddock selection factors are identified. 4454.1.2 Mating plan is determined. 4454.1.3 Paddocks are identified and stocked to appropriate levels. 4454.1.4 Predator control program is planned and implemented. 4454.1.5 Mating harnesses and crayons are maintained or purchased.
4454.2 Prepare does for joining	4454.2.1 Liveweight of does is monitored through weighing and condition scoring. 4454.2.2 Nutrition levels are adjusted to meet increased levels in line with feeding strategy. 4454.2.3 Doe health and husbandry operations are carried out in line with management planning. 4454.2.4 Herds are drafted for joining. 4454.2.5 Teasers are used where appropriate.
4454.3 Prepare bucks for joining	4454.3.1 Physical examination of bucks is carried out prior to joining. 4454.3.2 Veterinary advice is sought where appropriate. 4454.3.3 Mating ratios are determined. 4454.3.4 Replacement bucks are purchased in time to allow adjustment to new environment. 4454.3.5 Buck health and husbandry operations are carried out in line with individual requirements. 4454.3.6 Bucks environment is managed for optimum mating performance.
4454.4 Join bucks to doe herds	4454.4.1 Dates are selected for joining. 4454.4.2 Test joinings for new bucks are undertaken if appropriate. 4454.4.3 Bucks are introduced to doe herds or individual does to ensure good contact. 4454.4.4 Bucks are removed from doe herds at the scheduled time.
4454.5 Monitor breeding activity	4454.5.1 Mating activity is observed and recorded in line with enterprise standards. 4454.5.2 Distribution of bucks is observed within each mob. 4454.5.3 Remedial action is taken if required such as the use of back-up bucks. 4454.5.4 Mating harnesses are checked and crayons replaced if needed.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Selection factors may include: <ul style="list-style-type: none"> amount and type of feed, aspect, ease of checking goats, water supplies, topography, paddock size Critical doe weight is the liveweight below which there may be significant failure and poor kid survival. Does may be flushed prior to joining or supplementary fed Doe/buck health management may include: <ul style="list-style-type: none"> drenching for worms, vaccinations, lice control, feeding supplements Health and husbandry operations may include: <ul style="list-style-type: none"> shearing/crutching, lice and blowfly preventative treatments, foot paring, fitting harness Teasers may be used for joining to promote onset of oestrus. Buck physical examination may include checking: <ul style="list-style-type: none"> scrotum, prepuce, feet, teeth, signs of fly strike, testes, penis, legs, eyes 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4454GT A Manage natural mating (continued)	
A. RANGE OF VARIABLES (continued) <ul style="list-style-type: none"> Buck environment may be affected by: <ul style="list-style-type: none"> overheating, infections caused by shearing cuts, footrot or abscesses, mustering to improve contact, blowfly strike, level of nutrition, inadequate water supply Mating records may include: <ul style="list-style-type: none"> joining percentage, date bucks joined and removed, health status of bucks, paddock records, buck identification, seasonal records (rainfall, temperature), bodyweights Activity may be checked by: <ul style="list-style-type: none"> visual observation, buck harness marking on does Mating plan may include: <ul style="list-style-type: none"> matching bucks to doe herds, time of joining and duration, identifying buck joining percentages, nutrition of bucks prior to mating, breeding and breed selection, individual hand mating Stock may not breed due to: <ul style="list-style-type: none"> heat, infertility, physical injury, poor nutrition, flystrike, seasonal conditions Corrective action may include: <ul style="list-style-type: none"> replacement bucks, extending the joining period, control of flystrike, supplementary feeding, provision of shade, shelter or water, shearing bucks before joining, treatment for lice 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Paddocks prepared for mating herd and equipment assembled Does and bucks drafted and additional nutritional needs supplied Bucks introduced and mating activity monitored <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures, including zoonoses control measures, (Q Fever) and safe handling of bucks safe manual handling systems and procedures safe systems and procedures for outdoor work, including protection from solar radiation safe systems and procedures for handling hazardous substances selection, use and maintenance of relevant personal protective clothing and equipment <p><u>Holistic Outcome</u></p> <p>Mating management maximises conception rates.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> mating behaviour of bucks and does liveweights and condition for mating environmental influences on joining The ability to: <ul style="list-style-type: none"> manage does and bucks during joining prepare does and bucks for joining monitor joining activity keep records accurately observe and report mating behaviour A demonstrated ability to safely and humanely handle livestock and provide due care in all actions 	

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG4454GT A Manage natural mating (continued)	
C. ASSESSMENT GUIDE	
Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.	
<u>Authority managing and conducting assessment, and issuing qualifications</u>	
Authorised Registered Training Organisation (RTO)	
<u>Special outcomes of assessment for purposes of licensing by a government or other authority</u>	
There are no licensing requirements for this unit.	
<u>Interdependent assessment of units</u>	
This unit could be assessed in conjunction with unit RUA AG2453GT A <i>Monitor does from joining to kidding</i> , RUA AG3454GT A <i>Implement goat husbandry practices</i> , RUA AG3458GT A <i>Develop herd health and welfare strategies</i> and underpins the completion of unit RUA AG4455GT A <i>Manage artificial breeding and embryo transfer programs</i> .	
<u>Qualifications of Assessor</u>	
Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".	
Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	
<u>Measures to ensure consistency in assessment</u>	
These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	
<u>Where this unit is assessed</u>	
Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.	
<u>Resources required beyond those normally found in a functional agricultural workplace</u>	
While small groups of animals can be used for assessment in a training situation, the breadth of experience to ensure competence can only be achieved with the numbers normally present on the employer's property.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with livestock suppliers and other property personnel
- ◇ **Collecting, analysing and organising information** - on previous mating and breeding performance
- ◇ **Planning and organising activities** - for teasing, nutrition and buck introduction
- ◇ **Working with others and in teams** - to achieve mating targets
- ◇ **Using mathematical ideas and techniques** - to calculate mating percentages, selection indices, etc.
- ◇ **Solving problems** - of poor conception rates or maintaining adequate nutrition
- ◇ **Using technology** - to observe, communicate and keep records

