

The Case for Change – Animal Incident Management

Administrative information

Name of IRC: Animal Care and Management Industry Reference Committee

Name of SSO: Skills Impact

Training Package: ACM Animal Care and Management Training Package

Developing Case for Change: Skills Impact was engaged to develop a *Case for Change* for Large Animal Rescue. During consultation, it was determined that a more suitable title would be Animal Incident Management. This *Case for Change* was developed through consultation with IRC members and experts in animal incident management.

The Case for Change

This draft *Case for Change* provides evidence of industry support for the development of new units of competency and a qualification for animal incident management.

In the *2017-2020 IRC Skills Forecast and Proposed Schedule of Work* “large animal rescue skills” was listed as a Priority Skill.

https://www.skillsimpact.com.au/skilliampactmedia/uploads/2017/05/ISF.ACM_IRCSkillsForecast.2017-2020.pdf

There are two aspects of “Large” that need to be addressed in the project:

1. Large number of animals – herds or flocks
2. Large animals – e.g. equine or bovine.

Due to the term “large animals” being used in various animal industries to mean horses or cows, it was determined that the umbrella term for these skills would be “animal incident management” to reduce confusion.

Recent increases in bushfires and flood events in urban and rural areas have driven the need for expertise in dealing with large animals, e.g. cattle, horses and sheep. Fire and rescue, veterinary operations, farmers, council ranger services and transporters routinely deal with incidents involving large animals in rural areas.

Large animals may also be in urban settings such as recreational events (e.g. thoroughbred and harness racing, royal agricultural shows, etc.); in council areas where the urban block size permits keeping large animals; and businesses where people interact with animals (e.g. community farms, racing stables). There is a need for industry workers to be properly trained to minimise risk of injury to people and improve welfare outcomes for animals.

Identified skills areas include:

- Assessing the capacity within workplaces to safely respond to a range of incidents
- Hazard identification and management at an incident involving a large animal
- Incident scene safety, including command and control of an incident scene where animals are involved
- Equipment use, care and maintenance
- Supporting management of the animal casualty

- Manual handling of recumbent animals
- Lifting large animals
- Containment and management of loose stock
- Working with animals involved in road accidents
- Working with animals trapped in hazardous circumstances e.g. confined spaces
- Working with animals affected by natural disasters:
 - fire
 - flood
 - storm
- Animal welfare and humane destruction
- Building community resilience during emergencies
- Management of deceased livestock.

Recommended changes

Ensuring that staff have high level of skills in rescuing animals will have a significant economic benefit by reducing the injury and potential death of people who are involved in responding to an incident involving a large animal or a large group of animals, and the loss of animals involved in an incident. The project will also support the social license to operate by ensuring communities have confidence in knowing that the highest level of care has been taken in managing animal welfare.

Units of competency will be developed to create a stand-alone qualification (*Diploma of Animal Rescue*) and possibly a lower level qualification that would create a pathway for learners. The units will also be used to develop skill sets that may be used by a range of people qualified in sectors such as:

- Fire and rescue
- Emergency services
- Zoos
- Animal sanctuaries
- Cattle feedlots and saleyards
- Horse and livestock transporters
- Local government animal control
- Horse stud farms, agistment centres
- Veterinary clinics with large animal clients
- Farm workers
- Council rangers and contractors
- Animal recreation events such as Agricultural shows, eventing or Horse Racing etc.

In the *2017 - 2020 Racing Industry Skills Forecast and Proposed Schedule of Work*, “skills in incident management involving horses and greyhounds” were also identified as a skill priority.

(https://www.skillsimpact.com.au/skilliampactmedia/uploads/2017/05/ISF.RGR_IRCForecast..2017-2020.pdf). These skills would be for the *RGR Racing Training Package* and would follow a similar consultation process.

Industry support for change

Method and scale of consultation

Horse SA, NSW Fire and Rescue and the RSPCA NSW have provided a large amount of information that has demonstrated the importance for the development of the skills.

Overview of issues identified by stakeholders

During consultation a number of issues were identified by stakeholders, including:

- A number of large animal owners who have little or no intergenerational experience e.g. ‘buy into’ horse ownership and friends or family with no experience to assist.

