

Greyhound Case for Change

A. Administrative information

Name of IRC: Racing Industry Reference Committee

Name of SSO: Skills Impact

This business case provides evidence of the need to review relevant greyhound racing components of the *RGR08 Racing Training Package* to ensure it is able to support the industry in ensuring it has access to best practice occupational skills standards that will assist in addressing issues related to the management of animal welfare and racing integrity. The industry's ability to demonstrate high levels of compliance and participant behaviour needs to be improved, as a failure to do so could result in potential industry closures as recently occurred in NSW and reversed by the NSW government as industry commits to improvement in its ability to demonstrate participant behaviour acceptable to current community standards.¹

The proposed components that require improvement to ensure the training package can be used to benchmark participant occupational performance comprise of the following; (See full list at Appendix A)

- 2 qualifications
- 25 units of competency (23 existing and 2 new)
- 12 skill sets

Description of scope of work is at Part C below.

B. Why a case for change?

As a result of a special commission of inquiry into the NSW greyhound industry, the NSW state government initially passed a decision to ban greyhound racing as of 1 July 2017. It was recently announced by the NSW Premier that this decision will be reversed.²

Principal Racing Authorities for greyhound racing have indicated that racing integrity and animal welfare skills and knowledge are critical for the industry and it is essential that they are reflected in the occupational skill standards. These critical areas have been highlighted in a number of regulations and recent inquiries and reports including:

- Parliament of Victoria *Code of Practice for the Keeping of Greyhounds*
- Parliament of Victoria *Racing and Other Acts Amendment (Greyhound Racing and Welfare Reform) Act 2016*
- Parliament of Queensland *Racing Integrity Act 2016*
- 2015 *Queensland Greyhound Racing Industry Commission of Inquiry Final Report*
- TasRacing 2015 Annual Report
- Racing and Wagering Western Australia *Rules of Greyhound Racing 2008* updated 1 July 2016
- Greyhound Racing NSW *Industry Supervision Strategy 2016*.

Clear articulation of the professional standards of performance required by industry and having those standards reflected in the occupational skills standards contained within training packages is an important part of supporting the industry to demonstrate that participants are able to be assessed and where necessary trained to the standards set by the industry.

During 2015 the *RGR08 Racing Training Package* was reviewed with the aim of it being able to meet the 2012 *Standards for Training Packages*. The greyhound components of the Training Package were submitted to the department for endorsement by the Australian Industry Skills Committee but did not proceed due to the failure of the review work to meeting the 2012 training package standards and due

¹ <https://www.nsw.gov.au/news/greyhound-racing-continue-under-strict-regulations>

² ditto

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to the inclusion of accreditation processes for assessors that were not implementable by all jurisdictions at the time.

The need for Skills Impact to carry out work on the units to ensure they meet the 2012 Standards provides the opportunity to address a range of issues in response to recent significant changes in the industry. To reduce the administrative burden to both the racing and vocational education and training sectors, Principal Racing Authorities for greyhound racing have requested that in addition to making the changes to lift the standards of the units and qualifications as required by the 2012 standards and already commissioned by the department, a range of improvements should be made at the same time and be addressed in a single project. This request has been supported by the Racing Industry Reference Committee and is the subject of this case for change.

The following key stakeholders support the proposal:

- Greyhound Racing NSW - Cecilia Huynh, Manager Welfare and Education Projects
- Racing and Wagering Western Australia – Ron Fleming, Manager Racing Industry Training
- Racing Queensland – Robyn Bell, Education Manager
- Greyhounds TasRacing - Peter Wesley – Manager Code Development
- Greyhound Racing South Australia - Dr Jane McNicholl - On-track Veterinarian and Education Officer
- Australian Greyhound Veterinarians - Dr Ray Ferguson, Secretary and member of social interest group of Australian Veterinarians Association.
- Dr Elizabeth Arnott - former CVO of GRNSW

C. Outcome of the research and consultation carried out as part of this case for change

The previous training package had two specific greyhound qualifications:

Name of qualification	No. of RTOs
RGR20213 Certificate II in Racing (Greyhounds)	4
RGR40408 Certificate IV in Racing (Greyhound Trainer)	1

The proposed new training package recommends removal of the Certificate IV in Racing (Greyhound Trainer), retaining the Certificate II in Racing (Greyhounds) and introducing a new Certificate III in Racing (Greyhounds) with twelve skill sets. Industry indicated that the Certificate IV did not provide the appropriate skills and competency required resulting in the development of a new Certificate II. The twelve skill sets are:

- Animal Welfare for Greyhound Racing Skill Set
- Greyhound Attendant
- Greyhound Breeding
- Greyhound Catcher
- Greyhound Primary Educator
- Greyhound Rearing
- Greyhound Stewarding Skill Set
- Greyhound Studmaster
- Greyhound Whelping
- On-track Veterinary Skill Set
- Racing Integrity Skill Set
- Track Maintenance and Greyhound Safety and Welfare Skill Set.

All units of competency will be fully reviewed in this process ensuring a stronger emphasis on animal welfare and racing integrity being embedded throughout the package with the result being a set of

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occupation and qualification standards that make the behaviours currently required by the industry transparent and defensible.

Additional units of competency are required including:

- Management of racing greyhound health and emergency response
- Proper management of greyhound anxiety, prey drive and predatory aggression.