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4455GT A Manage artificial breeding and embryo-transfer programs	
Element of Competency	Performance Criteria
4455.1 Determine method of artificial breeding	4455.1.1 Breeding objectives are identified in line with overall herd management program. 4455.1.2 Methods of artificial breeding are identified. 4455.1.3 Resources required for artificial breeding are identified and sourced. 4455.1.4 Artificial breeding method is matched to resource and breeding objectives. 4455.1.5 Artificial breeding methods are selected.
4455.2 Organise physical resources	4455.2.1 Facilities and equipment are checked for sound working condition. 4455.2.2 Facilities and equipment are cleaned and prepared for use in accordance with manufacturers instructions.
4455.3 Prepare genetic material	4455.3.1 Sources of genetic material are identified. 4455.3.2 Genetic material is obtained from accredited sources. 4455.3.3 Genetic material is received, checked and stored to ensure viability is maximised.
4455.4 Arrange fertilisation/implantation	4455.4.1 Stock is identified, prepared and treated for the program. 4455.4.2 Program is implemented in relation to the oestrus cycle. 4455.4.3 Professional services are obtained if required.
4455.5 Monitor program	4455.5.1 Codes of practice are followed, sick and injured animals identified and treated. 4455.5.2 Returns to service are monitored by use of teaser bucks with harnesses. 4455.5.3 Ultrasound is carried out on does if required. 4455.5.4 Non-pregnant does are drafted off for re-mating. 4455.5.5 Remedial action is taken if required. 4455.5.6 Records are maintained to enterprise standards.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Pre-treatment for fertilisation may include: <ul style="list-style-type: none"> - the use of teaser bucks, purchase and acclimatisation of recipient does • Consideration of artificial breeding may include an examination of: <ul style="list-style-type: none"> - costs involved including extra handling and feeding, reliability of method, conception rates • Artificial breeding programs may include detailed consideration of supplementary feeding requirements • Genetic material may include: <ul style="list-style-type: none"> - frozen semen, donor does for embryo transfer, recipient does, donor bucks for fresh semen, frozen embryos • Facilities and equipment include: <ul style="list-style-type: none"> - sheds, liquid nitrogen containers, collection and dilution equipment, goat handling equipment for artificial insemination • Preparation of stock may involve: <ul style="list-style-type: none"> - synchronisation of oestrus, crutching, training of buck to mount while restrained, injection of hormones, does for semen collection, acquisition of teasers for doe herds • Remedial action may involve: <ul style="list-style-type: none"> - re-insemination, natural mating, implantation, use of teasers with harnesses • Records may include: <ul style="list-style-type: none"> - donors, date, operator/technician, deviations from standard practice, recipients, joining conditions, method of fertilisation/implantation, return rates • Negotiations with contractor include: <ul style="list-style-type: none"> - workers compensation insurance, identification to contractor of OHS hazards in the workplace 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4455GT A Manage artificial breeding and embryo-transfer programs (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Artificial breeding methods assessed and strategy determined • Physical resources including genetic materials assembled • Artificial breeding program facilitated using professional services as required • Conception and overall program monitored <u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> • safe livestock handling systems and procedures, including zoonoses control measures (Q Fever) and safe handling of bucks • safe handling systems for liquid nitrogen • safe manual handling systems and procedures • safe systems and procedures for handling hazardous substances • selection, use and maintenance of relevant personal protective clothing and equipment <u>Holistic Outcome</u> Conception rates are maximised with the use of artificial breeding and embryo-transfer programs. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - artificial breeding methods - physical resources required for artificial breeding and how to store and transport them - fertilisation and implantation methods - which procedures require veterinarian assistance • The ability to: <ul style="list-style-type: none"> - administer A.I. - arrange for implantation of embryos by a veterinarian - prepare stock for A.I. and implantation of embryos - keep records - use industry recognised A.I. methods - provide support during implantation of embryos by a veterinarian - prepare stock for A.I. and implantation of embryos - observe, report and record accurately • A demonstrated empathy for goats and an ability to effectively and efficiently carry out goat husbandry operations 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite; Unit RUA AG4454GT A <i>Manage natural mating</i> .	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG4455GT A Manage artificial breeding and embryo-transfer programs (continued)	
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Assessment can only be carried out through the individual's participation in these activities - usually in the workplace. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The resources required for assessment can only be provided with the cooperation of a specialist breeding enterprise.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	2

- ◇ **Communicating** - with veterinarians and breeding technicians
- ◇ **Collecting, analysing and organising information** - on bloodlines and genetic principles
- ◇ **Planning and organising activities** - of breeding support teams
- ◇ **Working with others and in teams** - to maximise conception rates
- ◇ **Using mathematical ideas and techniques** - to calculate dosage and timing
- ◇ **Solving problems** - of semen or embryo viability
- ◇ **Using technology** - to achieve embryo transfer

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG4456GT A Manage shearing and crutching operations	
Element of Competency	Performance Criteria
4456.1 Develop a shearing/ crutching plan	4456.1.1 Property owner/manager is consulted about requirements and informed of process and results. 4456.1.2 Order of groups is determined for shearing. 4456.1.3 Accommodation is supplied or obtained, and cleaned. 4456.1.4 Staffing needs are determined according to the code of practice. 4456.1.5 Staff are selected and employment agreement signed. 4456.1.6 Shed equipment and materials are arranged and in accordance with appropriate OHS legislation and quality management systems. 4456.1.7 Animal health treatments are arranged at shearing.
4456.2 Implement the shearing plan	4456.2.1 Plan is implemented and adjusted as conditions change. 4456.2.2 Engines/machines are checked, started and stopped at pre-arranged times.
4456.3 Count out goats	4456.3.1 Goats are counted out at the end of each run or group. 4456.3.2 Shearing tally and class of goats are recorded for each shearer. 4456.3.3 Tallies are made available to shearers.
4456.4 Supervise shearing	4456.4.1 Shearer or shearing contractor is consulted and kept informed. 4456.4.2 Shearers and shed staff are monitored to ensure industry shearing standards and fleece quality are maintained. 4456.4.3 Teamwork is promoted. 4456.4.4 Conflicts and difficulties are resolved to ensure maximum efficiencies are maintained for the shearing operation.
4456.5 Monitor livestock and weather conditions	4456.5.1 Livestock condition and handling are monitored for compliance with relevant codes of welfare. 4456.5.2 Weather conditions are checked and appropriate action taken.
4456.6 Manage health and safety of staff	4456.6.1 Shed and equipment are checked for hazards and maintenance requirements. 4456.6.2 Safety policy of the enterprise is followed in shearing operations. 4456.6.3 Accommodation is checked for compliance with Rural Workers Accommodation Act. 4456.6.4 First Aid is administered if required. 4456.6.5 Health and safety of staff is monitored and action taken as required in accordance with the appropriate OHS legislation.
4456.7 Maintain engines and drive mechanisms	4456.7.1 Fuel, oil and water levels are monitored and replaced. 4456.7.2 Belts and drive mechanisms are serviced and maintained.

