



Australian Government

Department of Education, Employment and Workplace Relations

ACMATE301A Work within an animal technology facility

Revision Number: 1

ACMATE301A Work within an animal technology facility

Modification History

Not applicable.

Unit Descriptor

Unit descriptor	This unit of competency covers the process of working effectively within an animal technology facility. No licensing, legislative, regulatory or certification requirements apply to this unit at the time of publication.
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Application of the Unit

Application of the unit	This unit is applicable to junior or assistant level animal technicians working under strict supervision. Animal technicians operate under and must comply with legislative requirements as well as protocols, policies and procedures set down by the institution's Animal Ethics Committee (AEC). In addition to legal and ethical responsibilities, all units of competency in the ACM10 Animal Care and Management Training Package have the requirement for animals to be handled gently and calmly. The individual is required to exhibit appropriate care for animals so that stress and discomfort is minimised.
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Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Prerequisite units		

Employability Skills Information

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

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

ELEMENT	PERFORMANCE CRITERIA
1. Work effectively within an animal technology facility	1.1. Role of the animal technology facility is identified within the context of relevant legislative requirements. 1.2. Roles and relationships between departments and/or individuals are determined. 1.3. Relationships with other bodies and agencies are identified. 1.4. Industry terminology related to work procedures, equipment and animal management is interpreted and used in work activities. 1.5. Daily routines are completed in accordance with occupational health and safety (OHS) requirements and environmentally sensitive work practices.
2. Work ethically with animals	2.1. Personal work practices are performed to comply with organisational policies, procedures and guidelines. 2.2. Relevant codes of practice, regulations and legislation related to the ethical treatment of animals in animal technology workplaces are interpreted and complied with. 2.3. Biosecurity protocols are complied with to ensure the safety of animals and staff.
3. Identify animals	3.1. Common and scientific names are used to identify animals in accordance with facility requirements. 3.2. Distinguishing characteristics are used to identify specific animals within a group or section. 3.3. Assistance is provided, in accordance with OHS requirements, in applying identification methods to specific animals within a group. 3.4. Details of animal identification are recorded in accordance with facility policies and procedures.
4. Anticipate, recognise and respond to signs of distress or grief in self	4.1. Situations or incidents that may result in distress or grief are identified and documented. 4.2. Personal stressors and grief responses are identified and documented. 4.3. Strategies for coping with distress or grief responses are identified and used.
5. Comply with industry specific OHS requirements	5.1. Job-specific work practices are performed to comply with OHS guidelines, environmental processes and industry best practice.

ELEMENT	PERFORMANCE CRITERIA
	5.2. Workplace <i>security procedures</i> are complied with. 5.3. The need for assistance to improve performance is communicated clearly to the appropriate person. 5.4. Breaches in biological control barriers are identified and reported.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

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

Required skills

- comply with project protocols or report problems or concerns to workplace supervisor or project manager in accordance with workplace protocols and procedures
- complete relevant workplace documents
- employ safe, humane and environmentally responsible organisational systems and procedures when handling and working with animals
- identify animals using industry terminology, species-specific features and workplace applied tagging systems
- identify emergency situations and respond according to workplace protocols in order to minimise the risk of injury to self, others and animals
- maintain the highest standards of hygiene and infection control at all times to reduce the risk of infection and cross-infection
- participate in arrangements for maintaining the health and safety of all people in the workplace
- use equipment, materials and machinery correctly and in accordance with manufacturers' specifications
- literacy skills to read and follow facility policies and procedures, including OHS and waste management; develop sequenced written instructions; record accurately and legibly information collected; and select and apply procedures to a range of defined tasks
- oral communication skills/language to fulfill the job role as specified by the organisation, including questioning, active listening, asking for clarification and consulting with or seeking advice from supervisor
- numeracy skills to estimate, calculate and record routine workplace measures
- interpersonal skills to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities
- problem-solving skills to use available resources and prioritise daily tasks.

Required knowledge

- biohazards in the workplace of significance to animals and humans
- communication procedures and systems, and technology relevant to the organisation and the individual's work responsibilities
- indicators of stress and wellbeing in people
- industry expectations of conduct, presentation and work performance, including quality and productivity
- identification features of animals
- organisational policies and safe work procedures, including OHS and emergency

REQUIRED SKILLS AND KNOWLEDGE

- procedures
- principles of animal welfare and ethics
- protocols, legal and ethical considerations in documenting observations, measurements, treatments and decisions on animal care
- relevant animal technology regulations and codes of practice, including the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes
- relevant state or territory legislation and regulations relating to the practice of veterinary science, OHS, animal welfare and research
- standards, guidelines and approaches to environmental sustainability relevant to the animal care industry
- structure of the major animal technology sectors and associated external bodies and agencies
- workplace departments and sections, staffing structures and protocols.

Evidence Guide

EVIDENCE GUIDE

The Evidence Guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.

Overview of assessment

Critical aspects for assessment and evidence required to demonstrate competency in this unit

The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy all of the requirements of the performance criteria, required skills and knowledge and the range statement of this unit. Assessors should ensure that candidates can:

- comply with relevant legislation and regulations
- complete work tasks with due consideration to workplace and individual obligations to the welfare of self, others and animals
- apply ethical work practices to all activities and tasks
- identify animals, relevant to the workplace, using common and scientific names and distinguishing characteristics
- identify, recognise and respond to personal grief or distress
- maintain accurate records using relevant organisational electronic and/or manual systems.

The skills and knowledge required to work in an animal technology facility must be transferable to a range of work environments and contexts and include the ability to deal with unplanned events.