D. Estimated impacts of proposed change

In response to the recent inquiries and regulatory changes, the Principal Racing Authorities for Greyhound Racing in Australia have indicated a strong commitment to education and training with a focus on ensuring that national, standardised competency-based training and assessment is in place to support the implementation of new regulations. Many states are moving towards developing frameworks that require accreditation as a mandatory condition of licensing. Improved workforce skills will support the implementation of new industry standards and regulations. The current wording of the units does not lend themselves to support these new frameworks.

Currently there is a small number of training providers focused on this type of delivery. A strong and relevant training package will have a significant positive impact on the Greyhound Racing Industry. There is an opportunity for the number of training providers to increase due to the potential demand for training linked to regulation, accreditation and standards.

Minor interdependencies occur due to the close relationship between the racing industry and the veterinary and animal care industries. There are some overlaps in the services and functions. A number of units from the *ACM Animal Care and Management Training Package* are imported into the greyhound qualifications. It is not intended that these imported units will be reviewed as part of this project.

E. Outstanding issues

There are no outstanding issues

F. Proposed approach and estimated timeframes for undertaking development work

Training package development and review work will follow the standard stages of project scoping, technical development, validation, final draft, quality check, validation and endorsement.

The recommended time to complete work is 6 months to the time of submission for endorsement. Initial discussions with the Principal Racing Authorities for greyhound racing have provided an insight into the work that is required. If this Business Case is approved the next phase will be to develop the new units of competency and modify existing units to be consistent with industry feedback.

The work will be informed by a Technical Advisory Committee consisting of:

- Principal Racing Authorities from each state
- Greyhound Breeders, Owners and Trainers Association (GBOTAA) NSW and Greyhound Owners Breeders and Trainers Association of Victoria
- Greyhounds Australasia
- Australian Veterinary Association member
- Animal behaviourists (canine trainer)
- Animal welfare group (such as RSPCA NSW).

This group will provide the subject matter expertise and appropriate coverage of how the Training Package can address the two key issues that present major risk to the industry: animal welfare and racing integrity.

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G. Training product review status

See Appendix A.

H. IRC Signoff

This business case was agreed to by

A handwritten signature in black ink on a light grey background. The signature is cursive and appears to read "Bloom".

Geoff Bloom

(Name of Chair)

Signature of Chair

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Appendix A Training product review status

Revised Training Package Code and Name	Revised Qualification Code and name	Revised Unit of Competency Code and Name	Revised Skill Set Code and Name	Review Status	Change Required
RGR Racing Training Package	RGR30116 Certificate III in Racing (Greyhound)				3.5
RGR Racing Training Package		RGRCMN304 Participate in protests, inquiries and appeals			3.5
RGR Racing Training Package		RGRPSG213 Prepare a greyhound for retirement			3.5
RGR Racing Training Package		RGRPSG301 Supervise handling of greyhounds			3.5
RGR Racing Training Package		RGRPSG302 Assess health and provide first aid for greyhounds			3.5
RGR Racing Training Package		RGRPSG303 Determine nutritional requirements for racing greyhounds			3.5
RGR Racing Training Package		RGRPSG305 Coordinate greyhound breeding			3.5
RGR Racing Training Package		RGRPSG306 Determine care and treatment needs of greyhounds			3.5
RGR Racing Training Package		RGRPSG308 Raise greyhounds litters			3.5
RGR Racing Training Package		RGRPSG310 Train and race greyhounds			3.5
RGR Racing Training Package		RGRPSG311 Transport greyhounds			3.5
RGR Racing Training Package		RGRPSG312 Whelp greyhounds			3.5
RGR Racing Training Package		RGRPSG314 Prepare a greyhound for a racing career			3.5
RGR Racing Training Package		RGRPSG315 Rear greyhounds			3.5

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RGR Racing Training Package		RGRPSG405 Operate a greyhound racing training business			3.5
RGR Racing Training Package		RGRPSG408 Oversee greyhound health and welfare			3.5
RGR Racing Training Package		RGRPSG409 Perform duties of a greyhound studmaster			3.5
RGR Racing Training Package		Racing greyhound health and emergency response (<i>new</i>)			3.5
RGR Racing Training Package		Greyhound anxiety, prey drive and predatory aggression (<i>new</i>)			3.5
RGR Racing Training Package	RGR20216 Certificate II in Racing (Greyhound)				3.5
RGR Racing Training Package		RGRCMN203 Comply with racing industry ethics and integrity			3.5
RGR Racing Training Package		RGRPSG201 Handle greyhounds			3.5
RGR Racing Training Package		RGRPSG204 Attend greyhounds during exercise routines			3.5
RGR Racing Training Package		RGRPSG205 Attend greyhounds at racing meetings			3.5
RGR Racing Training Package		RGRPSG206 Perform duties of greyhound catcher			3.5
RGR Racing Training Package		RGRPSG208 Work effectively in the greyhound racing industry			3.5
RGR Racing Training Package		RGRPSG212 Care for greyhound health and welfare			3.5
RGR Racing Training Package			Greyhound Attendant Skill Set (<i>new</i>)		3.5
RGR Racing Training Package			Greyhound Breeding Skill Set (<i>new</i>)		3.5
RGR Racing Training Package			Greyhound Catcher Skill Set (<i>new</i>)		3.5

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RGR Racing Training Package			Greyhound Primary Educator Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Greyhound Rearing Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Greyhound Studmaster Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Greyhound Whelping Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Animal Welfare for Greyhound Racing Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Racing Integrity Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Greyhound Stewarding Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			On-track Veterinary Skill Set <i>(new)</i>		3.5
RGR Racing Training Package			Track Maintenance and Greyhound Safety and Welfare Skill Set <i>(new)</i>		3.5