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry			
RUA AG4456GT A Manage shearing and crutching operations (continued)			
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Shearing may not involve the use of a contractor • Shearing includes crutching • Appropriate action depends on weather forecasts. It includes shedding goats if rain is forecast and providing shelter for shorn goats if wind and rain forecast • Reports to include owner/manager and/or shed contractor • Shed equipment includes: <ul style="list-style-type: none"> - brooms, board scrapers, stencils and ink, spare parts, tally books, scales, fleece bins, rubbish bins, paddles, oil cans, belts, shearing stationery, fleece press, trolley, bale hooks • Materials for shearing include: <ul style="list-style-type: none"> - fleece packs, handpieces, bale fasteners, supplies for staff, non-contaminating branding fluid, First Aid supplies, fuel and oil, emery paper, disinfectant, stores • Negotiations with shearing contractor/shearer include: <ul style="list-style-type: none"> - workers compensation insurance, identification to contractor/shearer of OHS hazards in the goat fibre shed 			
B. EVIDENCE GUIDE <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> • Shearing and crutching operations scheduled and resources prepared and assembled • Shearing process monitored to ensure maximum efficiencies are achieved • Prevailing weather conditions and OHS aspects of the shearing/crutching operation constantly monitored • Daily routine maintenance checks completed <p><u>OHS issues that impact upon the performance of this unit</u></p> <p>Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> • safe livestock handling systems and procedures • safe manual handling systems and procedures • safe systems and procedures to protect from organic dust • safe goat fibre harvesting systems and procedures • Consideration of OHS issues for this unit may include a consideration of the proposed National Code of Practice for the Shearing Industry (Health, Safety and Welfare standards) published by the Australian Workers Union <p><u>Holistic Outcome</u></p> <p>Shearing and crutching operations reflect sound management practice.</p> <p><u>Underpinning knowledge and skills</u></p> <table> <tr> <td> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - Animal Welfare legislation - industry code of practice - first aid - Rural Workers Accommodation Act - clip analysis - OHS legislation - conflict resolution - communication - shearing records • The ability to: <ul style="list-style-type: none"> - plan and implement shearing options - count goats - maintain shearing plant and equipment </td><td> <ul style="list-style-type: none"> - clip preparation standards - planning and shearing operation - weather monitoring - employment agreements - quality management systems - team building - shed safety - shearing plan - relevant awards - monitor livestock and weather conditions - supervise staff - keep records </td></tr> </table>		<ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - Animal Welfare legislation - industry code of practice - first aid - Rural Workers Accommodation Act - clip analysis - OHS legislation - conflict resolution - communication - shearing records • The ability to: <ul style="list-style-type: none"> - plan and implement shearing options - count goats - maintain shearing plant and equipment 	<ul style="list-style-type: none"> - clip preparation standards - planning and shearing operation - weather monitoring - employment agreements - quality management systems - team building - shed safety - shearing plan - relevant awards - monitor livestock and weather conditions - supervise staff - keep records
<ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - Animal Welfare legislation - industry code of practice - first aid - Rural Workers Accommodation Act - clip analysis - OHS legislation - conflict resolution - communication - shearing records • The ability to: <ul style="list-style-type: none"> - plan and implement shearing options - count goats - maintain shearing plant and equipment 	<ul style="list-style-type: none"> - clip preparation standards - planning and shearing operation - weather monitoring - employment agreements - quality management systems - team building - shed safety - shearing plan - relevant awards - monitor livestock and weather conditions - supervise staff - keep records 		

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG4456GT A Manage shearing and crutching operations (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisites; RUA AG3461GT A <i>Prepare goats for shearing</i> RUA AG3462GT A <i>Prepare facilities for shearing and crutching</i> ; RUA AG3464GT A <i>Carry out post shearing procedures</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> The participation in the team in a working shearing shed is the only way that assessment can be satisfactorily completed. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	3	2	2	2	2

- ◇ **Communicating** - with shearing teams and property network
- ◇ **Collecting, analysing and organising information** - on shearing programs and schedules
- ◇ **Planning and organising activities** - for efficient conduct of shearing
- ◇ **Working with others and in teams** - to cooperatively achieve shearing program goals
- ◇ **Using mathematical ideas and techniques** - to calculate timings and manage the operation
- ◇ **Solving problems** - of contractor issues or breakdown
- ◇ **Using technology** - to communicate and calculate

