Work Safely Around Animals (Infection Control) Project

Summary of Consultation Feedback, Responses and Actions

29 March 2018

Summary

This project included the revision of five existing units of competency and the development of 7 new units and one new skill set to address infection control when working with animals. These components will be included in the *ACM Animal Care and Management Training Package* (Version 3).

New Units

ACMINF101 Take responsibility for the health and welfare of animals in own care (*)
ACMINF201 Handle companion animals safely following infection control guidelines
ACMINF302 Follow equine biosecurity and infection control procedures
ACMINF303 Implement infection control in the handling and care of native wildlife
ACMINF304 Promote environmental health and safety for community animals in remote communities
ACMINF401 Oversee site biosecurity and infection controls working with animals
ACMINF501 Develop organisational infection control guidelines for animal care workplaces
ACMINF502 Manage equine biosecurity and infection control

(*) This new unit has been developed in response to feedback from industry stakeholders and will be released for broader stakeholder feedback in April 2018.

Revised units

ACMINF301 Comply with infection control policies and procedures in animal care work
ACMWHS201 Participate in workplace health and safety processes
ACMWHS201 Participate in workplace health and safety processes
ACMWHS301 Contribute to workplace health and safety processes
ACMWHS401 Maintain workplace health and safety processes

New skill set

ACMSS000XX Promote Animal Health in Remote Communities Skill Set

1

Consultation

Drafts of the skill set and units listed above (excluding ACMINF101 Take responsibility for the health and welfare of animals in own care) were available for broader stakeholder consultation from 5 to 28 March. Twenty-eight feedback responses were received during the feedback period for these specific first draft units of competency and skill set representing the following stakeholder groups.

Stakeholder Groups	States Represented	Total number
Industry Association (Ind Assoc)	NSW, SA, VIC	7
Registered Training Organisation (RTO)	NSW, VIC, WA	15
Government Agency (Gov)	NT, QLD, SA, WA	4
State Training Authority (STA)	VIC	1
Industry Training Advisory Body (ITAB)	NT	1
Total		**28**

Below is a summary of the issues and feedback raised during industry/public consultation, and the responses and actions taken that are related to these issues and feedback. This has involved consideration of the information provided, the views of industry stakeholders where known, and the views provided by the people who were consulted as Subject Matter Experts. Resolutions are constructed to take into account the needs and views of stakeholders to the extent possible, and to comply with the *Standards for Training Packages 2012*. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, government agencies and training providers.

Issues identified and responses

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
General issues			
1. STA	VIC	Concern raised that PCs in some new INF units have similar outcomes to those in existing ACMWHS units (and a POLFOR unit)	Industry advice indicated that infection control fits broadly under work health and safety but due to specific public health safety risks there is a need to better prepare individuals handling and caring for animals in disease identification, control and biosecurity. There is an increasing threat of exotic and infectious diseases and a need to increase awareness of animal diseases. In many business there is a lack of infection control and biosecurity management in place.
2. Industry Association	NSW	New unit suggested – suitable for entry level and low language, literacy and numeracy requirements to address issues of responsible pet/animal ownership	Adopted: new unit *ACMINF101 Take responsibility for the health and welfare of animals in own care* developed. This will be available for broader stakeholder consultation in early April 2018
ACMINF201 Handle companion animals safely following infection control guidelines			
3. Government	NT	Additional information and wording suggested related to contact times and storage/labelling of disinfectants, /chemicals	Adopted: Revised wording for Performance Criteria (PC) 5.2 and expansion of Knowledge Evidence (KE)
4. Industry Association	NSW	Some overlap with ACMINF301 – review indicative AQF level and focus on companion animals	Adopted: Unit revised – to reduce repetition and better align with indicative Australian Qualifications Framework (AQF) level 2
5. STA	VIC	Consider adding vaccination requirements to Application field as a 'certification' requirement.	Not adopted: vaccinations are not an occupational certification/licensing requirement. It is addressed in the PCs.