- Large animals having a greater capacity to injure people or cause death.
- Greater scrutiny by the public on how animals used for sport, recreation, exhibition or working environments have their welfare managed.
- A need to shift 'traditional' ways of doing things to ways that meet current work health and safety (or occupational health and safety) standards and employer obligations.
- A need to improve capability assessment within workplaces to determine what can be safely managed (people and large animals) and when outside help needs to be called.
- To provide opportunity for training to be formalised and provided in a range of contexts and by a range of public and private providers.
- A greater range of regulation being imposed by state and territory fire and rescue departments, animal volunteer organisations and volunteer organisations about who has authority to undertake animal rescue.

Sensitivities

The members of the Animal Care and Management IRC represent a diverse range of animal care workers and all agreed that the project provided benefits to the animal care industry as a whole in developing skills in large animal rescue.

Impact of change

If the recommendations were accepted then the impacts would be:

- The maintenance of public consent to undertake sports involving animals.
- Support organisations that works with animals to guarantee that they are continuing to protect their social license by ensuring workers have the skills they need to protect human life and the animal's welfare. Social licence to operate has now been listed in the Interim Thoroughbred Five Year RD&E Plan 2017 – 2022 (Pillar 7).<http://www.agrifutures.com.au/publications/interim-thoroughbred-five-year-rdande-plan-2017-2022/>.

The Australian Bureau of Statistics (ABS), Australian Bureau of Agriculture and Resource Economics and Sciences (ABARES), National Farmers Federation (NFF) and Victorian Farmers Federation (VFF) where all contacted to determine the economic impact of the loss of stock due to natural disasters. Skills Impact has been advised that this statistic is currently not collected. Therefore the economic impact of the saving of stock cannot be calculated at this time.

The risks of not proceeding include a high chance of:

- potential loss of economic value when animals are lost or destroyed.
 - In 2016/17 the mean price of Thoroughbred horses sold at the major Australian Sales ranged from \$14,000 – to \$240,000. The Top price for a Yearling was \$2.5 Million.¹
(<http://publishingservices.risa.com.au/otherpublications/AnnualReport2017/?06022018>)
 - According to Meat and Livestock Australia the average price per head of Feeder Yearling Steer is \$628.80 per head of cattle. (<https://www.mla.com.au/prices-markets/market-reports-prices/>)
- People who try to assist animals but do not have the skills to do so safely risk injury or potential death of either or both the animal and person.

Estimate of timeframes to implement changes

Training Package components would be available to the training system to support industry at the end of a 12 months development period.

- Functional analysis and review of existing units – three months from receipt of approval to proceed.

- Development work including update to existing units, development of new units, development of qualifications, industry consultation and validation – six months.
- Access and Equity, Quality Assurance and STA consultation – two months.

Undertaking this project will support implementing the COAG Industry and Skills Council (CISC) reforms for Training Packages by:

The proposed work will support the implementation of the reforms agreed by CISC in November 2015 in the following ways by:

- improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors;
- foster greater recognition of skill sets; and
- ensures that new training courses can be developed as quickly as industry needs them and available to support niche skill needs.

This Case for Change was agreed to by the Animal Care and Management IRC

Name of Chair

Dr Laurie Milner

Signature of Chair



Date

26 April 2018

Attachment A: Training Package components to change

Skills Impact

Contact details: Evan Cooper

Date submitted: [Insert date submitted]

Training Package Code	Training Package Name	Qualification Code	Qualification Name	IRC Name	Review status	Change Required
	ACM	ACMXXXXXX	Diploma of Animal Incident Management	Animal Care and Management IRC	Development	Review units for large animal rescue and add relevant units to the electives. Ensure large animals owners part of consultation to ensure engagement
		ACMXXXXXX	Certificate XX in Remote Animal Management	Animal Care and Management IRC	Development	Review units in consultation with emergency services, animal owners, livestock transporters, farms, vets and local councils