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry	
RUA AG4457GT A Plan to exhibit goats or fleeces	
Element of Competency	Performance Criteria
4457.1 Select goats or fleeces	4457.1.1 Criteria for selecting goat or fleeces are determined. 4457.1.2 Goats or fleeces are selected. 4457.1.3 Faults in possible goats are identified and culled to reduce herd size. 4457.1.4 Final selection is made on conformity to ideal breed characteristics. 4457.1.5 Goats are identified for show preparation.
4457.2 Determine preparation procedures	4457.2.1 Feeding plans are determined for goats to be shown. 4457.2.2 Training and leading regimes are established if appropriate. 4457.2.3 Fleece preparation methods are determined. 4457.2.4 Preparation procedures are determined for hooves and horns if appropriate. 4457.2.5 Methods of preparation are conveyed to assisting staff.
4457.3 Arrange facilities and equipment	4457.3.1 Show preparation equipment is purchased. 4457.3.2 Arrangements are made for facilities to be provided on the farm for preparations. 4457.3.3 Arrangements are made for facilities at the show.
4457.4 Supervise preparations	4457.4.1 Staff are monitored against established preparation procedures. 4457.4.2 Stock is checked and preparation observed. 4457.4.3 Staff are advised of changes to the preparation procedures.
4457.5 Present goats or fleeces	4457.5.1 Entries are arranged as per schedule. 4457.5.2 Transport is arranged. 4457.5.3 Animals or fleeces are presented to best advantage. 4457.5.4 Promotional opportunities are created to attract buyers. 4457.5.5 Sales are pursued with clients as opportunities arise.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Criteria for selection include: <ul style="list-style-type: none"> conformity to breed characteristics, current requirements of clients, factors of importance to livestock judges, age, sex, fleece quality characteristics Faults include: <ul style="list-style-type: none"> undershot jaws, poor conformation, fleece faults, bad feet and legs, lack of uniformity of fleece/fleeces, anything that will lose points in judging Training includes: <ul style="list-style-type: none"> halter training, leading, standing Goats and fleeces may be exhibited at: <ul style="list-style-type: none"> agricultural shows, wether trials, doe trials, field days, sales, fleece competitions Equipment may include: <ul style="list-style-type: none"> halters, feeding/water troughs, clippers 	

<p>Industry: Rural</p> <p>Area of Competency : Fibre Production</p> <p>Sector: Goat Production Industry</p>	
<p>RUA AG4457GT A Plan to exhibit goats or fleeces (continued)</p>	
<p>B. EVIDENCE GUIDE</p> <p><u>Key Outcomes</u></p> <ul style="list-style-type: none"> Goats or fleeces identified and selected Show preparation plans drafted and implemented Required resources assembled and their use supervised Goats or fleece presented for showing <p><u>OHS issues that impact upon the performance of this unit</u> Relevant OHS hazards identification, risk assessment and risk control measures. These include:</p> <ul style="list-style-type: none"> safe livestock handling systems and procedures safe manual handling systems and procedures <p><u>Holistic Outcome</u> Show presentation of fleece or goats reflects excellence in animal care and breeding.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> criteria for competition judging preparation and presentation procedures requirements for entry of competitors transportation, feeding and health of exhibiting stock The ability to: <ul style="list-style-type: none"> select goats to exhibit prepare animals for exhibition present goats to best advantage promote the product to clients A demonstrated empathy for the animals in their care and an ability to complete a wide range of show preparation tasks 	
<p>C. ASSESSMENT GUIDE</p> <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p> <p><u>Interdependent assessment of units</u> Prerequisites; RUA AG2458GT A <i>Prepare goats for competitions</i>; RUA AG3463GT A <i>Class goat fibre</i>.</p> <p><u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment".</p> <p>Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.</p>	

Industry: Rural Area of Competency : Fibre Production Sector: Goat Production Industry
RUA AG4457GT A Plan to exhibit goats or fleeces (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Assessment may be through the trainees involvement in the show preparation of animals and fibre in the workplace but simulated exercises can be established in a training situation. <u>Resources required beyond those normally found in a functional agricultural workplace</u> Resources for assessment can be readily provided in a training situation. The cooperation of exhibitors at a range of exhibition venues will ensure a breadth of experience.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with other exhibitors and organisers
- ◇ **Collecting, analysing and organising information** - on exhibition classes and fleece measurement
- ◇ **Planning organising activities** - to promote goats or fleeces
- ◇ **Working with others and in teams** - to ensure goats or fleeces are properly presented
- ◇ **Using mathematical ideas and techniques** - to calculate yield
- ◇ **Solving problems** - of maximising presentation of goat or fleece
- ◇ **Using technology** - to communicate or prepare animals for showing

LEVEL

5

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5450GT A Select the type of enterprise	
Element of Competency	Performance Criteria
5450.1 Assess the resources of the property and environment	5450.1.1 Natural environmental conditions are listed and quantified. 5450.1.2 Improvements are identified and listed. 5450.1.3 Human resources, skills and abilities are recognised. 5450.1.4 Historical records are evaluated.
5450.2 Assess marketing conditions	5450.2.1 Locations of markets are noted in relation to property. 5450.2.2 Market specifications for products are identified. 5450.2.3 Transport considerations are identified. 5450.2.4 Flexibility in marketing strategies are identified.
5450.3 Determine the type of enterprise	5450.3.1 Sustainable enterprises are identified. 5450.3.2 Economic analyses are carried out. 5450.3.3 Enterprise suitability is matched to resources of property. 5450.3.4 Type of stock is identified.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Types of enterprises include: <ul style="list-style-type: none"> mohair, cashmere, cashgora, meat production (including capretto), dairy goat, studs, weed control only The selection of a sustainable enterprise may include: <ul style="list-style-type: none"> the use of goats as a part of overall land management, the integration of a goat enterprise with other livestock or crop enterprises Environmental conditions include: <ul style="list-style-type: none"> water, soil types, rainfall pattern, frost, fog, evaporation, geographical aspect in relation to sun, native vegetation, topography, natural pasture, water supply Improvements include: <ul style="list-style-type: none"> fences, sheds, yards, water supplies, electricity supply, accommodation, improved pasture, roads, drainage, communications, windbreaks, plantations, plant and equipment Products include: <ul style="list-style-type: none"> fleece types, prime kids, skins, mutton/goat meats, live goats, milk and milk products Markets include: <ul style="list-style-type: none"> auction, sales direct to market, electronic marketing, forward sale, futures, on-farm marketing Transport considerations include: <ul style="list-style-type: none"> type of transport available, road conditions, distances involved, cost, availability of transport, relevant regulations Sustainable enterprises are economically viable enterprises that can be carried on for an indefinite period without degrading natural resources. Economic analysis may consist of: <ul style="list-style-type: none"> gross margin analysis, cash flow, debt and equity levels, net present value, capital costs, historical records Human resources may include: <ul style="list-style-type: none"> family, contractors, trainees, permanent and casual employees, professional advisers Types of stock include: <ul style="list-style-type: none"> breed, strain, sex, colour, style, conformation Historical records may include: <ul style="list-style-type: none"> rainfall, fertiliser, fleece cuts, stocking rates, health records, pasture improvement history, soil tests, maintenance records, financial, farm plans, milk production records 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5450GT A Select the type of enterprise (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> • Available resources assessed including the property environment • Marketing aspects and the range of enterprise performance evaluated • Most suitable enterprises for the property selected in light of available resources and experience <u>OHS issues that impact upon the performance of this unit</u> Hazards to health and safety in the current and potential enterprise types should be recognised and selection planning incorporate OHS requirements. <u>Holistic Outcome</u> Most suitable enterprise is selected. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - animal husbandry - markets - environmental conditions - where to access information - improvements - human resources - transport • The ability to: <ul style="list-style-type: none"> - undertake gross margin analysis; cash flow budgets - complete financial and economic analysis - make decisions - manage physical resources - evaluate land capability and natural resources - analyse market requirements - match the enterprises to resources - accurately source and access industry information • Relevant animal husbandry skills/experience 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit could be assessed in conjunction with RUA AG4205BM A <i>Budget for farm production</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG5450GT A Select the type of enterprise (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with the industry networks and information sources
- ◇ **Collecting, analysing and organising information** - on production and environment
- ◇ **Planning and organising activities** - to research enterprise selection
- ◇ **Working with others and in teams** - to establish most profitable enterprise
- ◇ **Using mathematical ideas and techniques** - to calculate production, general estimation and economic analysis
- ◇ **Solving problems** - of enterprise management
- ◇ **Using technology** - in communication and record keeping