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
6. RTO	NSW	Knowledge evidence – clarification of canine/feline diseases	Adopted: KE updated
ACMINF301- Comply with infection control policies and procedures in animal care work			
7. Government	NT	Address reference to needlestick injuries. Individuals at this level should not be handling needles. Several wording changes suggested	Adopted: rewording of PC 3.3 Follow organisational protocols for care following cuts, injury or bodily fluid exposure. Adopted: Wording changes clarity
8. RTO	VIC	PC2.3 – ambiguity about the range of zoonoses that need to be covered as the range statements are no longer used. Companion Volume Implementation Guides (CVIG) provide guidance advice only PC 3.2 ambiguous and repeats PC3.1 Several wording changes suggested Performance Evidence (PE) – uncertainty about whether simulation is allowed. Some diseases can be difficult to observe in some workplaces	Noted: Advice can be provided in the CVIG but difficult to give definitive advice considering the range of workplaces this unit may be used in. Further advice will be sought during validation from stakeholders requested on whether any specific zoonoses should be listed in the KE. Adopted: PCs3.1 and 3.2 reworded for clarity. Adopted: Wording changes for clarity including in KE. Adopted: Assessment conditions – made clearer to allow for simulations.
9. RTO	NSW	Element 6 can be difficult to assess as some small workplaces don't have an infection control kit or documented biosecurity and infection control policies and procedures. Several wording changes suggested.	Adopted: PE – volume and frequency requirements modified. Assessment conditions – made clearer to allow for simulations. Adopted: Wording changes for clarity.
10. RTO	WA	Wording changes suggested	Adopted: Reference to noxious plants removed

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
11. RTO	NSW	Application statement could be more specific.	Adopted – range of workplaces added to application statement.
		Wording changes suggested for PC1.2, 1.3 relating to 'symptoms' and legislative requirements for reporting and in knowledge evidence.	Wording changes for clarity – 'symptoms' removed from unit. Expectations around legislative reporting requirements addressed/removed from PCs – left in knowledge evidence.
		Elements 1,2 and 6 – require major changes or removal to be appropriate for Certificate III learners	Changes to PCs in elements made but not removed – for validation.
		Performance Evidence– uncertainty about whether simulation is allowed. Some diseases can be difficult to observe in some workplaces.	Performance evidence – volume and frequency requirements modified. Assessment conditions – made clearer to allow for simulations.
ACMINF302 Follow equine biosecurity and infection control procedures			
12. RTO	NSW	Overlap with *AHCBIO305 Apply biosecurity measures, AHCBIO403 Plan and implement a farm or enterprise biosecurity plan* and *ACMINF301 Comply with infection control policies and procedures in animal care work* Query whether there is a need for species specific units.	Industry veterinary associations support the need for species specific units particularly for equines due to high mobility/transportation and issues of public health safety. Confirmation that two units are required.
13. Industry Association	SA	Additional information needed to address equines travelling off site – major risk of spreading disease	Adopted: new PCs added for clarity
14. Government	NT	Add more to element 1 on knowledge of equine zoonotic disease	Adopted: added PC1.3 Maintain knowledge of equine infectious and zoonotic diseases and emerging trends

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
15. Government	NT	Clarify wording of element 4 (PC4.3) to address minimising movement of people sick horses or quarantine horses, prevent disease spread.	Adopted - re word PC4.3 Identify risks and explain procedures to people who visit multiple sites or handle sick equines to prevent risk of disease spread
16. RTO	WA	Suggested changes to list of equine diseases	Adopted: common equine diseases changed to **"infectious and zoonotic equine diseases"**- updated list approved by Equine Veterinary Association (EVA). Tetanus added to list
17. Government -STA	VIC	Review wording in PCs 4.3 and 6.3	Adopted: changes for clarity
ACMINF303 Implement infection in the handling and care of native wildlife			
18. RTO	NSW	Query whether there is a need for species specific units.	Industry veterinary associations support the need for species specific units due to public safety health risks
19. Government	NT	Additional information and wording suggested related to quarantine periods, personal hygiene/protection, contact times for disinfectants, feeding supplements	Adopted: Revised wording for PCs – 1.4, 2.5, 4.1 and 6.2
20. Industry Association	NSW	Wording changes suggested

