Australian Industry and Skills Committee

HORSE CARE

Animal Care and Management
Training Package Version 5.0
Case for Endorsement

Animal Care and Management Industry Reference Committee
Skills Impact - Skills Services Organisation

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1. Administrative details of the Case for Endorsement

*Refer to **Attachment A** for the title and code for each of the training package components that are submitted for approval, and an indication of whether these are updated (including equivalence or non-equivalence status), new or deleted products.*

1.1 Case for Change details

The Case for Change (Skills Impact Omnibus Activity Order: Skills Impact/TPD/2020-21/001) was approved on 16 June 2020. The requirements set by the Australian Industry and Skills Committee (AISC) in relation to the training package development work for the ACM Animal Care and Management Training Package are:

- Review 8 qualifications
- Delete up to 2 qualifications
- Create up to 1 new qualification
- Review 56 units
- Delete up to 14 units
- Create up to 15 new units
- Review 6 skill sets
- Create up to 4 new skill sets.

1.2 Timeframes and delays

The Horse Care Project was delivered in accordance with the agreed timeframe. Acceptance by the Commonwealth of the Case for Endorsement is scheduled for 30 September 2021.

2. Changes to training products and how these will meet the needs of industry

*Refer to **Attachment B** for information on how the proposed updates to qualifications will better support job roles in industry.*

Research of endorsed Horse Care-related training components on the national system revealed that the qualifications, units of competency and skill sets could be significantly improved to reflect current industry practices, strengthen safety of self, horses and others and animal welfare, update terminology and fill skill gaps within the industry.

The main drivers for this project included removal of prerequisite units of competency that caused unintended barriers to delivery, and addressing skills gaps identified in a 2019 Animal Care and Management IRC commissioned equine industry survey. This survey highlighted the services required in the equine industry, especially in regional, rural and remote areas, and sought to better understand current equine dentistry practices in Australia.

Key messages from industry experts engaged at the consultation phase:
- Strong support in the development of the safety units to cover the needs of people on equine work sites from visitors that do not handle horses all the way through to highly skilled horse practitioners who may operate as contractors or as part of a team:
  - Specific safety and welfare knowledge and skills have been updated or added in each of the revised ACM equine units where required
  - Relevant safety units have been included in the core of each of the revised qualifications.
- Strong support for the revision of specific assessor requirements for units instructing riding skills to strengthen the responsibility of Registered Training Organisations (RTOs) and/or Assessors to undertake appropriate risk assessment and control to ensure the safety of all involved in assessing the unit:
  - Assessment Conditions updated to include horse matching prior to all assessments involving horse interaction
- The *User Guide: Safety in Equine Training* has been updated to provide detailed advice on the specific additional assessor horse riding coaching accreditation and/or training/assessment experience, on a unit-by-unit basis.

- Strong support for the redevelopment of existing Certificate II in Horse Care to better reflect skills and knowledge required by entry level horse care workers that handle horses and who perform routine horse care tasks under supervision. Skills include stable cleaning, feeding, grooming, gear fitting, and exercising and/or riding horses. Stakeholders supported:
  - Reduction of units required to achieve the qualification from 14 to 13
  - Strengthening horse care skills in the core of the qualification
  - Removal of the riding specialisation because it was not appropriate at this level.
- Strong support for the redevelopment of existing Certificate III in Performance Horse to better reflect skilled roles in industries involving horses, including stable hand, stud hand, groom, farm hand and rider. Stakeholders supported:
  - Retitling as Certificate III in Horse Care
  - An increase in units required to achieve the qualification from 16 to 18, to reflect the increasing knowledge and skills needed by autonomous horse care practitioners
  - Replacement of the generic biosecurity units with animal specific units and workplace safety units and with newly developed equine specific units.
- Support for updating Certificate III in Equine Hoof Care reflecting current industry needs, including:
  - Qualification description revised for clarity
  - Packaging rules changed from 12 Core and 5 Electives to 11 Core and 6 Electives, resulting in greater flexibility
  - Replacement of the generic workplace safety and welfare units with equine specific safety units.
- Stakeholders agreed that a skills gap existed at AQF4 and a qualification that includes a flexible pathway and incorporates specific niche occupations in the industry needed to be developed:
  - A new Certificate IV in Equine Care was developed, comprising updated units and new technical units. It is structured to provide a general qualification for a head groom and/or skilled worker in an equine establishment OR specialisations (occupational elective groups) covering specialist technical skills for a range of niche occupations. The specialisations include:
    - Fitness and performance trainer
    - Horse educator
    - Horse clipper
    - Gear fitter and checker
    It is a flexible qualification that provides a link in the pathway to diploma qualifications which did not exist previously.
- Stakeholders acknowledged the current industry practices required for an Equine Dental Technician needed to be updated to include available tools/equipment and to confirm that all relevant legislation and equine welfare, safety and behavioural factors are captured. As such:
  - The *Certificate IV in Equine Dentistry* was reviewed and broadened into the *Diploma of Equine Allied Health*, covering equine dental technicians and equine massage therapists, reflecting the growing industry trend for niche occupations in equine allied health services. The qualification is structured to comprise common core units and the two specialisation elective groups with the expectation that additional equine health electives/specialisations could be added in the future.
  - The level of the qualification was changed from AQF4 to AQF5 to reflect the technical skills, theoretical knowledge and level of responsibility and autonomy required for work in the sector
  - Equine dental (EQD coded) units updated to reflect current industry standards and to clarify legislation and responsibility when sedation is required
  - New equine massage units developed
  - Inclusion of new unit for individuals to work safely in providing services as a contractor who works with equines
- Support for the redevelopment of existing *Diploma of Performance Horse Management,* to broaden its application for individuals who work in a management capacity in a small to medium sized equine establishment, or who function as part of a management team in a larger equine establishment.
  - Title updated to *Diploma of Equine Management*
  - It comprises new and revised units providing a general qualification outcome of broad equine establishment management or options to focus on a specific technical area by selecting electives in horse, farm, stud or business management.
- Industry supported the development of skill sets creating pathways and targeted skills in preparing to work safely around horses, horse groom functions and transporting horses by road
- Support for units proposed for deletion because they have no enrolments, are no longer required by industry, or can be replaced by importing units from other Training Packages (see **Attachment A**).
- All units have been refined to ensure they match current work practices including health and safety of self, horses and others, and they have had:
  - Unit of Competency:

- Application - content clarified
- Reduction of safety prerequisites, and inclusion of specific safety outcomes within the unit
- Unit Sector - updated to Equine (EQU) or Equine Dental (EQD
- Elements and Performance Criteria - refined to suit current work
- Foundation Skills - clarified and refined to ensure their relevance to the job task
- Assessment Requirements:
  - Performance Evidence - refined to be clear and succinct, meet the requirements of current work and clarify volume and frequency requirements
  - Knowledge Evidence - refined to ensure it is clear and relevant to current work
  - Assessment Conditions - clarified to specify clear conditions that must be in place for assessment to proceed.
- References to animal welfare, safety and equine biosecurity strengthened throughout
- Broadened the application of performance horse units as skills and knowledge is transferable across other equine sectors.

The following components resulted from the work undertaken in the Horse Care project:

Case for Change Requirements	Components for Endorsement in ACM V5 CfE

• Review 8 qualifications
• Delete up to 2 qualifications
• Create up to 1 new qualification
• Review 56 units
• Delete up to 14 units
• Create up to 15 new units
• Review 6 skill sets
• Create up to 4 new skill sets.
	• 6 qualifications:
	  • 1 new qualification
	  • 5 qualifications reviewed
	• 50 units of competency:
	  • 9 new units of competency
	  • 41 reviewed units of competency including:
	    • 20 merged to become 13
	• 6 deleted units of competency

• Training Products from additional IRC supported updates	• 6 skill sets (not for endorsement):
	  • 3 new skill sets
	  • 3 revised skill sets
	• Minor updates (not for endorsement):
	  • 3 qualifications
	  • 5 units of competency

3. Stakeholder consultation strategy

*Refer to **Attachment C** for:*
- *list of stakeholders that actively participated in consultation on the project*
- *summary feedback provided by stakeholder type and the IRCs response to this feedback*
- *summary of issues raised during stakeholder consultation and the IRCs response to these issues*

3.1 Identification of stakeholders
Stakeholders were identified and targeted for participation in this project, and included:
- Animal Care and Management Industry Reference Committee (ACM IRC) and Subject Matter Expert Working Group (SMEWG) members' recommended key stakeholders
- RTOs with the ACM Horse Care Qualifications on their scope of registration
- Members of relevant associations
- Stakeholders identified by IRC members
- Participants from previous ACM projects
- Participants from the 2019 ACM IRC Equine Industry survey
- Attendees at industry-specific conferences and seminars
- Stakeholders recommended by other stakeholders in their industry/organisational networks
- Stakeholders identified has having an interest in horse care processing who have registered for Skills Impact's database
- Relevant industry employers/employees.