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5451GT A Develop a marketing plan	
Element of Competency	Performance Criteria
5451.1 Determine business and financial requirements	5451.1.1 The cash flow capacity of each production option for the property is determined. 5451.1.2 Profit potential of each option or combination of options is determined. 5451.1.3 Break even price is determined. 5451.1.4 Price risk factors are identified.
5451.2 Obtain and analyse market information	5451.2.1 Information is sought and updated on all relevant factors affecting price, current supply and demand for the product options. 5451.2.2 Behaviour of factors influencing price, supply and demand is monitored. 5451.2.3 Information obtained is assessed for validity and reliability. 5451.2.4 Information obtained is organised into a form to aid decision making. 5451.2.5 Information is analysed to develop conclusions based on appropriate evidence and reasoning.
5451.3 Develop marketing plan	5451.3.1 Estimates of product quality and quantity are made. 5451.3.2 Markets and organisations available to sell products to are identified. 5451.3.3 Organisations providing assistance about farm product selling are identified and used appropriately. 5451.3.4 Areas of marketing risk are identified and methods for managing the risk are used. 5451.3.5 Marketing plan is documented.
5451.4 Implement marketing plan	5451.4.1 Market conditions are monitored to the marketing plan. 5451.4.2 Market movements initiate marketing plan targets. 5451.4.3 Purchasing organisations' viability is assessed through the collection and analysis of information. 5451.4.4 "Terms of payment" offered by each buyer are obtained, negotiated for advantage and analysed for impact on farm finances. 5451.4.5 Holding of product and delivery arrangements are considered for their impact on farm cash flow and profit. 5451.4.6 Contracts/agency agreements are negotiated in line with the marketing plan. 5451.4.7 The product is sold in line with the marketing plan.
5451.5 Evaluate the marketing plan	5451.5.1 Performance indicators are identified. 5451.5.2 Actual marketing outcomes are compared to marketing plan. 5451.5.3 Action is taken to remedy poor performance areas. 5451.5.4 Areas of positive performance are identified. 5451.5.5 Strategies to ensure positive performance are incorporated into new marketing plan.

Industry:	Rural
Area of Competency :	Generic Goats
Sector:	Goat Production Industry
RUA AG5451GT A Develop a marketing plan (continued)	
<p>A. RANGE OF VARIABLES</p> <ul style="list-style-type: none"> • Product options may include: <ul style="list-style-type: none"> - fibre, wether weaners/adults, doe weaners/adults, breeding does, prime kids, cull for age does and wethers, stud bucks/does, genetic resources, milk • Price risk factors may include: <ul style="list-style-type: none"> - movements in currency rates, changes in world economies, trading blocks, weather conditions, subsidisation, price movements, supply and demand, natural disasters • Price risk can be managed by: <ul style="list-style-type: none"> - CALM, forward selling, use of futures and options, accurate and independent market information, realistic price estimations which reflect in the reserves, pools • Marketing plan may include: <ul style="list-style-type: none"> - dealing with low volume issues for goat products, agreed price, expected price, break even price, risk management strategies, timing of sales, cash flow implications, spread sales, quantity and quality of product, client contact pre/post sale • Marketing plan targets may be based on: <ul style="list-style-type: none"> - break even price, quantity of product coming on to market, quality assurance systems • Performance indicators include: <ul style="list-style-type: none"> - price achieved, quantity sold, market demand, quality of product delivered, post sale feedback • Market may take place: <ul style="list-style-type: none"> - on property, local saleyards, abattoirs, major selling centres, at fibre processors, by electronic means • Terms of trade may include: <ul style="list-style-type: none"> - premium/discount pricing, quality and quantity of deliverable product, time of payment • Buyers may be: <ul style="list-style-type: none"> - traders, fibre growers, commercial breeders, processors, stud breeders 	

B. EVIDENCE GUIDE**Key Outcomes**

- Business direction and financial requirements established
- Market information assembled and marketing plan developed
- Marketing plan implemented

OHS issues that impact upon the performance of this unit

Marketing risk should include health and safety risk to workers, carriers, handlers, consumers.

Holistic Outcome

Marketing plan maximises profitability.