Training Package Code	Training Package Name	Skill Set Code	Skill Set Name	IRC Name	Review status	Change Required
X	X	X	X	X		
	ACM	ACMSSXXXX	Assist in Cetacean Stranding	Animal Care and Management IRC	Develop	Relevant units collated into skill set once developed

ACMXXXXXX	Assist in large animal rescue road accidents	Animal Care and Management IRC	Develop	Relevant units collated into skill set once developed
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Training Package components to develop

Skills Impact

Contact details: Evan Cooper Skills Impact ecooper@skillsimpact.com.au

Date submitted: [Insert date submitted]

Training Package Code	Training Package Name	Unit Code	Unit Name	IRC Name	Review status	Development Required
		ACMXXXXXX	Improve animal health in remote areas	Animal Care and Management IRC	Development	Development content for inclusion in Certificate IV in Animal Control and Regulation
		ACMXXXXXX	Sustainable animal management in remote areas	Animal Care and Management IRC	Development	Development content for inclusion in Certificate IV in Animal Control and Regulation
		ACMXXXXXX	Manage dangerous dogs in remote areas	Animal Care and Management IRC	Development	Development content for inclusion in Certificate IV in Animal Control and Regulation
		ACMXXXXXX	Preventative health care for wild dogs in remote areas	Animal Care and Management IRC	Development	Development content for inclusion in Certificate IV in Animal Control and Regulation
		ACMXXXXXX	General Animal Rescue	Animal Care and	Development	Content to include:

			Management IRC		<ul style="list-style-type: none"> ropes official road crash rescue confined spaces
ACMXXXXXX	Animal Behaviour Awareness	Animal Care and Management IRC	Development	Content to include	<ul style="list-style-type: none"> Unit which combines species e.g. horses, cattle, alpaca, pigs, dogs Body language, behaviours, How to move safely around, How to move the animal from one point to another in normal situations. Review ACMACR403 to determine if content could be combined to stop possible duplication
ACMXXXXXX	Apply advanced knowledge of Horse and Cattle Behaviour	Animal Care and Management IRC	Development	Content to include	<ul style="list-style-type: none"> behaviours of stressed stock, containment of loose stock, management of stressed animals use of remote handling devices e.g. pole to cut rope of horse trapped in a float, use of crushes, transportable panels to make laneways and holding yards roles in different situations. ways to restrain horses or cattle to make it safer for vet to attend, e.g. kneel on neck safely.

					<p>Animal behaviour aspects which keep the incident scene safer for workers turn down lights on emergency vehicles,</p> <ul style="list-style-type: none"> • biosecurity, • zoonosis, • clean work site,
ACMXXXXXX	Transport an injured animal	Animal Care and Management IRC	Development	Content to include:	<ul style="list-style-type: none"> • Floats, • trucks, • loading, unloading etc, • animal with splint, • animal with young at foot, • with drips or other medical items attached, • lame, • animals ambulances at racetracks • Animal welfare.
ACMXXXXXX	Manage large distressed a solo animal	Animal Care and Management IRC	Development	Content to include:	<ul style="list-style-type: none"> • Manage animals fight or flight instincts • behaviours of stressed animal, • management of stressed animal
ACMXXXXXX	Manage large number of distressed herd animals	Animal Care and Management IRC	Development	Content to include:	<ul style="list-style-type: none"> • Manage animals fight or flight instincts • Herd mentality of different species • behaviours of stressed animals,

					<ul style="list-style-type: none"> • management of stressed animals
ACMXXXXXX	Lead and Coordinate workers during animal rescue procedures	Animal Care and Management IRC	Development	Content to include:	<ul style="list-style-type: none"> • This Unit adds in the complexities associated with having both a paramedic and veterinarian teams working within the same hot zone. • Knowledge of a range of rescue techniques is required, and animal welfare approvals gained ahead of time. • Scenarios include: <ul style="list-style-type: none"> ○ a horse pinning down a rider, ○ horse and rider being trapped under a cross-country eventing fence. ○ Emergencies ○ Farm evacuations
ACMXXXXXX	Coordinate and lead remote animal rescue activities	Animal Care and Management IRC	Development		
ACMXXXXXX	Manual handling of recumbent and compromised large animals	Animal Care and Management IRC	Development	Content to include techniques for Large animal rescue, including	<ul style="list-style-type: none"> • forward assist (standing and recumbent), • barrel roll, • Hampshire Skid, • Rearward assist,