3.2 Strategies for engaging stakeholders

Consultation activities included:
- A project page was set up on the Skills Impact website https://www.skillsimpact.com.au/animal-care/training-package-projects/horse-care-project/ containing information about the project together with progress updates
- Stakeholders identified as potentially having an interest in the project were contacted via phone or email at the start of the project in September/October 2020. These stakeholders were kept informed throughout project development
- An SMEWG was created to provide input, advice and feedback throughout all stages of development, including sourcing additional stakeholders
- News articles and stories in Skills Impact newsletters throughout the project. These were distributed to the Skills Impact database of subscribers and on the Skills Impact website as news articles, and were shared on the Skills Impact Twitter and LinkedIn accounts
- IRC members were updated throughout the project and in turn, they informed their industry networks
- Monthly emails and newsletters were sent to State and Territory Training Authorities (STA/TTA), VET regulators, Industry Training Advisory Bodies (ITABs) and other stakeholders to keep them informed of the project's progress
- Messaging about project in external publication by participating in:
  - Radio broadcasts on Horse Chats 91.3 Sport FM in WA
  - Horse Chats Podcast
- Victorian providers network meeting
- Participation in WA ITAB meeting and NSW ITAB meetings
- SMEWG and functional analysis workshops held throughout the project
- Key contributors were invited to feedback prior to first draft consultation via a private feedback hub
- First draft consultation included: drafts available via feedback hub, survey and webinars
- Second draft consultation included: drafts available via feedback hub and webinar
- Validation consultation included: drafts available via feedback hub and online workshops
- Two consultation webinars were held with stakeholders interested in discussing training delivery and assessment of the draft skills standards
- One consultation webinar was held with stakeholders interested in discussing assessor requirements for riding units
- Recordings of consultation webinars were made available via the project webpage for stakeholders
- Multiple additional consultation meetings held with stakeholders to discuss specific feedback and address concerns throughout the project

- Feedback continued to be sought throughout the project. Interested stakeholders were regularly invited to provide feedback on draft components. A variety of methods to review drafts were made available; the project webpage link connected to the feedback hub, emails with drafts attached were sent, follow up emails and phone calls made.

Note: In general, face-to-face consultation workshops and site visits did not take place due to Covid-19 unless restrictions permitted.

3.3 Participation by different types of stakeholders

This project included key horse care practitioner qualifications that cover a number of diverse industry sectors. Every effort was made to ensure that as many stakeholders as possible (including regional, rural and remote representation) were informed about the project and understood the implications of any changes made.

The stakeholders in this project comprised of two key groups:
- members of the SMEWG - established at the commencement of the project, and included key stakeholders with technical skills and expertise in the required areas, with some recommended by IRC members
- general stakeholders who contributed to the project during public consultation and validation processes via webinars, emails, phone calls and the Feedback Hub via the Skills Impact website.

The SMEWGs were grouped according to their technical or general expertise. Groups were established for:
- Diet and nutrition
- Health and welfare (including clipping)
- Gear fitting and checking (covering saddles, bits and bridles)
- Safety
- General care
- Competitions and events (including transport)
- Fitness and conditioning
- Horse education
- Riding
- Equine management
- Equine dental technicians
- Equine massage therapists.

These groups provided initial input to the workforce functional analysis, first draft materials, review of consultation and validation feedback, validation drafts and general advice during the development process. The subject matter experts were drawn from a broad cross section of industry sectors (note: stakeholders included both employees and employers with small business operators/sole traders in niche/technical occupations and managers of larger equine properties), industry associations and Registered Training Organisations nationwide.

Stakeholders included:
- Employers
- Professional associations
- Expert individuals and groups (Australian and international)
- RTO managers, staff and students
- State and Territory Training Authorities
- Training Boards/ITABs
- Victorian Curriculum Maintenance Manager (CMM) - Primary Industries.

Interested stakeholders were regularly invited to provide feedback on draft components. A variety of methods to review drafts were made available; the project webpage link connected to the feedback hub, video information about the project available via the project webpage, emails with drafts attached were sent, follow up emails and phone calls made. A concerted effort was made to ensure stakeholders from rural, regional and remote areas, from all states and territories could participate, regardless of their access or ability to use technology.

Stakeholders engaged during the project are described in the matrix below, with a full list of all engaged stakeholders available in **Attachment C**.

	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
Employers (Non-IRC)	✓	✓	✓	✓	✓	✓	✓	✓	✓
Government department		✓							
Industry Reference Committee (IRC) Representatives	✓	✓		✓			✓	✓	
Peak Industry Bodies	✓	✓	✓		✓		✓	✓	✓
Registered Training Organisations (RTO)		✓	✓	✓	✓		✓	✓	
Regulators	Not applicable								
State and Territory Training Authorities (STAs)		✓	✓		✓	✓	✓	✓	
Training Boards/Other		✓	✓					✓	
Unions	Not applicable								

4. Evidence of industry support

4.1 Industry support

The Industry Engagement Manager together with members of the development team went to a lot of effort contacting employers, industry associations and training providers early in the project planning process to ensure stakeholders were aware of the project and the potential impact of changes, encouraging them to be involved in whatever way was suitable.

Industry representatives were involved at all stages of this project. The SMEWGs covered all sectors in the Horse Care qualifications, and there was constant interaction between industry stakeholders and the project development team.

The consultation process included two rounds of first/second draft public consultation periods for stakeholders to provide feedback. This provided additional time for stakeholders to review and provide feedback on the extensive changes made before validation.

Each consultation stage included engagement with many stakeholders, as evidenced by entries in the Summary of Feedback, Responses and Actions reports. Further discussions with SMEWGs were held to review feedback received where several stakeholders contributed detailed and useful feedback that was mostly adopted – also evidenced by the responses noted in the reports.

During the validation phase of this project stakeholders were invited to provide feedback and to show their support for each of the training components via the online validation hub. For those who preferred there was also an option to communicate concerns and validation via email or telephone. In a few situations, where agreement could not be reached in the validation meetings, additional meetings were held with the SMEs and/or representatives of the ACM IRC. All components in the project were validated with stakeholder support.

Extent of consultation and support for the proposed changes:
- 488 stakeholders were contacted and invited to be involved
- 237 people provided feedback throughout the project comprising:
    - 125 people representing employers
    - 35 representing state and national based peak bodies
    - 61 representing RTOs
    - 10 representing 6 STAs
    - 5 representing 3 ITABs

- 3 representing government departments, and
- 5 IRC members.

See Attachment C for a full list of stakeholders who participated.

4.2 Engagement of States and Territories

- Monthly emails and newsletters were sent to state and territory training authorities, VET regulators, ITABs and other stakeholders to keep them informed of the project's progress
- All public consultation and validation phases included online webinars and videos to allow stakeholders from all states and territories to participate and contribute to the project
- Additional draft consultation phase for 4 weeks was included seeking feedback on components that required major changes
- Additional engagement took place at each phase of consultation (through emails and/or phone calls) with representatives from some states and territories who are more directly impacted by the outcomes of the project.

4.3 Mitigation strategies

It is envisaged that there will be more industry support for the units of competency, skill sets and qualifications, including the new specialisations now that the components have been reviewed and updated to meet current industry practices and terminology.