Changes suggested to performance evidence statements to address groups of animals and to allow simulations | Adopted: edits made to PC3.3, 3.4, 5.1, 6.2 and 6.5

Performance evidence requirements clarified |
| 21. RTO | NSW | Suggested rewording re sarcoptic mange and pathogens. Remove reference to livestock | Adopted: changes implemented in knowledge evidence |

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
22. RTO	VIC	Some overlap with other units: • ACMSPE303 Provide basic care of common native mammals – relates to mammals only • ACMCAN311 Care for young animals – covers young/orphaned animals only	Noted: some overlap with: • ACMSPE303 Provide basic care of common native mammals – this unit relates to mammals only, whereas ACMINF303 covers a broader range of animals • ACMCAN311 Care for young animals – this unit covers young/orphaned animals only, whereas ACMINF303 covers a broader group of animals
ACMINF304 Promote environmental health and safety for community animals in remote communities			
23. Government	NT	Assessment Conditions - Maybe not approval but needed for cultural behaviour eg no eye contact, speak when only spoken to first, no physical contact, distance separation for males and females, so on	Adopted. Statement modified.
24. RTO	NSW	Suggested rewording of PC1.2 Suggested wording changes to PCs and KE including broadening unit from dealing with mainly dogs to animals	Adopted: edits made throughout unit
25. Government	NT	Statement in assessment conditions needs to focus on cultural awareness/competence – not necessarily approval	Adopted. Statement in Assessment condition modified to: *In addition, assessment strategies and tools must be checked for cultural appropriateness for the specific community before assessment is undertaken.*
26. Industry Association	NSW	New PC suggested 3.3 Explain how to contact a veterinarian for more serious animal health conditions. KE intravenous contraception changed to chemical desexing	Adopted: changes made

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
27. Industry Association	NSW	New level entry level unit requested that covers good pet ownership, handling animals etc.	New unit ACMINF101 Take responsibility for the health and welfare of animals in own care has been developed and will be released in early April for broader stakeholder consultation
		Change Aboriginal to Indigenous; focus on remote communities not urban	
		Cultural competence is important to emphasise - Assessment Conditions, reference to local community culture – not necessarily approval by elders	Adopted: all changes suggested were made
		KE - add Aboriginal Land Council to the range of service providers	
28. Government	WA	Note that WA has specific protocols and regulations governing drugs/medications used on animals	Adopted: Reference is included in PC3.2 and KE about state/territory restrictions on the administration of specific medications
29. RTO	NSW	Suggested rewording re sarcoptic mange and scabies	Adopted: change made

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
30. Industry Association	NT	The unit does not cover treatments to animals that animal management workers would undertake. Add basic treatment information	Not adopted: The unit is aimed at a broad range of service providers (health/veterinary/local government etc) not specifically animal management workers within remote communities and focuses on providing advice rather than administering treatments.
		Overlap with *HLTPOP010 Monitor and maintain dog health in the community*	HLTPOP010 is more targeted to the role of an animal management worker and is specific to managing dogs in communities rather than companion animals more broadly. ACMINF304 focuses on infection control and disease related to companion animals and humans. The two units are complementary within the skill set (ACMSS000XX Promote Animal Health in Remote Communities Skill Set)
		Need for a unit for people 'on the ground' with low LLN working under supervision as animal management workers	Noted: Skills Impact will register the request to develop a new unit as an issue for a possible future project.
ACMINF401 Oversee site biosecurity and infection controls working with animals			
31. RTO	NSW	*ACMINFXXX Oversee site biosecurity and infection controls working with animals* seems to be pitched at AQF5 level. This unit has significant overlaps with *ACMINF5XX Develop organisational animal infection control guidelines*. Would be more efficient to roll both into one unit.	Not adopted: the two units have different outcomes
32. RTO	VIC	In response to Skills Impact question on AQL alignment of this unit, the RTO agrees that the unit is indicative AQF 4 as it covers a coordination or middle management type role where someone acts within existing policies and procedures. "Applicable to pretty much any animal care workplace, suitable for	Adopted: unit aligned and coded to indicative AQF4

