



Australian Government

ACMEQU221 Manage personal health and fitness for working with horses

Release: 1

ACMEQU221 Manage personal health and fitness for working with horses

Modification History

Release	Comments
Release 1	This version released with ACM Animal Care and Management Training Package Version 5.0.

Application

This unit of competency describes the skills and knowledge required to manage personal health and fitness in roles working with horses. It includes knowledge of common health and nutritional principles, and stress and workplace fatigue management strategies.

The unit applies to individuals working under supervision in an equine workplace that are required to manage their personal health and fitness to perform effectively in their own job role.

No licensing, legislative, regulatory or certification requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Unit Sector

Equine (EQU)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify impacts of personal fitness and health on workplace performance	1.1 Identify hazards and risks to personal fitness and physical and mental health arising from own role in the horse industry 1.2 Recognise general signs in self and team members that indicate fitness and physical and mental health concerns 1.3 Identify how poor personal fitness and physical and mental health can impact own and others' work performance, health and safety in

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	the horse industry 1.4 Identify impact of drug and alcohol use to physical and mental health and ability to perform job functions 1.5 Recognise work-related and non-work-related causes of poor personal fitness and physical and mental health 1.6 Identify personal nutrition, hydration, exercise, social and rest requirements to develop and maintain fitness and physical and mental health to perform effectively and safely in an equine workplace
2. Develop an action plan to manage personal fitness and health	2.1 Undertake assessment of personal fitness and physical and mental health in consultation with supervisor and/or qualified health and/or fitness practitioner 2.2 Identify strategies used in the workplace for promoting own fitness and physical and mental health, and discuss these with supervisor and/or qualified health and/or fitness practitioner 2.3 Consult with supervisor and/or qualified health and/or fitness practitioner to develop and document a plan to address causes of ill health, and to promote personal fitness and physical and mental health 2.4 Identify available workplace and/or community and/or industry supports and resources to assist with implementation of plan
3. Implement action plan for personal fitness and health	3.1 Measure and record personal fitness and physical and mental health indicators before commencing plan 3.2 Undertake health care improvement actions at work and/or out of work according to documented plan 3.3 Measure and document personal fitness and physical and mental health indicators according to plan requirements, and discuss results with supervisor and/or qualified health and/or fitness practitioner 3.4 Review and adjust plan in consultation with supervisor and/or qualified health and/or fitness practitioner to achieve and/or maintain desired fitness and health goals
4. Support team members to manage personal fitness and health at work	4.1 Recognise signs that team member may be experiencing personal fitness and/or health concerns 4.2 Communicate to team member support services available inside and/or outside the workplace that may help them address fitness and/or health concerns

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Interpret key information in publications related to management of personal health and fitness
Numeracy	Estimate and measure quantity, weight, time, percentage and ratio
Oral communication	Use active listening and questioning techniques to seek and clarify information

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
ACMEQU221 Manage personal health and fitness for working with horses	ACMEQU208 Manage personal health and fitness for working with horses	Mental health made more explicit in unit outcomes Major changes to Performance Criteria New Element 4 added Foundation Skills updated Assessment Requirements updated	Not equivalent

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103>

Assessment Requirements for ACMEQU221 Manage personal health and fitness for working with horses

Modification History

Release	Comments
Release 1	This version released with ACM Animal Care and Management Training Package Version 5.0.

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has managed personal health and fitness tailored to at least one job role involving working with horses, including:

- assessed own capacity for specific physical fitness requirements for job role
- sought advice from supervisor and/or qualified health and/or fitness practitioner for an assessment of own fitness and health
- developed and documented an action plan to improve health and fitness with advice from supervisor and/or qualified health and/or fitness practitioner
- undertaken at least two fitness and/or health improvement actions according to documented plan
- reviewed and adjusted documented action plan to improve health and fitness in consultation with supervisor and/or qualified health and/or fitness practitioner to achieve and/or maintain desired fitness and health goals
- implemented an exercise program for core strength and flexibility relevant to own job role working with horses
- developed and implemented short-term and long-term strategies for weight and fitness management
- implemented strategies to manage:
 - fatigue caused by work role
 - stress caused by work role and/or personal life.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- valid sources of advice on personal fitness and physical and mental health requirements for workers in horse industries

- work health and safety risks arising from interacting with horses, including physical risks and zoonotic diseases
- key features of confidentiality requirements when seeking and/or providing advice related to personal fitness and physical and mental health, including between:
 - employer and team members
 - service provider and client
- the health and safety benefits of:
 - using well maintained personal protective equipment and infection control practices when working with horses
- practising personal hygiene to protect self and others from diseases at work and in the community
- physical fitness levels required for own role working with horses
- for own job role, key methods for measuring, improving and maintaining:
 - fitness levels
 - general health
 - mental health
- common signs and symptoms of poor fitness and physical and mental health, including:
 - lack of energy, difficulty concentrating and increased errors
 - performance changes, absenteeism, and spending too little or too much time at work
 - insomnia
 - substance abuse
 - stress and fatigue
- common signs and symptoms of drug and alcohol dependency and misuse
- typical effects of drug and alcohol misuse on self and others in the workplace
- prescribed medications and recreational drugs that may contain banned substances in own work area of the horse industry
- signs and symptoms of common injuries that occur among horse handlers and riders
- benefits of following professionally managed rehabilitation regimes following injury or poor health, including time away from work for rest
- common injury prevention strategies and programs for horse handlers and riders relevant to own job role
- exercise routines relevant to own job role working with horses
- nutritional requirements related to age, body type, and current health status relevant to own job role
- appropriate methods of controlling own weight relevant to job role
- sources of advice and assistance in managing stress, anxiety and depression
- techniques for managing stress, including stress related to work and personal life
- self-care strategies and techniques, including:
 - recognising own emotions and responses
- physical health, exercise, diet and nutrition
- work-life balance strategies
- work planning, prioritisation techniques, time management strategies
- fostering positive social relationships

- counselling, personal therapy and/or debriefing
- medical and mental health support services available, including:
- within the organisation and/or contracted employee assistance program
- industry associations
- government and community organisations
- emergency support services.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - an equine workplace or an environment that accurately represents workplace conditions
- resources, equipment and materials:
 - information on managing personal fitness and physical and mental health in the workplace
 - assessment tools for measuring personal fitness and physical and mental health
- relationships:
 - supervisor or qualified health and/or fitness practitioner.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103>