					<ul style="list-style-type: none"> • Assisting a cast horse in a stable. • Rescue glide • Horizontal movement • Use animal rescue equipment
ACMXXXXXX	Provide assistance to manage a deceased large animal	Animal Care and Management IRC	Development	Content to include	<ul style="list-style-type: none"> • Crematorium requirements for packaging up animals. • Provide assistance to a veterinarian during euthanasia.
ACMXXXXXX	Post rescue-follow instructions for management of the animal casualty	Animal Care and Management IRC	Development	Content to include	<ul style="list-style-type: none"> • Record regular observations • Burns take a while to come through, • shock, • hypothermia, • dehydration. • Follow instructions in how to transport the animal to vet clinic, or other location.
ACMXXXXXX	Coordinate and lead the rescue of wild animals	Animal Care and Management IRC	Develop	Determine if this is a possible skill	
ACMXXXXXX	Undertake large scale humane killing of animals	Animal Care and Management IRC	Review	Review ACMACR405 to determine if it can be reviewed to cover the content needed here.	

ACMXXXXXX	Provide assistance to manage a deceased large animal	Animal Care and Management IRC	Development	Content to include <ul style="list-style-type: none"> • crematorium requirements for packaging up animals. • Provide assistance to a veterinarian during euthanasia.
ACMXXXXXX	Coordinate herds or flock incidents on public roads during emergencies.	Animal Care and Management IRC	Development	Content to include <ul style="list-style-type: none"> • working as a team member with emergency services, and • supporting the attending veterinarian to triage stock, • transfer stock to a new transporter, • arranging for removal of deceased stock, • moving animal casualties to veterinary clinics for further treatments etc. • Biosecurity, • public safety. • Separate units may be needed for different natural disasters.
ACMXXXXXX	Work as a team member on an incident involving an animal	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • types of trouble the animals can get into, • what sort of things can go wrong, • the associated risks to people and animals. • Who is responsible for safety of all on the scene, and for businesses and

					events to understand what their capacity to respond to an incident actually is and what their boundaries might be.
	ACMXXXXXX	Perform complex large animal rescue techniques	Animal Care and Management IRC	Development	
	ACMXXXXXX	Calculate risks when undertaking large animal rescue	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Risks connected to <ul style="list-style-type: none"> ○ Fire ○ Water ○ Electrical ○ Weather ○ Animal predators e.g. crocodiles
	ACMXXXXXX	Undertake rescue activities for cetaceans and pinnipeds	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Cetacean stranding • Seal rescue
		Manage rescue activities for cetaceans and pinnipeds	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Cetacean stranding • Seal rescue
	ACMXXXXXX	Apply knowledge of cetacean and pinnipedian species biology	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Differences in whales, dolphins, dugongs and porpoises.

					<ul style="list-style-type: none"> • Seals • Anatomy • Physiology • Ecology • Behaviour • Disease • Social relation
ACMXXXXXX	Apply cetacean and pinnipedian triage techniques	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Determination of which animals to rescue in priority order • Determination of requirements of individual animals 	
ACMXXXXXX	Demonstrate cetacean and pinnipedian rehabilitation and release.	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Rehabilitation techniques in the body of open water 	
ACMXXXXXX	Release cetaceans and pinnipedian from entanglement	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Removing animal from nets • Water safety 	
ACMXXXXXX	Coordinate interagency animal rescue		Development	Review unit PUAOPE006B Control multi-agency emergency situations and PUAOPE017A Coordinate resources for a multi-agency incident or relevance.	
ACMXXXXXX	Establish and coordinate animal	Animal Care and Management IRC	Development	Content to include: <ul style="list-style-type: none"> • Establishment of animal holding pens 	

evacuation sites
and procedures

- Tagging / recording of animals and human owners
- Infection control biosecurity procedures
- Feed and water requirements
- Loading, unloading and animal transport.
- Build community resilience during emergencies

Training Package components to Review

Skills Impact

Contact details: Evan Cooper

Date submitted: [Insert date submitted]

Training Package Code	Training Package Name	Qualification Code	Qualification Name	IRC Name	Review status	Development Required
		ACM40117	Certificate IV in Animal Control and Regulation	Animal Care and Management IRC	Review	Review contents to include units/content that will allow workers in animal control and regulation to assist in large animal rescue or move into more focused animal rescue role in the future.

