

ACMGASXX2 Promote positive wellbeing in animal care industries

**Modification history**

Release	Comments
Release 1	This version released with ACM Animal Care and Management Training Package Version 4.0.

ACMGASXX2	Promote positive wellbeing in animal care industries
<b>Application</b>	<p>This unit of competency describes the skills and knowledge required to manage personal wellbeing and psychological health and safety in workplaces involving animals. It includes identifying the hazards and challenges of the work, developing a proactive personal self-care plan and contributing to positive support strategies.</p> <p>The unit applies to individuals who work with animals in a range of environments and facilities, performing individual and team activities. They work under broad direction and take responsibility for their own work.</p> <p>All work must be carried out to comply with workplace procedures according to state/territory health and safety and animal welfare regulations, legislation and standards that apply to the workplace.</p> <p>No licensing, legislative or certification requirements apply to this unit at the time of publication.</p>
<b>Prerequisite Unit</b>	Nil
<b>Unit Sector</b>	General Animal Studies (GAS)

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. Identify psychological hazards and challenges working in an animal care environment	1.1 Identify psychological health and safety hazards relevant to workplaces involving animals 1.2 Recognise general signs in people that indicate psychological health and safety concerns 1.3 Recognise sources of work-related stress and personal responses to challenges in own sector or workplace 1.4 Identify the potential impact of psychological health and safety issues on individuals, teams and the workplace
2. Develop a self-care action plan	2.1 Explore strategies for promoting positive psychological health and wellbeing used at management and/or team level at the workplace workplace 2.2 Identify and select strategies to address personal psychological health and wellbeing 2.3 Develop a self-care action plan that addresses personal and work factors 2.4 Trial the self-care action plan and assess impact on personal wellbeing and work performance 2.5 Update and maintain a dynamic self-care action plan
3. Support positive communication and relationships with others	3.1 Contribute to positive interactions and communications in the work environment 3.2 Recognise and respond to the emotional state of colleagues and/or clients in a supportive manner 3.3 Seek assistance to support self or others utilising available internal and/or external options and resources

Commented [SH1]: Should we use hazards instead of challenges?

ACMGASXX2 Promote positive wellbeing in animal care industries

<b>Foundation Skills</b>	
<i>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.</i>	
<b>Skill</b>	<b>Description</b>
Learning	<ul style="list-style-type: none"> <li>Increase personal knowledge of emotional intelligence and psychological health and safety</li> </ul>
Reading	<ul style="list-style-type: none"> <li>Research and interpret key information from written texts with unfamiliar content</li> </ul>
Writing	<ul style="list-style-type: none"> <li>Document a succinct self-care action plan</li> </ul>
Oral communication	<ul style="list-style-type: none"> <li>Use positive verbal and body language to engage with others</li> </ul>

<b>Unit Mapping Information</b>			
<b>Code and title current version</b>	<b>Code and title previous version</b>	<b>Comments</b>	<b>Equivalence status</b>
ACMGASXX2 Promote positive wellbeing in animal care industries	Not applicable	New unit	No equivalent unit]

<b>Links</b>	Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103">https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103</a>
--------------	---

DRAFT

<b>TITLE</b>	<b>Assessment requirements for ACMGASXX2 Promote positive wellbeing in animal care industries</b>
--------------	---

**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:

- reported on a technique or strategy used to handle a stressful or emotional workplace challenge in:
  - one situation involving animal/s that had a personal impact
  - one situation involving colleagues and/or clients
- developed, trialled and updated one personal self-care action plan.

**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:

- basic concepts and features of:
  - emotional intelligence
  - evidence-based theory/frameworks of wellbeing, including PERMA
  - positive psychology
- sources of stress in an animal care and management workplace, including:
  - exposure to trauma, adversity or critical incidents involving animals
  - exposure to palliative care and euthanasia
  - dealing with complex behaviour of clients or colleagues (emotional, aggressive, non-compliance)
- mental health issues experienced by people in animal care and management industries, including:
  - depression, anxiety, irritability, stress, grief
  - compassion fatigue
  - physical and mental exhaustion - burn out/fatigue
  - substance abuse
  - suicide
- potential warning signs of coping issues, including:
  - lack of energy, difficulty concentrating, increased errors
  - performance changes, absenteeism, spending too little or too much time at work
  - difficulty sleeping/insomnia
  - client/customer complaints
  - decrease/increase in the ability to empathise or sympathise
- self-care strategies and techniques including:
  - recognising own emotions and responses
  - physical health, exercise, diet and nutrition
  - complementary and alternative health options, including mindfulness, gratefulness
  - work/life balance strategies
  - work planning, prioritisation techniques, time management strategies
  - fostering positive social relationships
  - counselling / personal therapy
- services available for referral, including:
  - within the organisation
  - external community, medical and emergency support
- key legislative requirements for work-related psychological health and safety, including:
  - overview of Safe Work Australia national guidance material and relevant state/territory laws
  - legal rights relating to the Fair Work Act.

**Assessment Conditions**

Assessment of skills must take place under the following conditions:

- physical conditions:
  - skills must be demonstrated in an environment that accurately represents workplace conditions
- resources and materials:

<b>Assessment Conditions</b>
------------------------------

- |   |
|---|
| <ul style="list-style-type: none"><li>• formats for self-care action plan</li><li>• relationships:<ul style="list-style-type: none"><li>• relevant colleagues/clients to interact with.</li></ul></li></ul> |
|---|

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

<p>In addition, the following specific assessor requirements apply to this unit:</p>
--

- |  |
|--|
| <ul style="list-style-type: none"><li>• assessors must be accredited Mental Health First Aiders (MHFAider) holding a Certificate of Accreditation from MHFA Australia.</li></ul> |
|--|

<b>Links</b>
--------------

<p>Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103">https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103</a></p>
---

DRAFT