Underpinning knowledge and skills

- A knowledge of:
 - the farmer organisations, the commodity council network and other rural infrastructures
 - price risk management
 - marketing plans
 - negotiation
 - agency agreements
 - marketing organisations
 - delivery arrangements
 - selling methods
 - product quality
 - terms of payment
 - storage
 - markets and market analysis
 - purchasing
 - contracts
 - AUSMEAT livestock description for goats
- The ability to:
 - plan, implement and evaluate a marketing plan or strategy
 - negotiate
 - communicate
 - act in a resourceful way to obtain information and negotiate suitable options

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5451GT A Develop a marketing plan (continued)	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit could be assessed in conjunction with units RUA AG4205BM A <i>Budget for farm production</i> , RUA AG4204BM A <i>Operate within financial budget framework</i> and RUA AG6200BM A <i>Manage borrowed funds</i> and is underpinned by unit RUA AG5450GT A <i>Select the type of enterprise</i> . Prerequisite.: RUA AG4450GGR A <i>Arrange marketing</i> <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
2	2	2	2	2	2	2

- ◇ **Communicating** - with agents and market sources
- ◇ **Collecting, analysing and organising information** - on options and pricing
- ◇ **Planning and organising activities** - of marketing strategy
- ◇ **Working with others and in teams** - to complete the marketing plan
- ◇ **Using mathematical ideas and techniques** - to calculate price differentials and margins
- ◇ **Solving problems** - of supply and risk management
- ◇ **Using technology** - in communication and calculation

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5452GT A Develop and implement a breeding strategy	
Element of Competency	Performance Criteria
5452.1 Determine breeding objectives	5452.1.1 Type of breeding enterprise is determined in line with identified property potentials. 5452.1.2 Economic assessments are undertaken on breeding aims. 5452.1.3 Choice is made to straight breed or cross breed. 5452.1.4 Choice between natural and artificial breeding strategy is identified. 5452.1.5 Potential source of bucks, does and genetic material is determined.
5452.2 Determine selection criteria	5452.2.1 Objective methods of goat is selection identified. 5452.2.2 Test conditions are identified. 5452.2.3 Doe selection criteria are established 5452.2.4 Buck selection criteria are determined.
5452.3 Select does	5452.3.1 Number of does to sell is determined. 5452.3.2 Culls are identified from all age groups. 5452.3.3 Young replacement does are selected.
5452.4 Select bucks	5452.4.1 Bucks are checked and culled. 5452.4.2 Buck requirements are assessed. 5452.4.3 Replacement bucks are selected.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Economic assessments include costs and benefits of alternative strategies Subjective selection may include: <ul style="list-style-type: none"> teeth for age and deformity, constitution, age, breed, fleece faults and qualities, conformation, udders, temperament, disease susceptibility Subjective selection may be carried out by a professional goat classer Selection criteria may include: <ul style="list-style-type: none"> fibre diameter of fleece, weaning weight, body weights, greasy fleece weight, staple strength and fibre density, impurity fibres in fleece, colour of fleece, length of staple, style and character of fibre, milk production, milk quality, length of lactation, heritabilities, selection indices Goats may be culled on: <ul style="list-style-type: none"> mean fibre diameter, incidence of medullated fibres, low cashmere yield, low fleece weight, fleece rot, handle, face cover, pigmentation, fibre density, length of fibres, style/character, fleece type, CV of fibre diameter, percentage of fibre over 30 microns, body strike, colour, kidding history, size, fertility, conformation, skeletal faults, constitution, age, body weight, quantity/quality of milk, temperament, udder health Culling percentage may be determined by weaning percentage and planned rate of growth or reduction of herd size. Selection aims/goals may include: <ul style="list-style-type: none"> improved profitability, stud breeding goals Bucks may be selected on subjective assessment of: <ul style="list-style-type: none"> fleece type and coverage, constitution, size, age, breed, conformation, testes, teeth and jaws, genital soundness, libido, pigmentation Bucks may be selected on objective assessment of: <ul style="list-style-type: none"> incidence of medullated fibres, cashmere yield, clean fleece weight, CV of fibre diameter, fibre diameter, percentage of fibres over 30 microns, body weight, milk production of female relatives, milk production of progeny, genetic background (pedigree) Joining details may include: <ul style="list-style-type: none"> which bucks are joined to particular does, joining management, doe mobs, season, joining percentage, use of teasers Test conditions may include: <ul style="list-style-type: none"> age when tested, nutritional history Strategy depends on <ul style="list-style-type: none"> availability of genetic material 	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry	
RUA AG5452GT A Develop and implement a breeding strategy (continued)	
B. EVIDENCE GUIDE <u>Key Outcomes</u> <ul style="list-style-type: none"> Breeding objectives determined in line with property potentials Breeding stock selected in line with established objectives <u>OHS issues that impact upon the performance of this unit</u> Breeding strategy should consider OHS issues relating to: <ul style="list-style-type: none"> ease of livestock handling exposure to pesticides <u>Holistic Outcome</u> Breeding strategy maximises enterprise potential. <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> A knowledge of: <ul style="list-style-type: none"> genetics economic assessment of production characteristics breeding The ability to: <ul style="list-style-type: none"> select bucks select genetic resources select does calculate genetic gain and value it Demonstrated planning skills and an ability to objectively assess breeding options 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> This unit could be assessed using units RUA AG4454GT A <i>Manage natural mating</i> and RUA AG4455GT A <i>Manage artificial breeding and embryo transfer programs</i> . The completion of units providing abilities in the general management and husbandry of goats is also required. <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria.	

Industry: Rural Area of Competency : Generic Goats Sector: Goat Production Industry
RUA AG5452GT A Develop and implement a breeding strategy (continued)
C. ASSESSMENT GUIDE (continued) <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> The planning aspects of this unit can be completed in a simulated workplace or training situation, but the normally occurring workplace resources are required to complete the assessment.

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
1	2	2	1	2	2	2

- ◇ **Communicating** - with stud breeders and the industry network
- ◇ **Collecting, analysing and organising information** - on bloodlines and breeding objectives
- ◇ **Planning and organising activities** - to fulfil breeding aims
- ◇ **Working with others and in teams** - to achieve sound and broad based strategies
- ◇ **Using mathematical ideas and techniques** - to calculate gestation periods, indices, etc.
- ◇ **Solving problems** - of genetic strategies
- ◇ **Using technology** - for embryo transfer, etc.