9

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
		including into elective list for vet nursing related qualifications."	Adopted: changes made to clarify intent and level of work addressed in unit
		Suggested wording changes to PCs 1.2, 1.3 and 1.4 relevant to role of person.	Adopted: Changed diagnosis and treatment to common treatment protocols
		Remove reference to diagnosis – not appropriate at this level.	
33. STA	VIC	Suggested edits to PCs for clarity	Adopted: suggested changes made
ACMINF501 Develop organisational animal infection control guidelines			
34. RTO	NSW	*ACMINFXXX Oversee site biosecurity and infection controls working with animals* seems to be pitched at AQF5 level. This unit has significant overlaps with *ACMINF5XX Develop organisational animal infection control guidelines*. Would be more efficient to roll both into one unit.	Not adopted: the two units have different outcomes
35. Industry Association	SA	Make unit broader than 'community' organisations only ie address businesses	Adopted: Removed reference to community organisations to make broader. Also changed team members to individuals to cover internal/external people.
		Add reference to emergency procedures	Adopted: Emergency procedures added to PC3.1
36. RTO	VIC	Title change for clarity; refer to *clinical* signs; keep unit application broad ie community and business (small and large)	Adopted: changes made to reflect feedback
37. Government	NT	Individuals undertaking this unit would have to have a good back ground in biosecurity and/or infection control to	Not Adopted: Prerequisite units are generally not recommended as they may act as unnecessary barriers to prospective leaners

10

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
		understand terminology and procedures.	
38. STA	VIC	Change to performance evidence suggested relating to collection, collation and analysis of data to review policies and procedures	Adopted: wording change made
ACMINF502 Manage equine biosecurity and infection control			
39. Industry Association	SA	Additional information needed to address equines travelling off site – major risk of spreading disease	Adopted: add more information to address travel off site PCs 2.5, 3.4 and 4.3
40. Government	NT	Purpose of document needs further clarification. A unit on equine biosecurity already exists.	Noted: the two units are at different levels. Industry advice supported the need for both units i.e. Manage (Reflects AQF level 5) vs Follow (reflects AQF level 3)
41. RTO	NSW	ACMINF50X Manage equine biosecurity and infection control can apply to non-equine species, and can be incorporated into other AQF5 unit(s). As a standalone unit, it doesn't seem to be much different from the other AQF5 units	Not adopted: The indicative AQF 5 units have different outcomes. Industry feedback stressed the need for equine specific units.
42. Industry Association	NSW	Consider adding a prerequisite – If this unit is aimed at managerial responsibilities, it would make sense then that the individual undertaking this unit would have to have a good back ground in biosecurity and/or infection control to understand terminology and procedures	Adopted: Prerequisite unit added *ACMINF302 Follow equine biosecurity and infection control procedures* a prerequisite to this unit

11

Stakeholder Comments and Identified Issues			Consideration and Proposed Resolution
43. STA	VIC	Clarify wording in performance evidence to ensure it can be demonstrated	Adopted: changes made
ACMWHS201 - Participate in workplace health and safety processes			
44. RTO	NSW	Reword PC1.4 - clumsy	Adopted: PC re worded 1.4 Take action to control risks related to own safety. PE adjusted to reflect clarification of wording
ACMWHS301 - Contribute to workplace health and safety processes			
45.		No feedback received	
AHCWHS401 Maintain workplace health and safety processes			
46.		No feedback received	
ACMWHS501 - Manage workplace health and safety processes			
47.		No feedback received	
ACMSS000XX Promote Animal Health in Remote Communities Skill Set			
48. Government	QLD	Unit supported	No action required
49.		No issues raised in feedback	