Training Package Code	Training Package Name	Unit Code	Unit Name	IRC Name	Review status	Development Required
X	X	X	X	X		
		ACMACR401	Comply with animal control	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content

		and regulation requirements			
	ACMACR402	Assess and impound animals	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content
	ACMACR403	Identify and respond to animal behaviour	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content
	ACMACR404	Manage conflict situations in an animal control and regulation environment	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content
	ACMACR405	Euthanase sick, injured or unwanted pound animals	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content. Possibly could behave word “pound” animals removed from title and could be used instead of creating new unit for “Undertake large scale humane killing of animals” instead of developing new unit
	ACMACR406	Carry out pound procedures	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content
	ACMACR407	Conduct community awareness programs	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content

ACMACR408	Coordinate seizure of animals	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content
ACMACR409	Prepare and present animal control and regulation case	Animal Care and Management IRC	Review	Review units for possible inclusion on animal rescue content

Attachment B: Stakeholder Consultation Method and Scale

Stakeholder Consultation

The following table outlines consultation that has taken place to develop this draft *Case for Change*.

It is a summary of feedback up until 16 March 2018. Further feedback will be added to this table when the final *Case for Change* is submitted to the Australian Industry and Skills Committee (AISC) on 20 April 2018.

Stakeholder Consultation		
Name of Stakeholder	Detail method(s) and Scale of Consultation	Comments
Julie Fielder ACM IRC Member	Horse SA Teleconference, email and discussion	Discussion and input into current draft of Case for Change Possible other units needed as well e.g. work under supervision at an animal evacuation site
Anthony Hatch	NSW Fire and Rescue Teleconference, email and discussion	Discussion and input into current draft of Case for Change
David King	NSW Fire and Rescue Feedback given to Horse SA for inclusion in the teleconference discussion	Feedback given to Horse SA for inclusion in the teleconference discussion
Dr Laurie Milner ACM IRC Member (chair)	RSPCA NSW Teleconference	Discussion and input into current draft of Case for Change

Mark Harvey-Sutton	National Farmers Federation	Advised that the NFF does not have statistics around the economic impact of stock lost to the disasters.
	ORRCA	Requested meeting – still need confirmation
Cameron Craigie	Parks and Wildlife Service Depart of Biodiversity, Conservation and Attractions Western Australia	Cameron advised that Western Australian legislation means that unlike eastern states all cetacean strandings are department led. The Department had its own accredited course for internal training. If the project is green lit the department would be interested in being contacted. The department directors would have to determine if internal stakeholders were available as subject matter experts.
Greg Eustace	RSPCA QLD Response submitted during public consultation	Feedback: <ul style="list-style-type: none"> • Supports need for qualification • States the name should be changed back to large animal rescue • A number of different research/evidence sources noted for development phase. • Feedback attached
Steve Glassey	International Technical Rescue Association Chair, Global Steering Committee Response submitted during public consultation	Feedback: <ul style="list-style-type: none"> • Fully supports the development of the Diploma as this would be a world first qualification • A number of different research/evidence sources noted for development phase. • Other units may be needed for post-rescue care e.g. temporary sheltering and reunification, animal disaster theory • Names of subject matter experts to consult • Feedback attached
Son Ly	NSW Department of Industry Senior Policy Officer	<ul style="list-style-type: none"> • Noted the NSW Department of Industry supports the Case for Change • Response Attached