To inform and prepare stakeholders for implications of changes made during this project, the following has been discussed:

- Consideration has been given to requesting extending to the transition/teach out period to allow RTOs sufficient time to undertake revisions to learning/delivery resources and to update assessment materials to meet the updated performance and knowledge evidence requirements
- Changes to the training package components have been communicated to stakeholders throughout the project. Two meetings specifically for RTOs were held to raise issues and discuss the broad impact of changes undertaken in the project
- A consultation webinar was held with stakeholders focusing on assessor requirements for riding units
- Removal of prerequisite chains, which has reduced barriers to delivery of some units of competency, has been supported by RTOs as this increases the availability of unit choices in qualification packaging rules
- The deletion of six units of competency with no enrolments which are either no longer required by industry or can be replaced by other units. Confirmation received from RTOs that these units can be deleted.
- RTOs with the low enrolment qualifications on scope contributed to the project, providing support to the updates carried out.
- Ongoing involvement from RTOs throughout the project confirmed their awareness of the impact of changes helping them to prepare for the upcoming training package release.

The Companion Volume Implementation Guides Part 1 and Part 2 for ACM version 5 have been updated to include current:
- Training pathways
- Occupational outcomes of qualifications
- Entry requirements for qualifications including further information recognition of prior learning (RPL) pathways
- Training package delivery and assessment advice
- Access and equity considerations
- Resources and equipment requirements
- Prerequisite chains
- Mapping information.

The *User Guide: Safety in Equine Training* has been updated to include current:
- Risks and advice for controlling risks when interacting with horses
- Prerequisite requirement changes and advice on delivery
- Specific assessor recommendations for units instructing riding skills
- Industry terminology
- Templates for RTOs to assist with delivery.

The *User Guide: Equine Dentistry* (an additional Companion Volume User Guide) has been rewritten and retitled to reflect the changes made to Diploma of Equine Allied Health. This *User Guide: Equine Allied Health* includes:

- Changes to the qualification and explanations of the packaging rules relating to the two specialisations for equine dental technicians and equine massage therapists
- Changes to the EQD coded units and detailed advice on equine dental industry anatomical and safety expectations, and legislative/scope of practice requirements for both occupations
- Advice on sequencing the delivery of units for both occupational groups (specialisations)
- Detailed advice on organising and managing practical work placements.

4.4 Letters of industry support

Letters of support have been received from 17 employers, 37 peak body members, 4 RTOs, and can be found in **Attachment G**. Support has been provided by the following organisations:

Name	Organisation	Stakeholder Group
31 contributors	International Association of Equine Dentistry	Peak Body Members
Darcy Porter	Equine Dental Association of Australia	Peak Body Member
David Martin	Victorian Equine Dentist	Employer (Non – IRC)
Dominique Webb	Western Australian College of Agriculture - Morawa Horse Safety Australia	RTO Peak Body Member
Eve Jarvis	Equistar Group Pty Ltd	Employer (Non – IRC)
Gary Johnson	Saddles Plus	Employer (Non – IRC)
Jacob Dunn	Equine Dental Technician - Kimberley region in WA	Employer (Non – IRC)
Jacqui Moon	Claremont Therapeutic Riding Centre	Employer (Non – IRC)
Jessica Blackwell	Equestricare	Employer (Non – IRC)
Joan Pracey	TAFE NSW	RTO
Joe Raines	Organisation withheld	Employer (Non – IRC)
Jonathan Keen	Pimbury Equine	Employer (Non – IRC)
Judi Tainsh	Bay City Business Solutions	Employer (Non – IRC)
Kirsten Gillen	Back In Motion Equine Therapy	Employer (Non – IRC)
Kym Adams	Canberra Equestrian Centre	Employer (Non – IRC)
Nina Arnott	Horse Safety Australia	Peak Body Member
Linda Molloy	Equestrian Australia, Australian Horse Industry Council and Horse Safety Australia	Peak Body Member
Lisa Pearce	Karratha Mobile Veterinary Services	Employer (Non – IRC)
Marieke Raines-Huijbers	Organisation withheld	Employer (Non – IRC)
Dr. Mark Barnett	MTB Equine Services	Employer (Non – IRC)
Mark Dobson	TAFE NSW	RTO
Name withheld*	Organisation withheld	Employer (Non – IRC)
Rebecca Tilley	Organisation withheld	Employer (Non – IRC)
Ron Fleming	Equestrian Western Australia	Peak Body Member
Simone Harvey	Tocal College, TAFE NSW	RTO
Steven Roberts	Equine Veterinarians Australia (EVA) Australian Veterinary Association (AVA)	Peak Body Member
Tegan Lush	Saddles Plus	Employer (Non – IRC)

*Please note letter of support not provided in **Attachment G**, however is available if requested.

In addition to above support has been received from the following individuals not listed in the table below:
- 5 Horse Owners
- 8 Equine Dental students.

5. Dissenting views

5.1 Dissenting views/issues raised

Dissenting views/issues raised	Steps undertaken to resolve these issues

ACMEQU212 Handle horse safely
 	
Several stakeholders, mainly RTOs, have objected to the requirement that an individual must demonstrate the use of nose twitches and skin twitches to restrain horses in the Performance Evidence.
 	
The reasons provided for these dissenting views, include:
 	
- these skills should not be covered at AQF level 2 and fit better at AQF level 3
- these skills are not suitable in a unit that is a prerequisite unit for several other units, including some AHC horse riding units
- these restraints may cause horse welfare issues, and may create safety risks for workers
- some workplaces do not use these restraints
- some RTOs that have animal welfare ethics committees may not allow the use of these restraints
- the restraints, if not applied appropriately, may be in breach of the *Animal Welfare Act 1999 Northern Territory and the 2019 Code of Practice for the welfare of horses (Victoria).*
	The PE of the first draft of the unit released for public consultation in Feb 2021 and May 2021 required:
	
	- safely and effectively applied a nose twitch and a skin twitch.
	
	The Performance Evidence of the draft released for Validation in June 2021 was made more flexible in response to previous feedback and required:
	
	- safely and effectively applied a nose twitch to horse, and at least one of the following:
	  - applied a skin twitch
	  - applied a hobble
	  - placed a horse in a crush.
	
	A meeting was held with both RTO and ITAB stakeholders from the NT on 1 July 2021 to collect information to present to the SMEWG on their objections to these restraints. It was noted that their suggestion was to remove the restraints from the Performance Evidence and only include them in the Knowledge Evidence.
	
	The matter was discussed during the validation meeting on 4 July 2021, with several RTO and Industry stakeholders present; however, a resolution could not be reached. The matter was referred to the ACM IRC for their consideration and resolution.
	
	The ACM IRC voted in support of keeping restraints (twitches, hobble and crush) in the Performance Evidence of ACMEQU212, as supported by industry.
	
	After further consultation with the ACM IRC and SMEWG members, the Performance Evidence was revised, and now offers the following choice:
	
	- "safely and effectively applied at least one of the following horse restraints:
	  - hobble
	  - nose twitch
	  - skin twitch
	  - horse crush

Dissenting views/issues raised	Steps undertaken to resolve these issues
	- fitted an anti-rearing bit - fitted a bit and bridle - fitted and used appropriately a nose chain to headcollar'. The revised Performance Evidence have been communicated out to and accepted by the stakeholders.
Diploma of Equine Allied Health (formerly *Certificate IV in Equine Dentistry*) The body representing a proportion of the veterinarians specialising in equine care, Equine Veterinarians Australia (EVA), which is a branch of the Australian Veterinary Association (AVA), submitted dissenting views on behalf of their members. This was supported by 39 individual veterinarians. The views were not shared by all participating veterinarians, and some indicated that the views of the EVA were not representative of the profession as a whole; however, the views do represent a formally adopted position statement of the association. Feedback received from respondents during consultation, included: - equine dentistry should be restricted to veterinarians due to high level knowledge and skill, and legislative requirements - there is no need for a qualification as there is a sufficient number of equine veterinarians to undertake the work - concerns over non-veterinarians administering sedation including: - legislative restrictions (veterinary practice and poisons/prohibited substances) - most procedures require sedation - use of motorised instruments requires sedation - no need to teach about sedation if unable to administer sedation - AVA position statement refers to use of motorised instruments by veterinarians - animal welfare concerns for motorised instruments used incorrectly - use of motorised instruments requires sedation.	The Equine Dental (EQD) units of competency and qualification drafts were released for a 4-week public consultation period in February 2021, where some stakeholders raised concerns. This feedback along with SMEWG advice was presented to the ACM IRC for their consideration and resolution during a meeting on the 21 April 2021. The ACM IRC supported the continued development of the standards for training and revised wording around sedation and use of motorised instrumentation. In addition to the ACM IRC response, a meeting was held on the 7 May 2021 with representatives from the EVA to discuss their concerns. However, no formal resolution was able to be reached. The ACM IRC response was made available via the Skills Impact Horse Care project webpage along with the revised drafts for a further 4-week public consultation period from the 13 May to 10 June 2021. Despite the resolution provided by the ACM IRC being implemented, additional dissenting views from the EVA and its members were received during the additional consultation period (May to June 2021). On the 12 July 2021, a response was sent to the EVA regarding their dissenting views, refer to ***Attachment I***. A summary of feedback and key changes and responses was also published on the Skills Impact Horse Care project webpage along with the validation drafts seeking feedback. Sedation was discussed in length at each SME meeting. During the validation meeting and through a vote following this meeting the SMEWG have supported wording to further clarify use of sedation in the EQD units, they now specify Performance Criteria: "Follow required protocols and relevant state/territory legislation relating to sedation, and advise client to contact their registered veterinarian regarding the administration of sedation, if sedation is assessed as necessary". In addition to this the units contain extensive Knowledge Evidence around sedation and in the Assessment Conditions and RTO must abide by the following:

