



Australian Government

RGRHBR404 Oversee care and supervise staff raising young horses

Release: 1

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Modification History

Release	Comments
Release 1	This version released with RGR Racing and Breeding Training Package Version 3.0.

Application

This unit of competency describes the skills and knowledge required to supervise staff who raise young horses.

The unit applies to individuals who use specialised knowledge and skills, have responsibility for a work activity, area or team, and provide and communicate solutions for a range of predictable and sometimes unpredictable problems in the horse breeding sector.

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

Work health and safety (WHS) and animal welfare legislation relevant to interacting with horses applies to workers in this industry. Requirements vary between industry sectors and state/territory jurisdictions. Users are advised to check with the relevant authority for specific requirements.

Pre-requisite Unit

The prerequisite unit of competency for this unit is:

- ACMEQU202 Handle horses safely.

Note the following chain of prerequisites that also applies to this unit.

Unit of competency	Prerequisite requirement
ACMEQU202 Handle horses safely	ACMEQU205 Apply knowledge of horse behaviour

Unit Sector

Horse Breeding (HBR)

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. Induct and orient handlers	1.1 Establish and maintain working relationship with handlers 1.2 Provide new handlers with an induction briefing and information about their work roles, obligations and responsibilities according to WHS and animal welfare requirements 1.3 Explain WHS requirements for assessing and controlling risks working with young horses relevant to handlers' work area and role 1.4 Provide an overview of young horse behaviour, body language, and ability to learn, to assist handlers to develop their skills 1.5 Explain and demonstrate procedures for checking gear to control and handle horses, and the use of personal protective equipment (PPE) 1.6 Provide handlers with access to information and resources required in their role
2. Monitor performance of handlers in identifying, catching, controlling and handling young horses	2.1 Regularly review handler performance against agreed expectations 2.2 Provide feedback to handler on performance, and discuss 2.3 Identify short-term and longer-term skills and knowledge development needs or preferences in consultation with handler 2.4 Delegate tasks according to competence of staff, and animal and staff welfare
3. Oversee others to identify and catch, control and handle horses	3.1 Instruct others regarding the safe catching, controlling and general handling of horses as required by workplace 3.2 Provide assistance to others in identifying and handling horses 3.3 Determine competence of other workers with regard to handling individual horses 3.4 Explain and demonstrate use of different gear to control and handle horses 3.5 Provide opportunities for practice and skill development for inexperienced staff
4. Support handlers in their work role	4.1 Discuss work-related issues with handlers on a regular basis 4.2 Support handlers to establish and maintain effective relationships with colleagues and industry personnel 4.3 Identify areas of tension or conflict in relationships, and take steps to address contributing factors and issues

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	4.4 Provide opportunities for practice and skill development for inexperienced staff
5. Oversee the health and welfare of young horses	5.1 Establish hygiene standards for areas used to house young horses 5.2 Observe and note behavioural characteristics of young horses 5.3 Monitor growth and progress of young horses 5.4 Detect symptoms of common illnesses and injuries in young horses 5.5 Conduct routine preventative care procedures 5.6 Develop and implement procedures to provide enrichment and socialisation activities for young horses
6. Develop and oversee a feeding program for young horses	6.1 Calculate nutritional requirements of young horses 6.2 Determine feeding plans for young horses according to workplace practices 6.3 Adjust nutrition and feeding program to achieve desired growth
7. Comply with rules and regulations	7.1 Comply with industry requirements relating to registration processes 7.2 Comply with codes of practice and relevant legislation

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	Select and collate relevant resources and information for handlers
Oral communication	- Provide clear, sequenced instructions and respond to queries using terminology and concepts appropriate for the audience - Use active listening and questioning techniques to provide feedback and support in discussions with handlers
Navigate the world of work	Follow regulatory and workplace procedures, including work health and safety, safe horse handling, biosecurity and animal welfare requirements, associated with own role and area of work

Skill	Description
	with young horses
Interact with others	• Work cooperatively to support personnel, using clear communication techniques and positive approaches to teamwork • Acknowledge diversity in teams and develop strategies to enhance collaboration and avoid conflict
Get the work done	• Plan and sequence tasks; monitoring activity and prioritising tasks to achieve outcomes for handling young horses • Make decisions about routine activities, taking responsibility for actions taken • Use workplace technology, tools and/or systems to complete records and reports

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
RGRHBR404 Oversee care and supervise staff raising young horses	ACMHBR404 Supervise staff raising young horses	Code and title changed to reflect appropriate industry sector usage and intent of unit Removal of points duplicating performance criteria in performance evidence	Equivalent unit

Links

Companion Volumes, including Implementation Guides, are available at VETNet: - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5c4b8489-f7e1-463b-81c8-6ecce6c192a0>

Assessment Requirements for RGRHBR404 Oversee care and supervise staff raising young horses

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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 and supported at least two staff in the raising of young horses
- supervised the health, welfare and nutrition of at least three young horses.

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:

- key features of young horse behaviour, body language and ability to learn
- basic requirements of induction programs
- approaches to staff mentoring and professional development, including providing constructive feedback
- horse foodstuffs and supplements
- horse gear and equipment, including types, use and maintenance
- horse health and welfare requirements
- types of routine preventative care, including vaccination and worming programs
- principles, practices and approaches to raising young horses
- learning theories for educating young horses
- work health and safety requirements and safe work practices:
 - safe horse handling techniques
 - hazard identification, risk assessment and controls
 - personal protective equipment (PPE) for safety and biosecurity
 - induction and briefings
 - duty of care for workers or handlers.

Assessment Conditions

Assessment of skills must take place under the following conditions:

- physical conditions:
 - a workplace that includes yards or an environment that accurately represents workplace conditions
- resources, equipment and materials:
 - various young horses – note that young horses can be less compliant and highly reactive, and should be assessed as suitable for the experience and skill of the handlers
 - at least two staff or handlers to supervise and oversee
 - appropriate tack and equipment for raising young horses
 - PPE correctly fitted and applicable for task of individual.

Training and assessment strategies must show evidence of the use of guidance provided in the *Companion Volume: User Guide: Safety in Equine Training*.

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

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