



Australian Government

AHCSHG405 Arrange employment for shearing operations

Release: 1

AHCSHG405 Arrange employment for shearing operations

Modification History

Release	TP Version	Comment
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to arrange employment for shearing operations.

All work must be carried out to comply with workplace procedures and legislative requirements.

This unit applies to individuals who take responsibility for their own work and use discretion and judgement in the selection, allocation and use of available resources.

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

Pre-requisite Unit

Nil.

Unit Sector

Shearing (SHG)

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Determine staffing requirements	1.1 Assess the numbers and types of staff required for wool harvesting 1.2 Prepare a list of duties for additional staff 1.3 Define the required capabilities of staff prior to selection
2. Seek applicants	2.1 Make informal enquiries and advertise vacancies 2.2 Follow up possible staff by telephone and in person
3. Select staff	3.1 Interview potential staff against selection criteria

Element	Performance criteria
	3.2 Select staff with due regard to equal employment opportunity
4. Induct staff	4.1 Brief new staff on relevant awards, enterprise agreements, pay rates and related administration 4.2 Advise new staff of terms and conditions and sign on 4.3 Familiarise new staff with the workplace and colleagues 4.4 Outline work health and safety and animal welfare requirements in detail to staff

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCSHG405A Arrange employment for shearing operations

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCSHG405 Arrange employment for shearing operations

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Performance Evidence

The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.

The candidate must provide evidence that they can:

- determine staff needs
- advertise vacancies and recruit staff
- select and induct staff into shearing team
- carry out induction processes

Knowledge Evidence

The candidate must demonstrate knowledge of:

- industry awards and conditions
- duty statements for each category of wool harvesting staff
- interviewing techniques
- advertising mechanisms for staff vacancies
- telephone techniques
- equal employment opportunity legislation
- staff selection process
- induction procedures.
- work health and safety legislation and animal welfare legislation and codes of practice applying to the job roles

Assessment Conditions

Competency is to be assessed in the workplace or simulated environment that accurately reflects performance in a real workplace setting.

Assessors must satisfy current standards for RTOs.

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