Industry: Rural Area of Competency : Goat Management & Marketing Sector: Goat Production Industry	
RUA AG5453GT A Develop and implement a pasture and crop management plan	
Element of Competency	Performance Criteria
5453.1 Assess pasture and crop resources	5453.1.1 The total pasture capacity of the farm is identified in relation to a range of variables. 5453.1.2 The potential for fodder crop production is assessed. 5453.1.3 Areas of weed infestation which may be reduced or eradicated through strategic grazing are located and species identified.
5453.2 Plan and manage fodder production	5453.2.1 Plan is developed to utilise pasture or weeds and achieve production targets. 5453.2.2 Cropping program is determined to meet farm goals. 5453.2.3 Nutrient requirements of the pasture are identified and fertilisers applied. 5453.2.4 Weeds are identified and control measures taken. 5453.2.5 Costs and benefits are evaluated.
5453.3 Manage fodder use	5453.3.1 Grazing plan is developed to ensure high pasture and livestock production levels. 5453.3.2 Feed surpluses and deficiencies are identified and appropriate action taken. 5453.3.3 Crops are harvested and stored according to enterprise policy.
A. RANGE OF VARIABLES <ul style="list-style-type: none"> Factors affecting total pasture capacity include: <ul style="list-style-type: none"> climate, irrigation availability, stocking rates, soil type, pasture pests, topography, soil and plant nutrient status, paddock history, drainage Pasture plan includes: <ul style="list-style-type: none"> pasture species, seasonal influences, yield requirements relative, pasture renovation requirements to production goals, the overall levels of weed infestations Nutrient requirements can be determined by: <ul style="list-style-type: none"> tissue testing, soil testing Pasture capacity may be identified from: <ul style="list-style-type: none"> paddock history, stock records Crop program includes: <ul style="list-style-type: none"> suitability of crop, pasture supplement requirements, herd nutrition requirements, seasonal influences, soil conditioning, pasture renovation issues Grazing plan includes: <ul style="list-style-type: none"> rotation plan, stocking rates, grazing system, grazing pressure Control measures and weed management strategies may include tactical use of goats 	
B. EVIDENCE GUIDE <p>Key Outcomes</p> <ul style="list-style-type: none"> Pasture and crop resources assessed including weed infestations Production targets met through management of available fodder resources Fodder use including weed control strategies implemented to ensure maximum utilisation of resources <p>OHS issues that impact upon the performance of this unit Relevant OHS hazards identification, risk assessment and risk control measures. These include: <ul style="list-style-type: none"> minimising need for pesticides application need for livestock handling minimising exposure to organic dusts minimising manual handling </p> <p>Holistic Outcome Crop and pasture utilisation is maximised. </p>	

Industry: Rural Area of Competency : Goat Management & Marketing Sector: Goat Production Industry	
RUA AG5453GT A Develop and implement a pasture and crop management plan (continued)	
B. EVIDENCE GUIDE (continued) <u>Underpinning knowledge and skills</u> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - pasture species and mixtures in relation to: <ul style="list-style-type: none"> - soil, climate and environmental factors - seasonal influences and growth patterns - the autumn break - fodder production and utilisation • The sustainable farming of livestock includes the knowledge and implementation of appropriate management techniques in relation to Native Vegetation Acts with particular attention to potential soil degradation and the destruction of flora and fauna. • Pasture production and the influences of: <ul style="list-style-type: none"> - fertilisers and other nutrients - irrigation (including methods of delivery) - grazing systems and stocking rates - soil types and conditions - pasture and livestock management and grazing systems - season on nutritional value - weed invasion and control • The ability to: <ul style="list-style-type: none"> - assess pastures and crops - plan and manage pastures and fodder production - utilise fodder - conserve, store and feed out fodder and plan these activities 	
C. ASSESSMENT GUIDE Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture. <u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO) <u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit. <u>Interdependent assessment of units</u> Prerequisite: RUA AG3469GT A <i>Establish pastures and crops</i> ; RUA AG4452GT A <i>Develop feeding plans</i> . <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit.	

Industry:	Rural
Area of Competency :	Goat Management & Marketing
Sector:	Goat Production Industry
RUA AG5453GT A Develop and implement a pasture and crop management plan (continued)	
C. ASSESSMENT GUIDE (continued)	
<u>Where this unit is assessed</u>	
Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions.	
<u>Resources required beyond those normally found in a functional agricultural workplace</u>	
There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with others and in teams	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	3

- ◇ **Communicating** - with property manager and the property network
- ◇ **Collecting, analysing and organising information** - on appropriate crops and pasture species
- ◇ **Planning and organising activities** - for crop and pasture establishment
- ◇ **Working with others and in teams** - to implement management programs
- ◇ **Using mathematical ideas and techniques** - to calculate quantity and area
- ◇ **Solving problems** - of difficult topography and soil type
- ◇ **Using technology** - to measure, calculate and communicate