Dissenting views/issues raised	Steps undertaken to resolve these issues
	"noting that where equines need to be sedated, sedation must be administered according to state/territory legislation by, or under the sponsorship of, a registered veterinarian".
	Further advice on delivery and assessment is available in the *Companion Volume Implementation Guide* and *User Guide: Equine Allied Health.*

5.2 Rationale for approval

IRC Rationale for approval
ACMEQU212 Handle horse safely
The IRC considered the dissenting views raised by several stakeholders above and and supported the decisions made by the SMEWG and note the following reasons for retaining nose and skin twitches in the unit:
1.The restraint techniques and skills are commonly used across all sectors of the horse industry, and workers will be required to use these skills, especially when other restraints are not available or appropriate.
2. It is likely an entry level worker will be asked to apply these restraints, and it is best to develop them in this entry level unit (AQF 2), under supervision using calm horses
3. From both a worker safety and horse welfare perspective, it is better that every worker learns these skills early in their career, as this will reduce worker and animal injuries in the workplace.
4. Nose and skin twitches are scientifically verified to work through the release of endorphins, and when used correctly are safe and in the keeping with animal welfare principles.
5. There are situations when a nose or skin twitch must be used to calm and restrain a horse, because other restraints are either not available or practical. For example, a horse is injured in the field and requires first aid. If the techniques have not been trained and assessed, there is a risk of harm to the worker and/or the horse.
6. The restraints identified are appropriate in this unit and the unit is suitable as a prerequisite for other units, because all sectors within the ACM and other Training Packages (that handle horses) will be confronted with the need to restrain a horse, when other restraints are not available.
7. Pony Club Australia includes these skills as part of its Certificate A Syllabus (2020), in which a person must -
• Demonstrate safe practice (to):
• Use of twitch, knee hobbles, and other methods of restraint. Apply a twitch and knee hobbles. (Page 28)
8. Many veterinarians request a horse handler to apply a twitch while they check/treat a horse.
Diploma of Equine Allied Health (formerly Certificate IV in Equine Dentistry)
The IRC carefully studied the views of the EVA and took into consideration the strong evidence regarding the way work is currently being undertaken, as well as the actual licensing and regulatory frameworks that exist in Australia, and note the following:
• The Case for Change compiled and signed off by the IRC members details a clear need for training with the reality that there is a limited amount of access to veterinary care for dental treatment, which is essential to the welfare of horses; this is further supported by:
• the AVA and other reports indicating that there is a significant shortage of qualified veterinarians to undertake work in Australia, leading to concerns about the provision of animal care and the health of veterinary practitioners.
• The occupation of equine dental technician is internationally recognised and has been undertaken in Australia for many years, often by practitioners forced to travel overseas to obtain qualifications, and state the following:
• the IRC should not move ahead of the legislative, regulatory and licensing frameworks that currently exist in Australia, which do not prohibit the occupation or its practices
• The question of compulsory licensing or regulation is outside the scope of authority for the IRC; however, government guidelines suggest that in order to justify any new licensed or

IRC Rationale for approval

regulated occupation, the existence of formal training is an important consideration, so the approval of this training will help efforts to ensure animal welfare is protected

- The training has been designed to ensure that practitioners will be able to use the safest and most effective equipment, and to understand the range of knowledge that needs to be considered in making those choices, furthermore:
    - there is no clinical reason that the use of motorised or powered tools should be restricted to veterinarians (other than the convenience, given that the use of these tools currently requires sedation), and the clinical rationales relate to the nature of the treatment rather than the tools used to provide the treatment
- While the training does not include the competency of the administration of sedation, it does include the critical knowledge required for equine dental technicians to understand the importance of sedation, the risks involved, and the importance of working with equine veterinarians when there is any chance sedation may be required: the view of the IRC is that knowledge aids improved practice, while ignorance would lead to the potential for increased harm to the animals
- The evidence presented in the Case for Change is robust and clearly indicates a need for formal training in this area: in addition, the equine dental technician training has been combined with other allied health streams related to equine care to ensure RTOs can deliver qualifications with sufficient numbers and with broader career pathway opportunities.

6. Reports by exception

Report by exception received from Equine Veterinarians Australia (EVA), a special interest group of the Australian Veterinary Association (AVA) for the proposed Diploma of Equine Allied Health.
Please refer to **Attachment H**.

Note: On the 12 July 2021 a response was provided by the SSO to the EVA after receipt of this letter but did not lead to any reconsideration, refer to **Attachment I**.

7. Mandatory Workplace Requirements

*Refer to **Attachment D** for a list of the units of competency, the MWR, the rationale for this, and evidence of employer support for this requirement.*

All units must be assessed in an environment that reflects a real workplace and is set up with the appropriate equipment, systems and guiding procedures and that reflect an actual workplace. This includes working with live equines.

Note: The Certificate III in Equine Hoof Care has been updated to reflect core units of competency revised as part of this project. Whilst this qualification contains a unit in its core that does require MWR, this unit is not part of the project and therefore the MWR are not relevant to this Case for Endorsement.

8. Implementation of the new training packages

8.1 Implementation issues

- Some stakeholders have raised implementation concerns related to differences in horse husbandry practices across different workplaces. During the development of some core horse care units, concerns were raised by RTOs who deliver these units in remote areas about the mandatory requirements to maintain stables and rug horses. After consultation, alternatives have been provided in these units to allow for their use in workplaces where horses are not stabled or rugged
- The packaging rules of the three revised qualifications include a statement that refers to the selection of units from an Elective Group named Prerequisite Units. For example, the *Certificate III in Horse Care States* - "Electives from Group D can only be selected where required as a prerequisite". The units in each Prerequisite Elective Group contain the current versions of units such as *ACMEQU202 Handle horses safely* and *ACMEQU205 Apply knowledge of horse behaviour*. Both these units will be superseded with the release of ACM Version 5.0, but still need to be listed in the revised horse care

qualifications because they are the prerequisites to imported electives from either the AHC or RGR Training Packages. Some stakeholders have expressed their dislike of this elective group, but it is necessary to prevent unscrupulous RTOs from double dipping with units such as Handle horses safely. The elective group can only be removed after the imported elective units are revised as part of a future project for the AHC and RGR Training Packages

- The *Certificate IV in Equine Care* is a new qualification utilising many existing units of competency as well as several new units. RTOs will need to revise existing delivery and assessment materials and develop resources for new units of competency
- Joblink Plus (Tamworth, NSW) is the only RTO that delivers and has the *Certificate IV in Equine Dentistry* on its scope of registration. This RTO and members of its teaching staff have been actively involved in the development and review of the equine dental components in the *Diploma of Equine Allied Health*, including units of competency, qualification, and the User Guide
- TAFE NSW is the only RTO with the *Diploma of Performance Horse Management* on its scope of registration. The RTO is fully aware of the changes that apply to the revised *Diploma of Equine Management,* with staff engaged in the project. Written advice was provided that they do not intend to deliver the two units proposed for deletion (*ACMPHR407 Implement an equine facility maintenance, improvement and management program* and *ACMPHR408 Educate and train performance horses).*

8.2 Potential for traineeship or apprenticeships

Qualification	Delivery recommendation	Nominal Duration
ACM20221 Certificate II in Horse Care	Traineeship/Apprenticeship	1 year
ACM30821 Certificate III in Horse Care	Traineeship/Apprenticeship	2 years
ACM30921 Certificate II in Horse Care	Traineeship/Apprenticeship	2 years
Certificate IV in Equine Care	Traineeship/Apprenticeship	1-2 years. Up to 4 years through indentured training/employment such as an apprenticeship
Diploma of Equine Allied Health	Traineeship/Apprenticeship	1-2 years. Up to 4 years through indentured training/employment such as an apprenticeship

8.3 Occupational and licensing requirements

Regulatory or licensing requirements are identified in the Application field of units of competency, Licensing/Regulatory Information field in Skill Sets and the Description field in qualifications.