Context of and specific resources for assessment

Assessment of this unit is to be practical in nature and will be most appropriately assessed in an animal technology research facility or in a situation that reproduces normal work conditions.

There must be access to a range of research animals as well as relevant information, equipment and/or resources to enable one to demonstrate competence.

Method of assessment

To ensure consistency in one's performance, competency should be demonstrated, to industry defined standards, on more than one occasion over a period of time in order to cover a variety of circumstances, cases and

EVIDENCE GUIDE	
	responsibilities, and over a number of assessment activities. The assessment strategies must include practical skills assessment. Suggested strategies for this unit are: • written and/or oral assessment of candidate's required knowledge • observed, documented and first-hand testimonial evidence of candidate's application of practical tasks • simulation exercises that reproduce normal work conditions • third-party evidence • workplace documentation. This unit may be assessed in a holistic way with other units of competency relevant to the industry sector, workplace and job role.
Guidance information for assessment	Assessment methods should reflect workplace demands (e.g. literacy and numeracy demands) and the needs of particular target groups (e.g. people with disabilities, Aboriginal and Torres Strait Islander people, women, people with a language background other than English, youth and people from low socioeconomic backgrounds).

Range Statement

RANGE STATEMENT

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

<i>Animal technology facilities</i> may include:	• animal research and breeding facilities • biomedical research and production environments including laboratory and field based.
<i>Legislative requirements</i> include:	• federal, state and territory environmental legislation • the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes • relevant state or territory legislation and regulations in respect to animal welfare and OHS, including: • the Federal Gene Technology Act • the Quarantine Act.
<i>Daily routines</i> may include:	• approaching, catching and handling animals • cleaning animal housing and facilities • feeding and watering animals • collecting, collating and recording data • general animal husbandry tasks • maintaining and storing records • maintaining equipment.
<i>OHS</i> risks associated with animal technician procedures include:	• animal bites, kicks, scratches and crush injuries • biological hazardous waste and sharps disposal • handling of chemicals and medicines • gas leakage • inhalation of aerosol particles • intraocular contamination • manual handling, including carrying, lifting and shifting • needle pricks and cuts from other sharps • release of infective agents (animal and human) • zoonoses.
<i>Environmentally sensitive work</i>	• implementing strategies and resources to: • minimise disturbance to animals and their

RANGE STATEMENT	
<i>practices</i> may include:	- living environment - practise environmentally friendly waste management - practise processes relevant to the individual's work area that support environment and resource efficiencies - reduce noise and odour.
<i>Working ethically</i> with animals requires:	- adherence to all requirements of the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes and any requirements of the organisation's Animal Ethics Committee (AEC) - applying the 3Rs principles: - replace animals in research with non-animal alternatives - reduce the number of animals used in experiments - refine scientific procedures and animal husbandry to minimise suffering - ensuring that the welfare of animals is always considered - ensuring pain or distress in animals is avoided - ensuring the use of animals in research is justified.
Relevant <i>policies and procedures</i> may include:	- animal welfare, including ethical use of animals for scientific or teaching purposes - environmental sustainability practices - infection control plans - OHS policies and procedures: - accident and incident reports - standard work practices - quality assurance systems - standard operating procedures.
<i>Biosecurity protocols</i> include:	- standards precautions: - aseptic technique - personal hygiene practices especially washing and drying hands (e.g. before and after animal contact) - use of personal protective equipment - techniques to limit contamination - appropriate reprocessing of reusable

RANGE STATEMENT	
	equipment • surface cleaning and management of blood and body fluid spills • safe handling and disposal of sharps and other clinical, related and general waste • environmental controls (e.g. design and maintenance of premises and cleaning • additional precautions: • special ventilation requirements • additional use of personal protective equipment • dedicated equipment (e.g. to each animal or as appropriate to work function) • use of a special facility • isolation/cohorting • restricted movement of animal, staff and visitors.
Animals one would be expected to identify, subject to facility requirements, may include:	• on most occasions the animal species will be common laboratory animals: • guinea pigs • mice • rabbits • rats • on some occasions animal species may include: • amphibians, fish and reptiles • dogs and cats • fish • invertebrates • livestock (e.g. sheep, cattle and pigs) • native wildlife (e.g. marsupials and birds) • primates • poultry.
Identification methods may include:	• brands • ear tags or notches • enclosures • leg bands • microchips • photographs • tattoos.

RANGE STATEMENT	
Types of <i>situations or incidents</i> that may result in distress or grief include:	- planned experimental endpoints: - single or colony euthanasia - unplanned animal deaths caused by disease - environmental failure - fire or other traumas or accidents - other causes of distress: - working with animals that are in distressing, but ethically approved, research experiments regarding severe and negative environmental impact - detrimental phenotypic abnormalities - adverse animal reactions to an experiment.
<i>Grief and stress coping</i> strategies may include:	- advising workplace supervisor of the situation - seeking and accepting support from colleagues - seeking and accepting assistance from professional counsellors - practising stress management techniques - requesting and participating in formal or informal debriefing sessions.
<i>Security procedure</i> requirements may include:	- checking for pests within animal housing or enclosures - checking that locks and slides are in good working order - ensuring animals are safe and secure in their housing - ensuring medications and treatments are stored in accordance with legislative requirements - identifying any animal housing faults that may result in escape - maintaining structures in good order - restricting access to authorised personnel.

Unit Sector(s)

Unit sector	Animal technology
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Competency field

Competency field	
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Co-requisite units

Co-requisite units		