



**Australian Government**

# **Assessment Requirements for AHCWOL409 Manage wool harvesting staff**

**Release: 1**

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## Modification History

| Release   | Comments                                                                                                                     |
|-----------|------------------------------------------------------------------------------------------------------------------------------|
| Release 1 | This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Release 11.0. |

## 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 supervised, instructed and monitored work activities that have to be completed within specified time limits to wool harvesting staff, including:

- used problem solving techniques to address staffing and resource issues on two occasions
- motivated and performance managed one work team.

## 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:

- shearing industry awards, agreements and personnel processes
- wool harvesting staff roles, including:
  - wool handlers
  - wool pressers
  - board duties
  - Wool Classers
  - penning mobs
  - shearers
- principles of teamwork, negotiation and time management
- principles of staff supervision/performance management, including:
  - effective communication and negotiation
  - time management
  - contingency management to respond to expected and unexpected events
  - strategic thinking
  - implementing quality assurance concepts

- team building by communicating team goals and cooperation
- providing advice, guidance and direction for staff
- supporting conflict resolution
- mentoring
- providing feedback in a positive manner
- principles of workplace instruction/on-the-job training and coaching techniques, including:
  - coaching
  - encouraging questions
  - providing clear instructions
  - one-on-one guidance
  - mentoring
  - online learning
  - job rotation
- motivation strategies, including:
  - reward systems
  - team goals/achievements
- commercial pay requirements
- wool harvest traceability requirements, including:
  - industry Wool Classer specification
  - individual bale numbering and bale labels
  - property identification detail
- features of quality assurance processes used in the workplace and in the industry, including documentation requirements
- features of relevant industry quality standards and codes of practice, including the Code of Practice for the Preparation of Australian Wool Clips
- requirements of the relevant work health and safety (WHS) and employment legislation, environmental protection, biosecurity and animal welfare legislation and codes of practice
- safety features of personal protective equipment (PPE) and when and how it should be used.

## Assessment Conditions

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

- physical conditions:
  - skills must be demonstrated in a workplace setting or an environment that accurately represents workplace conditions
- resources, equipment and materials:
  - equipment and materials appropriate for a wool harvesting shed
- relationships:

- wool harvesting staff.

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

Assessors must be currently registered with the Australian Wool Exchange as Australian Wool Classers.

## Links

Companion Volumes, including Implementation Guides, are available at VETNet: -  
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>