There are no licensing or certification requirements for the job roles covered in any of the qualifications covered in this project however there is additional advice for some specific units of competency and a skill set, which is;

- Where units may be used in the racing industry they include the following statement:
  - "No licensing or certification requirements apply to this unit at the time of publication, except for the racing industry, where licensing or registration varies between states and territories. Users working in the racing industry are advised to contact the relevant Principal Racing Authority for advice on current requirements."
- The transport, cross border movement and siting of livestock including horses must comply with state and territory transport, quarantine and biosecurity legislation, regulations and codes of practice. The following statement is included in the unit of competency and skill set:
  - "No vehicle licensing is required for individuals undertaking the work described in this unit. Where an individual is the nominated transport vehicle owner or driver, state and territory legislation, regulations, licencing and registration apply."
- There are state/territory legislative and regulatory requirements that limit a practitioner's scope of professional practice in some equine allied health care occupations, namely equine dental technicians and massage therapists. These requirements vary according to jurisdiction and generally relate to veterinary practice legislation, restricted acts of veterinary science, and pharmacy, controlled drugs and prohibited substance legislation. It is important that RTOs deliver relevant units of competency within the

context of their state/territory jurisdictional legislative requirements and reference other state/territory requirements. The following statements are included:

- Diploma of Equine Allied Health: "Equine allied health providers must work within the legislative and regulatory requirements relevant to animal welfare, biosecurity, veterinary practice, and pharmacy, controlled drugs and use of prohibited substances. The scope of practice for equine service providers varies according to state/territory legislative and regulatory requirements."
- Equine Dental units: "State/territory veterinary practice legislation, restricted acts of veterinary science and pharmacy, controlled drugs and prohibited substance legislation apply to the scope of work of equine dental technicians. These vary according to jurisdictions."
- For all other qualifications, skill sets and units of competency the following statement applies:
  - "No licensing, legislative or certification requirements apply to this [unit/qualification/skill set] at the time of publication".

8.4 Extension to transition period

The revised units have been made more robust and most are not equivalent to the units they supersede. Some revised units have been created by merging two or more existing units, to create more comprehensive and robust units, some of which are in the core of qualifications. In addition, two existing units coded to reflect AQF level 2 outcomes have been revised to reflect AQF level 3 outcomes, seven existing units coded to reflect AQF level 4 outcomes have been revised to reflect AQF level 5 outcomes and one unit coded to reflect AQF level 5 outcomes has been revised to reflect AQF level 4 outcomes. State and Territory funding bodies will need to be aware that additional time and resources will be required to train and assess these units. RTOs have generally been supportive of the more robust units but have requested an extension of the Teachout and Transition period (from 12 to 24 months) to allow time to prepare the resources required to deliver the revised training products.

Due to volume and complexity of changes (including the merger of several units), the ACM IRC recommends the AISC supports the request to ASQA by Skills Impact as the responsible SSO for the increase to the transition period from the standard 12 months to 24 months for the qualifications as detailed in the table below. This change will allow RTOs to have the required additional time to develop training and assessment tools, and to apply for the components to be put onto scope that are either 'new' or 'superseded not equivalent'. This will also allow existing learners additional time to complete their training in the current qualifications.

Code and title ACM V4.0	Code and title ACM V5.0	Comments
ACM20217 Certificate II in Horse Care	ACM20221 Certificate II in Horse Care	• Qualification description revised • Total number of units required to achieve the qualification decreased from 14 to 13 • Changes to packaging rules, core and elective units • Riding specialisation removed • Not equivalent
ACM30817 Certificate III in Performance Horse	ACM30821 Certificate III in Horse Care	• Title changed and qualification description revised • Total number of units required to achieve the qualification increased from 16 to 18 • Changes to packaging rules, core and elective units • Not equivalent
ACM50417 Diploma of Performance Horse Management	ACM50421 Diploma of Equine Management	• Title changed and qualification description revised • Core units updated • Electives grouped • Elective units added and some removed • Not equivalent

Code and title ACM V4.0	Code and title ACM V5.0	Comments
ACM40517 Certificate IV in Equine Dentistry	ACM50521 Diploma of Equine Allied Health	• Title changed • AQF level changed to reflect work requirements • Core units updated • Elective vocational specialisation groups added • Elective units added and removed • Not equivalent

Victorian STA:

The Training Products Unit, on behalf of the Victorian STA, supports the request to seek an extension of 24 months to the transition period for ACM20217 Certificate II in Horse Care and ACM30817 Certificate III in Performance Horse.

The rationale includes the substantial changes to these qualifications and the need for additional time to develop training and assessment tools; to apply for the components to be put onto scope that are either 'new' or 'superseded not equivalent'. It will also allow existing learners additional time to complete their training in the current qualifications

We note and support the proposal to request an extension to the transition period for the other qualifications to reduce potential disadvantage to students, however, there are no Victorian RTOs with these qualifications on scope. Consequently, this view may not be considered relevant.

Western Australia ITAB:

As far as we are aware, there has been no delivery in WA (and indeed there are no WA RTOs with scope for delivery) for the following qualifications:
ACM30817 Certificate III in Performance Horse
ACM40517 Certificate IV in Equine Dentistry
ACM50417 Diploma of Performance Horse Management
So, no extension is desired at this time.

The ACM20217 Certificate II in Horse Care has been taken up in WA, but essentially by schools as a VETfSS program. None of the three RTO's delivering this qualification have raised any concerns with FFTITC about their capacity to implement the new qualification within the 12 month teach out period. However, it is early days as the new qualification hasn't even been approved by AISC yet! I am sure the RTOs would have no objections to any extension. FFTITC's industries would generally prefer RTOs to move to any new qualification as soon as is reasonable. However, the employment outcomes for this qualification are quite broad and the qualification is not driven by any particular industry sector or group of employers, so there is no specific industry view.

Given this, our position is we neither support nor oppose any proposed extension.

Western Australia STA:

The information seeking support for an extended teach-out transition period from 12 to 24 months was circulated through our networks.

The extension relates to the following qualifications:
•   ACM20217 Certificate II in Horse Care
•   ACM30817 Certificate III in Performance Horse
If required:
•   ACM40517 Certificate IV in Equine Dentistry
•   ACM50417 Diploma of Performance Horse Management

Feedback received from WA stakeholders is the extension to the teach out period of 24 months is not opposed.

South Australia STA:
The SA STA is supportive of an extension of the teach out period as a contingency for those RTOs that would require the extra time to transition.

Australian Capital Territory STA:
Given the current COVID situation it would be appropriate to increase the teach out period but perhaps a choice of 18 or 24 could have been considered. We would support the majority view.

New South Wales ITAB:
We have received feedback from AFAM ITAB NSW stakeholders to support the request to extend the teach out period for the following ACM qualifications:
• ACM20217 Certificate II in Horse Care
• ACM30817 Certificate III in Performance Horse
• ACM40517 Certificate IV in Equine Dentistry
• ACM50417 Diploma of Performance Horse Management.

All AFAM stakeholders who provided feedback supported the request to extend the teach out from the standard 12 months to 24 months with one stakeholder also providing support for a longer teach period of 36 months for ACM50417 Diploma of Performance Horse Management.

The current NSW COVID restrictions has impacted training delivery and this extension will minimise the disruption and disadvantage for existing students as well as assist RTOs by providing additional time to develop training and assessment materials.

