



Australian Government

AHCWOL409 Manage wool harvesting staff

Release: 1

AHCWOL409 Manage wool harvesting staff

Modification History

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

Application

This unit of competency describes the skills and knowledge required to manage wool harvesting staff.

This unit applies to individuals who take responsibility for their own work and for the quality of the work of others within known parameters. They provide and communicate solutions to a range of predictable and sometimes unpredictable problems.

All work must be carried out to comply with workplace procedures, work health and safety (WHS), animal welfare, biosecurity and environmental sustainability practices, according to state/territory regulations, legislation, codes and standards that apply to the workplace.

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

Pre-requisite Unit

Nil

Unit Sector

Wool (WOL)

Elements and Performance Criteria

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Communicate workplace requirements to wool harvesting staff	1.1 Establish performance standards for clip preparation and communicate to individuals and the team 1.2 Explain skirting requirements and monitor skirtings level 1.3 Describe the requirements for separating specific parts of the fleece to wool handlers using the industry code of practice and

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	processor requirements 1.4 Explain the importance of wool traceability and relevant quality standards 1.5 Use motivation strategies for wool harvesting staff to maintain a consistent focus on clip preparation standards and timing of operations 1.6 Monitor adherence to work health and safety (WHS), the use of personal protective equipment (PPE) and fair work procedures 1.7 Monitor implementation of animal welfare policies to staff 1.8 Monitor the implementation of the workplace's biosecurity and environment policy and procedures
2. Maintain effective working relations with the team	2.1 Recognise problems and address through discussion with work team 2.2 Seek assistance from work team members when difficulties arise in achieving allocated tasks 2.3 Use discussion and information sharing to communicate requirements of work activities through a participative approach 2.4 Manage disagreements and conflicts constructively using appropriate conflict management strategies
3. Provide feedback to wool harvesting staff	3.1 Provide confirmatory feedback to emphasise good performance and technique and its importance for clip quality 3.2 Provide corrective feedback in a constructive way, including an explanation of the effects of poor performance or incorrect technique and strategies for improvement 3.3 Address performance both on an individual and team basis 3.4 Report individual and team related performance information in line with workplace requirements

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
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Reading	Source and interpret the requirements of the industry code of practice and relevant legislative information
Writing	Complete documentation using relevant vocabulary, grammatical structure and conventions appropriate to text and audience
Oral communication	Provide concise and accurate information to engage wool harvesting staff about their job roles and workplace policies using industry terminology
Numeracy	- Interpret numerical information relating to employment conditions and commercial rates - Relay time management requirements to wool harvesting staff

Unit Mapping Information

Code and title current release	Code and title previous release	Comments	Equivalence status
AHCWOL409 Manage wool harvesting staff	AHCWOL404 Establish work routines and manage wool harvesting staff	Unit reduced and original Elements 5–6 utilised in this unit Application wording clarified Four additional performance criteria added in Element 1 to cover traceability, WHS and animal welfare One additional performance criteria added to Element 3 to cover performance documentation Foundation skills information added Changes to performance evidence to specify volume and frequency Knowledge evidence specificity added, and other wording clarified Assessment conditions clarified	Not equivalent

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -

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

Assessment Requirements for AHCWOL409 Manage wool harvesting staff

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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

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