Kevin Ring Racing IRC
member

Australian Jockey Association

- Feedback given about content of certain units
- Response attached

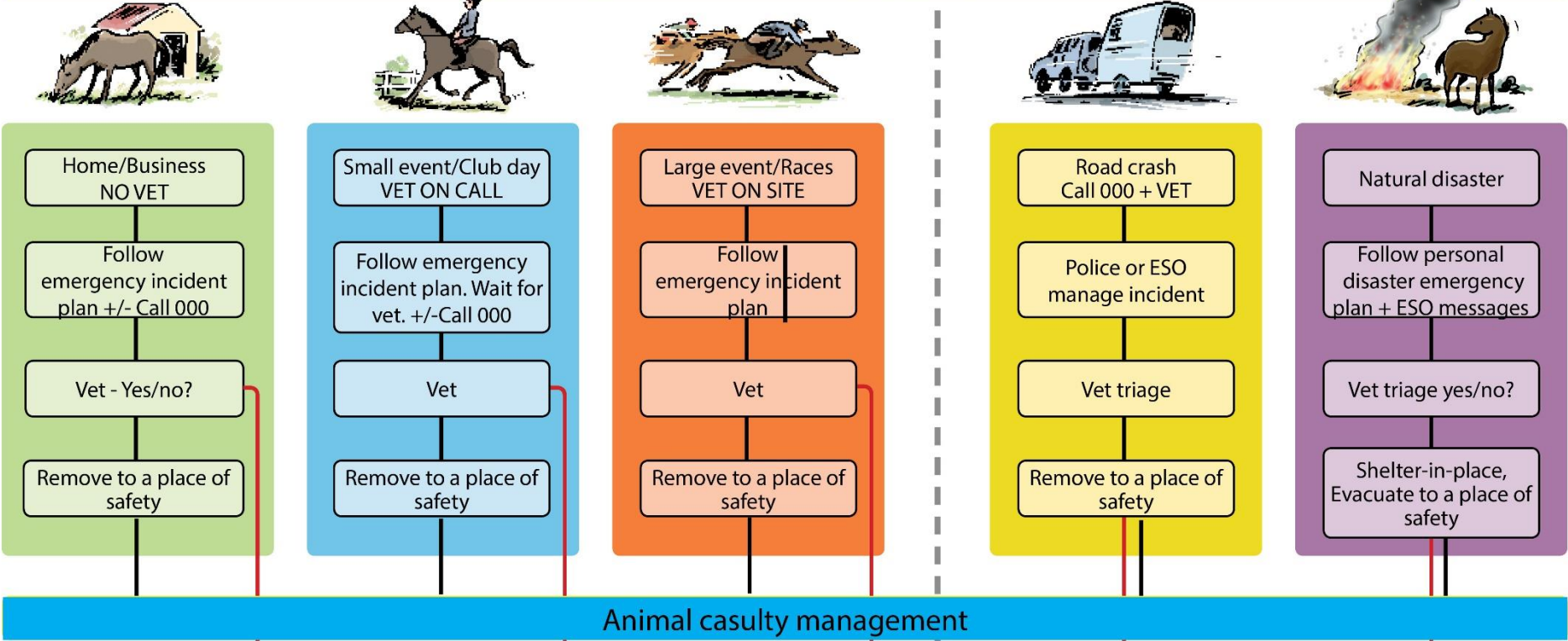
HORSE / LARGE ANIMAL OWNERS & MANAGERS INCIDENTS INVOLVING LARGE ANIMALS - WHAT'S YOUR PLAN?



Large animal incident occurs

DRSABCD* humans first, then check animals

How can we safely manage this incident, keeping people safe + animal welfare?



Emergency Service Organisations (ESO) +/- Police

Keep yourself and others safe. Call in ESO who have trained personnel for incident management, mud, water, confined spaces, biosecurity risks, road crash rescue, unstable infrastructure, still and flowing water, lifts, manual handling, adverse weather and night time conditions. NOTE: A Veterinarian must be in attendance before ESO can move a horse to a place of safety.

All workplaces, staff, events and volunteers: SafeWork NSW Code of Practice: Managing risks when new or inexperienced riders or handlers interact with horses in the workplace.

* DRSABCD = Danger, Response, Send for Help, Airway, Breathing, CPR, Defibrillation