A full summary of stakeholder feedback has been provided below:

Code and title ACM V4.0	Feedback
ACM20217 Certificate II in Horse Care	N/A
ACM30817 Certificate III in Performance Horse	TAFE NSW would like to support a request to increase the transition period from the standard 12 months to 24 months for ACM30817 Certificate III in Performance Horse.
ACM40517 Certificate IV in Equine Dentistry	Good 2 Go Equine Dentistry would like an extension request made for Certificate IV in Equine Dentistry. The RTO delivering this course have just had to postpone the upcoming September training block scheduled to be held in Tamworth. Of course much of this training is on live horses and cannot be delivered online. If no other venue date can be found before the end of 2021 it will push this particular student group into their third year of training, with two blocks cancelled last year also. Usually they would have certified within 20 months. Ongoing interruptions will definitely delay the completion dates for all their currently enrolled students as the RTO works toward taking on board the new Diploma of Equine Allied Health if it is finalised.
ACM50417 Diploma of Performance Horse Management	TAFE NSW also deliver the ACM50417 Diploma of Performance Horse Management and as it is a 2.5 – 3 year delivery, would support a request to increase the transition period from the standard 12 months to 24 months. Please note - any increase on this would be appreciated as TAFE NSW have only just started delivering this version of the qualification, so if a request to increase the transition period from the standard 12 months to 36 months is possible, TAFE NSW would support this.
All the above qualifications	"The transition period should be extended. Currently many face-to-face training programmes are being postponed due to border closures. Finishing currently enrolled students within initially agreed time frames will now be close to impossible, without compromising their training quality that is." – Good 2 Go Equine Dentistry "I support the proposal to extend the teach out periods. It makes good sense given the current difficulties in delivering and assessing" – Industry expert and AFAM ACM committee member

Tasmania STA:
Thanks, and providing any issues raised by Tasmanian stakeholders have been addressed, Skills Tasmania supports the ACM Horse Care Project extension of teach out period proposal.

Northern Territory:
ISACNT has advised that the proposed extension to the teach out period is supported.

9. Quality Assurance

The Case for Endorsement meets the following requirements:	
Standards for Training Packages 2012	☒
Training Package Products Policy	☒
Training Package Development and Endorsement Process Policy	☒
Companion Volume Implementation Guide is available and quality assured.	☒
*Copies of quality assurance reports are included in **Attachment F**.*	

10. Implementation of the Minister's priorities in training packages

*Refer to **Attachment E** for information on no enrolment and low enrolment qualifications reviewed as part of this project, and the outcomes of this review (i.e. product proposed for deletion or retention). **Attachment E** also includes the rationale for retaining no and/or low enrolment products when this is the proposal.*

Please include an explanation of how approval of the proposed training products will support the reform priorities for training packages agreed by skills ministers in November 2015 and October 2020:

Streamlining/rationalisation of training products	- The project reviewed 41 units of competency and removed duplication and units no longer required by industry. This review included: - merging 20 units of competency to become 13 - deleting 6 units of competency - Best use has been made of cross-industry and cross-sector units to prevent duplication of units - one deleted unit is replaced by AHC units. - Units from several other training packages have been included in the core and elective bank of the qualifications including units from the AHC, BSB, RGR and SIS Training Packages - The Diploma of Equine Allied Health has been structured with a common core and elective groupings/specialisations, potentially enabling other allied health specialisations to be added in the future without the need for an additional qualification to be developed. **Changes to the net number of units and qualifications in the training package** - If the products from these projects are endorsed, the net number of units will be reduced from 267 to 263 and the number of qualifications will increase by 1 (from 17 to 18).

Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices	The companion volume Implementation Guide details information that covers key industry expectations about: • qualifications suitable for vocational education and training delivered to secondary students • qualifications suitable for delivery as apprenticeships or traineeships • amount of training/volume of learning requirements to ensure that the individual can gain the necessary skills and knowledge • key legislative requirements • essential knowledge requirements. The User Guides: *Safety in Equine Training* and *Equine Allied Health* provide additional information to assist RTOs with delivery, including: • risk management in training and assessment activities involving interactions with horses, in particular matching the horse and learner to each other and the intended activity • additional requirements for trainers and assessors • industry terminology and recommended resources • suggested delivery sequence for the units in the vocational specialisations for equine dental technicians and equine massage therapists • advice on selecting appropriate general electives for each specialisation. • advice to support practical work experience via work placements.
Ensure the training system better supports individuals to move more easily between related occupations	• The revised broader EQU coded units will provide more flexible units that can be imported into other Training Packages, such as RGR Racing and Breeding, AHC Agriculture, Horticulture and Conservation and Land Management and SIS Sport and Recreation. This will provide more opportunities for individuals to move between and gain recognition in other sectors. • The packaging rules, qualifications framework, and pathways support movement within and across equine sectors in the Animal Care and Management Training Package • The equine qualifications within the ACM Animal Care and Management Training Package allow for pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and career pathways between VET qualifications • The revision of the Certificate II and III Horse Care qualifications have created distinct and clear pathways from the entry level horse care workers to broadly skilled and autonomous horse care practitioners, such as stable hands, grooms and riders. The two qualifications have some units in common, that will provide some credit for entry level workers that seek to undertake the Certificate III. • The revised *Certificate III in Horse Care* includes new Elective Group B: Horse tasks coordinator that has been created in response to the Workforce Functional Analysis to provide an additional pathway for more workers seeking to expand their skills. • The *Certificate III in Equine Hoof Care* includes units from the ACM Farriery sector, which creates a strong pathway into the *Certificate IV in Farriery* • The specialisations in the *Certificate IV Equine Care* allow flexibility for occupational roles as well as the option for a general qualification, and a pathway to higher qualifications • The skill set, *ACMSS00040 Horse Groom Functions Coordinator Skill Set*, also provides a pathway to the *Certificate IV in Equine Care* • The elective groupings within the *Diploma of Equine Management* provide a general qualification or options to focus

	on a specific technical area, by selecting electives in horse, farm, stud or business management. AHC, RGR, and BSB Business Service units also provide opportunities for credit transfer/recognition into qualifications in those Training Packages. • The *Diploma of Equine Management* now has broader application than the previous Diploma of Performance Horse Management, comprising new and revised units that provide a general qualification or options to focus on a specific technical area, by selecting electives in horse, farm, stud or business management.
Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors	• Prerequisite chain removed allowing the units to be imported into other qualifications without the barrier of multiple prerequisites • The revised broader EQU coded units will also provide more flexible units that can be imported into other Training Packages, such as AHC, RGR and SIS. This will provide more opportunities for individuals to move between and gain recognition in other sectors. • The revised *ACMEQU212 Handle horses safely* has been streamlined to make it even more suitable for use as a prerequisite in horse related sectors in the ACM and other Training Packages.
Foster greater recognition of skill sets and work with industry to support their implementation	The project developed three new Skill Sets to meet industry needs: • *ACMSS00039 Prepare To Work Safely Around Horses Skill Set*, has been created as an induction for workers and visitors to equine worksites who do not directly handle horses. It is envisaged that horse associations and employers will use this skill set to standardise site inductions for the many support roles that are involved in equine work sites, especially during events. • *ACMSS00040 Horse Groom Functions Coordinator Skill Set*, has been created for highly skilled and experienced grooms and stable hands that coordinate and/or supervise horse care tasks and workers in industries involving horses. It creates a pathway to formally recognise the existing skills of these workers, without having to complete a full qualification • *ACMSS00041 Transport Horses Using a Road Vehicle Skill Set*, has been created for handlers and transport workers required to care for horses as part of loading, transporting and unloading horses. The skill set is designed provide the skills and knowledge required by existing transport workers that need to monitor and care for horses during transport. The following three existing Skill Sets have been updated, to ensure industry has the most current and robust units available for workers seeking their skills: • *ACMSS00037 Incorporate Safety When Instructing Learners in Horse Handling Skill Set* • *ACMSS00038 Handling Horses Safely Skill Set* • *ACMSS00015 Equine Emergency Shoe Replacement Skill Set*