Industry: Rural Area of Competency : Generic: Rural Business Management - Financial Management Sector: Goat Production Industry	
RUA AG6200BM A Manage borrowed funds	
Element of Competency	Performance Criteria
6200.1 Determine the financing needs of the business	6200.1.1 Amount of working capital for a production cycle is determined. 6200.1.2 Capital required for purchase of assets and business development is determined. 6200.1.3 Present level of owner's equity calculated and the impact of additional debt or equity finance on business viability is determined. 6200.1.4 Purposes and reasons for possible additional finance is determined. 6200.1.5 Existing mortgage agreements are examined and available security determined.
6200.2 Assess all sources of finance	6200.2.1 All sources of finance, including innovative financing packages and methods are identified. 6200.2.2 Terms and conditions relating to all appropriate sources of finance are assessed and the most suitable sources identified. 6200.2.3 Risks associated with debt and with equity financing are assessed and compared and least risk finance is identified. 6200.2.4 Effective rates of interest are calculated for each amount, source and term of finance to determine full cost of finance. 6200.2.5 Major factors affecting interest rate charges are identified, the likelihood of changes in interest rates are determined, and effects of higher interest rate charges on business viability are determined. 6200.2.6 Potential return on shareholder funds is calculated. 6200.2.7 Decision is made on appropriate sources and levels of finance to ensure business survival and growth. 6200.2.8 The impact of refinancing the debt or equity funds used in the business is assessed.
6200.3 Apply for finance	6200.3.1 Appropriate professional advice is obtained in preparing proposal and in planning to negotiate the finance. 6200.3.2 Finance application is prepared using a format acceptable to the financing organisation. 6200.3.3 The most favourable terms and conditions that can be negotiated with each financier are obtained. 6200.3.4 Agreed financing conditions are obtained in writing.
6200.4 Manage debt and/or equity finance	6200.4.1 Borrowed funds are monitored and controlled within agreed limits and used for agreed purpose(s). 6200.4.2 Contractual obligations relating to debt and/or equity finance are determined and managed. 6200.4.3 Changes in the use and/or repayment of funds are negotiated with financiers to avoid incurring penalties. 6200.4.4 Existing financing arrangements are monitored and evaluated, and re-financed as appropriate.

Industry: Rural Area of Competency : Generic: Rural Business Management - Financial Management Sector: Goat Production Industry	
RUA AG6200BM A Manage borrowed funds	
A. RANGE OF VARIABLES <ul style="list-style-type: none"> • Range of sources of finance includes: <ul style="list-style-type: none"> - debt financing - bank overdraft, term loans, bank bills, farm development loans, bridging finance and hire purchase, equity financing, shareholders funds and leasing, funds provided by family members • Range of appropriate criteria for comparing investments includes capital requirements, investment periods, rates of return, degree of risk, impact on business cash flows, and demands on management and potential for employing investment managers 	
B. EVIDENCE GUIDE <p><u>Key Outcomes</u> Appropriate levels and types of finance are obtained at competitive rates and terms and they are managed according to contractual obligations.</p> <p><u>OHS issues that impact upon the performance of this unit</u> Not applicable</p> <p><u>Holistic Outcome</u> Borrowings are managed so that repayments and interest are met on time and debt levels never allowed to increase beyond the point where interest begins to compound and equity goes into permanent decline.</p> <p><u>Underpinning knowledge and skills</u></p> <ul style="list-style-type: none"> • A knowledge of: <ul style="list-style-type: none"> - how to assess borrowing requirements - sources and types of finance - preparation of a loan application - management of borrowed funds • The ability to: <ul style="list-style-type: none"> - estimate financial needs - negotiate for finance - renegotiate loans if required - meet financial obligations 	
C. ASSESSMENT GUIDE <p>Assessment of this unit is to be conducted in accordance with this Assessment Guide and the endorsed 'Assessment Guidelines' for the Qualifications in Agriculture.</p> <p><u>Authority managing and conducting assessment, and issuing qualifications</u> Authorised Registered Training Organisation (RTO)</p> <p><u>Special outcomes of assessment for purposes of licensing by a government or other authority</u> There are no licensing requirements for this unit.</p> <p><u>Interdependent assessment of units</u> This unit can be assessed independently.</p>	

Industry: Rural Area of Competency : Generic: Rural Business Management - Financial Management Sector: Goat Production Industry	
RUA AG6200BM A Manage borrowed funds (continued)	
C. ASSESSMENT GUIDE (continued) <u>Qualifications of Assessor</u> Assessors are to be qualified as competent against the Competency Standards for Assessment. As a minimum, this is to be in the two units: "Conduct Assessment in Accordance with an Established Assessment Procedure" and "Plan and Review Assessment". Only qualified assessors engaged by a Registered Training Organisation are able to assess a person against this unit of competency. The assessment is to be conducted by an assessor in cooperation with a person who has workplace knowledge, skills and competence relevant to this unit. This workplace assessment can be conducted by an individual or a group of people complying with the above criteria. <u>Measures to ensure consistency in assessment</u> These measures are described in the Assessment Guidelines of the industry-endorsed Trainer's Guide for the unit. <u>Where this unit is assessed</u> Competency is to be demonstrated in an agricultural workplace or in a situation which reproduces agricultural workplace conditions. <u>Resources required beyond those normally found in a functional agricultural workplace</u> There are no additional resources required for assessment of this unit.	

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
3	3	3	3	3	3	3

- ◇ **Communicating** - with bankers, consultants, partners
- ◇ **Collecting, analysing and organising information** - terms and conditions of loans
- ◇ **Planning and organising activities** -bank interviews, advisers appointments
- ◇ **Working with others and in teams** -partners, consultants, bankers
- ◇ **Using mathematical ideas and techniques** - estimating finance required, interest repayments
- ◇ **Solving problems** - lack of finance, poor seasons and prices crises
- ◇ **Using technology** - office equipment, computers, communications technology

SECTION 3

ATTACHMENTS:

**A: – AGRICULTURE UNITS OF
COMPETENCY**

**B:– HORTICULTURE UNITS OF
COMPETENCY**

ATTACHMENT A: – AGRICULTURE UNITS OF COMPETENCY

Legend

LnGuide **Learning Guide** - indicates if a Learning Guide has been developed to support the unit of competency.

Learning Guide is further defined as follows:

TP - Learning Guides developed under the Training Package project - based on competency standards.

TP* - Learning Guides developed under the Certificate III in Farming project – based on competency standards.

NTP - Learning Guides developed under the National Transition Program – based on curriculum.

NTP/GRD - Learning Guides developed under NTP and modified to competency based material.

GRDC - Learning Guides – rewritten from NTP - based on units of competency.

Old Code Codes previously used for Agriculture units of competency.

New Code New codes which comply with the National Training Information Service requirements (see Section 2 ‘Coding of Units of Competency’ for further details).

Legend

Learning Guide - indicates if a Learning Guide has been developed to support the unit of competency.

TP - Learning Guides developed under the Training Package project - based on competency standards.

Turf Management