11. A link to the full content of the proposed training package component(s)

The AISC should be provided with a link to the full, developed training package component(s) to be approved under the Case for Endorsement.
https://www.skillsimpact.com.au/animal-care/training-package-projects/horse-care-project/

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

Name of Chair	Dr Julie Crawford
Signature of Chair	
Date	Friday 1 October 2021

Attachment A: Training products submitted for approval

Please set out in the table below, the training products submitted for approval, including showing whether this is an updated, new or deleted product.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
Qualifications				
ACM20221	Certificate II in Horse Care	**Updated**	Not equivalent	Qualification description revised Total number of units required to achieve the qualification decreased from 14 to 13 Packaging rules, core and elective units changed Riding specialisation removed
ACM30821	Certificate III in Horse Care	**Updated**	Not equivalent	Title changed Qualification description revised Total number of units required to achieve the qualification increased from 16 to 18 Packaging rules, core and elective units changed
ACM30921	Certificate III in Equine Hoof Care	**Updated**	Not equivalent	Qualification description revised Packaging rules changed Elective Group B Prerequisite units added WHS and animal welfare units in core changed Unit added to electives Unit codes and titles updated
ACM50421	Diploma of Equine Management	**Updated**	Not equivalent	Title changed Core units updated Electives grouped Elective units added and some removed
ACM50521	Diploma of Equine Allied Health	**Updated**	Not equivalent	Title changed AQF level changed to reflect work requirements Core units updated Elective vocational specialisation groups added Elective units added and removed

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACM40921	Certificate IV in Equine Care	**New**	Not applicable	Newly created
Units of competency				
ACMEQD501	Relate equine masticatory system to oral function, conditions and their health impacts	**Updated**	Not equivalent	Redesigned unit merging content from two units *ACMEQD402 Determine equine oral functional efficiency,* and *ACMEQD403 Identify potential impacts of oral conditions* Unit code changed to reflect work requirements
ACMEQD502	Conduct assessment of equine masticatory system and plan dental treatment	**Updated**	Not equivalent	Title changed and code updated to reflect work requirements Prerequisite removed and horse safety embedded in unit Elements and Performance Criteria updated for clarity and industry currency Foundation Skills table and Assessment Requirements updated
ACMEQD503	Perform equine dental treatment and oral care using appropriate instrumentation	**Updated**	Not equivalent	Title changed Code updated to reflect work requirements Prerequisite removed and horse safety embedded in unit Elements and Performance Criteria updated for clarity and industry currency Foundation Skills table and Assessment Requirements updated
ACMEQU212	Handle horses safely	**Updated**	Not equivalent	Unit redesigned to include greater knowledge and application of horse behaviour and safe horse handling skills for a broader range of tasks and contexts Includes content from *ACMEQU202 Handle horses safely*, and *ACMEQU205 Apply knowledge of horse behaviour* Prerequisite unit removed

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				Major changes to all sections of the unit
ACMEQU213	Follow safe work practices in equine industries	**Updated**	Not equivalent	Unit redesigned to include general workplace health and safety roles and responsibilities, emergency response and participative processes Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU214	Prepare to work safely around horses	**Updated**	Not equivalent	Unit redesigned to include new outcomes to prepare individuals to work safely around horses Major changes to all sections of the unit
ACMEQU215	Provide daily care for horses	**Updated**	Not equivalent	Redesigned unit that includes content from *ACMHBR203 Provide daily care for horses*, *ACMEQU203 Provide basic care of horses*, and *ACMEQU204 Perform daily tasks in the horse industry* Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU216	Check and treat horses	**Updated**	Not equivalent	Redesigned unit that includes content from *ACMHBR201 Check and treat horses, and ACMEQU203 Provide basic care of horses* Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU217	Load and unload horses	**Updated**	Not equivalent	Redesigned unit that includes content from Element 3 of previous unit
ACMEQU218	Perform horse riding skills at walk, trot and canter	**Updated**	Not equivalent	Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU219	Develop riding skills for exercising horses	**Updated**	Not equivalent	Redesigned unit that incudes content from *ACMEQU207 Develop riding skills for exercising horses,* and *ACMPHR201 Ride performance horses for exercise in an arena* Prerequisite requirements changed Major changes to all sections of the unit

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMEQU220	Lunge educated horses	**Updated**	Not equivalent	Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU221	Manage personal health and fitness for working with horses	**Updated**	Not equivalent	Mental health made more explicit in unit outcomes Major changes to Performance Criteria New Element 4 added Foundation Skills updated Assessment Requirements updated
ACMEQU305	Implement a horse health program	**Updated**	Not equivalent	Redesigned unit that includes content from *ACMPHR302 Maintain health and welfare of performance horses*, *ACMHBR310 Prevent and treat equine injury and disease,* and *ACMHBR308 Maintain horses in a healthy state* Prerequisite requirements changed Unit sector changed to EQU Major changes to all sections of the unit
ACMEQU306	Provide routine care for horses	**Updated**	Not equivalent	Redesigned unit including content from *ACMPHR301 Care for performance horses,* and *ACMHBR308 Maintain horses in a healthy state* Prerequisite requirements changed Unit sector changed to EQU Major changes to all sections of the unit
ACMEQU307	Introduce horses to lunge exercise	**Updated**	Not equivalent	Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU308	Transport horses using a road vehicle	**Updated**	Not equivalent	Prerequisite requirements changed Unit sector changed to EQU Major changes to all sections of the unit
ACMEQU309	Carry out basic hoof care procedures	**Updated**	Not equivalent	Prerequisite requirements changed Unit sector changed to EQU Major changes to all sections of the unit
ACMEQU310	Exercise and school horses	**Updated**	Not equivalent	Redesigned unit that includes new outcomes Prerequisite requirements changed Unit sector changed to EQU

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				Major changes to all sections of the unit
ACMEQU311	Prepare horses for presentation at an event	**Updated**	Not equivalent	Unit code AQF level indicator changed from 2 to 3 to reflect revised unit outcomes Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU312	Prepare and care for horses to perform at events	**Updated**	Not equivalent	Redesigned unit that includes content from *ACMPHR303 Participate in horse events and activities,* and *ACMEQU211 Prepare horses for competition, presentation or sale* Prerequisite requirements changed Unit sector changed to EQU Major changes to all sections of the unit
ACMEQU314	Provide non-riding exercise to horses	**Updated**	Not equivalent	Unit code AQF level indicator changed from 2 to 3 to reflect revised unit outcomes Prerequisite requirements changed Major changes to all sections of the unit
ACMEQU411	Evaluate horse education methodologies and individual programs	**Updated**	Equivalent	Title changed Unit sector changed to EQU Minor updates to Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU412	Interpret and address horse behaviour and welfare	**Updated**	Equivalent	Title changed Unit sector changed to EQU Minor updates including reordering to Elements and Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU414	Manage horses to meet sport event requirements	**Updated**	Equivalent	Title changed Unit sector changed to EQU Elements merged Minor updates including reordering to Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMEQU415	Relate musculoskeletal system to horse conformation and movement	**Updated**	Not equivalent	Redesigned unit merging *ACMEQU403 Relate musculoskeletal structure to horse movement,* and *ACMPHR503 Evaluate performance horse conformation*
ACMEQU416	Manage presentation of horses for sale or show	**Updated**	Not equivalent	Title changed Unit sector changed to EQU Elements and Performance Criteria updated and reordered for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU417	Advise on horse nutritional needs	**Updated**	Equivalent	Title changed to reflect intent of unit Minor updates including reordering to Elements and Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU418	Select horses based on analysis of pedigree	**Updated**	Not equivalent	Title changed Unit sector changed to EQU Performance Criteria updated for clarity Element 3 added Foundation Skills table and Assessment Requirements updated
ACMEQU419	Evaluate saddlery and gear fit for horse and rider combination	**Updated**	Not equivalent	Title changed Performance Criteria updated for clarity, with some new, merged and removed to reflect intent of unit Foundation Skills table updated Assessment Requirements updated
ACMEQU422	Maintain and monitor horse health	**Updated**	Not equivalent	Title changed – 'welfare' removed as covered in separate unit Element on 'diet' deleted as it is covered in a separate unit Changes to terminology and updated Performance Criteria, Foundation Skills table and Assessment Requirements

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMEQU423	Manage selection of horse for handler, rider or driver	**Updated**	Not equivalent	Title changed Prerequisite and Element 1 removed Changes to Performance Criteria and terminology for clarity Foundation Skills table updated Knowledge Evidence updated with increased knowledge of horse behaviour to address removal of prerequisite
ACMEQU424	Evaluate equine service or therapy provision	**Updated**	Not equivalent	Title changed Unit code AQF level indicator changed from 5 to 4 to reflect revised unit outcomes Changes to Performance Criteria and terminology for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU501	Manage horse nutrition and feeding plans	**Updated**	Not equivalent	Redesigned unit merging content of *AHCPHR504 Manage equine nutrition,* and *ACMHBR501 Manage horse nutrition*
ACMEQU502	Manage horse health care	**Updated**	Not equivalent	Title changed Code changed to reflect updated EQU sector and AQF level indicator changed from 4 to 5 to reflect revised unit outcomes Changes to Elements and Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU503	Manage international opportunities for horses	**Updated**	Not equivalent	Title changed Code changed to reflect updated EQU sector and AQF level indicator changed from 4 to 5 to reflect revised unit outcomes Elements and Performance Criteria merged and reordered for clarity Foundation Skills table and Assessment Requirements updated

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMEQU504	Manage horse pastures	**Updated**	Not equivalent	Unit sector changed to EQU Performance Criteria reordered and updated for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU505	Manage fitness in horses	**Updated**	Equivalent	Title changed Code changed to reflect updated EQU sector Elements 1 and 2 merged. New Element 2. Minor changes to Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU506	Manage legal, insurance and business aspects of horse establishments	**Updated**	Not equivalent	Title changed Code changed to reflect updated EQU sector and AQF level and work requirements Redesigned unit with changes to Elements and Performance Criteria to reflect broader coverage of unit
ACMEQU507	Work within an equine allied health provider framework	**Updated**	Not equivalent	Title changed Code changed to reflect updated EQU sector and AQF level indicator changed from 4 to 5 to reflect revised unit outcomes Redesigned unit with changes to Elements and Performance Criteria to reflect broader coverage of unit
ACMEQU508	Relate equine anatomical and physiological features to equine health care requirements	**Updated**	Equivalent	Code revised to reflect level of theoretical and technical knowledge Element 2 revised with content detail moved to Knowledge Evidence Minor changes to Performance Criteria for clarity Foundation Skills table and Assessment Requirements updated
ACMEQU313	Work safely in equine workplaces	**New**	Not applicable	Newly created

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMEQU413	Work safely in providing equine services as a contractor	New	Not applicable	Newly created
ACMEQU420	Fit and adjust bits and bridles	New	Not applicable	Newly created
ACMEQU421	Provide saddle fitting and adjustment services	New	Not applicable	Newly created
ACMEQU425	Provide horse clipping services	New	Not applicable	Newly created
ACMEQU509	Conduct assessment for equine massage therapy	New	Not applicable	Newly created
ACMEQU510	Provide equine massage therapy service	New	Not applicable	Newly created
ACMEQU511	Develop and implement an equine rehabilitation program	New	Not applicable	Newly created
ACMEQU512	Manage safe work practices in a horse establishment	New	Not applicable	Newly created
ACMEQU101	Approach and catch horses	Deleted	Not applicable	Not applicable
ACMEQU302	Apply knowledge of minimising impact of falling from a horse	Deleted	Not applicable	Not applicable
ACMEQU303	Demonstrate riding techniques for avoiding falls and reducing the impact of falls	Deleted	Not applicable	Not applicable
ACMHBR306	Provide information on horses	Deleted	Not applicable	Not applicable
ACMPHR407	Implement an equine facility maintenance, improvement and management program	Deleted	Not applicable	Not applicable
ACMPHR408	Educate and train performance horses	Deleted	Not applicable	Not applicable

Training Products from additional IRC supported updates

These components have been impacted by the project work that has been undertaken for ACM v5, and includes minor updates made to qualifications, units of competency and creation and updates to skill sets. These changes are minor and do not require endorsement.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
Qualifications				
ACM20121	Certificate II in Animal Care Services	**Updated**	Equivalent	Added unit to elective Group A
ACM30121	Certificate III in Animal Care Services	**Updated**	Equivalent	Corrected unit code typographical in packaging rules for Certificate III in Animal Care Services (Customer Service)
ACM40121	Certificate IV in Animal Regulation and Management	**Updated**	Equivalent	Elective unit added to Group E
Units of competency				
ACMVET402	Apply imaging routines	**Updated**	Equivalent	Corrected typographical error in Knowledge Evidence
ACMVET406	Nurse animals	**Updated**	Equivalent	Corrected terminology error in Performance Evidence
ACMVET407	Carry out medical nursing routines	**Updated**	Equivalent	Corrected Performance Criteria number 2.6
ACMVET408	Provide nutritional advice and support for animals	**Updated**	Equivalent	Corrected typographical error in Performance Evidence
ACMVET413	Prepare and monitor anaesthetics and analgesics in animals	**Updated**	Equivalent	Corrected typographical error in Knowledge Evidence
Skill Sets				
ACMSS00015	Equine Emergency Shoe Replacement Skill Set	**Updated**	Equivalent	Updated pathways information, qualification and unit of competency codes
ACMSS00037	Incorporate Safety When Instructing Learners in Horse Handling Skill Set	**Updated**	Equivalent	Title and units of competency updated

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
ACMSS00038	Handle Horses Safety Skill Set	Updated	Equivalent	Title and units of competency updated
ACMSS00039	Prepare To Work Safely Around Horses Skill Set	New	Not applicable	Newly created
ACMSS00040	Horse Groom Functions Coordinator Skill Set	New	Not applicable	Newly created
ACMSS00041	Transport Horses Using a Road Vehicle Skill Set	New	Not applicable	Newly created

Attachment B: How qualification updates support job roles

Please use the table below to demonstrate how the proposed updates to qualifications will better support job roles.

Job role	Qualification	Proposed updates and how these better support the job role
Entry level horse care workers operating under supervision	ACM2021 Certificate II in Horse Care	• Horse care skills have been significantly increased in the core, with the inclusion of three revised units, each of which has been developed by the merger of two or more existing units • Worker and horse safety has been increased with redesigned core units *ACMEQU212 Handle horses safely* and *ACMEQU213 Follow safe work practices in equine industries*, both of which now include maintaining situational awareness when interacting with horses. Task specific health and safety requirements have been added in other revised units • A broader range of practical elective units from the AHC Training Package have been added to help graduates gain employment in a broader range of equine workplaces • Communication and numeracy skills that reflect current work tasks and practices have been added to the Foundation Skills of the revised units • Performance Evidence in the revised units has redesigned to include valid tasks that provide sufficient volume and frequency of evidence to make sound decisions on an individual's competency.
Autonomous horse care workers operating under broad direction, including: • Stable hands • Grooms • Stud hands • Horse Exercisers • Horse Riders • Farm hands	ACM30821 Certificate III in Horse Care	• Increase in units required to achieve the qualification from 16 to 18, to reflect the increasing knowledge and skills needed by autonomous horse care practitioners • Packaging rules updated to ensure the qualification alignment is at AQF 3 • Strengthening horse care skills in the core with the inclusion of three revised units, each of which has been developed by the merger of two or more existing units • Increasing safety for workers and horses by adding new *ACMEQU313 Work safely in equine workplaces* to the core. Task specific health and safety requirements have been added in other revised units • Increasing biosecurity skills by adding *ACMINF302 Follow equine biosecurity and infection control procedures to the core* • Addition of elective group to develop the skills and knowledge required by head groom/stable hand roles • Inclusion of elective units relevant to horse/animal care from the ACM and other Training Packages to help graduates gain employment in a broader range of equine workplaces.

Job role	Qualification	Proposed updates and how these better support the job role
		• Communication and numeracy skills that reflect current work tasks and practices have been added to the Foundation Skills of the revised units • Performance Evidence in the revised units has been redesigned to include valid tasks that provide sufficient volume and frequency of evidence to make sound decisions on an individual's competency
Equine hoof care practitioners	ACM30921 Certificate III in Equine Hoof Care	• Increasing safety for workers and horses by adding new *ACMEQU413 Work safely in providing equine services as a contractor* and the revised *ACMEQU212 Handle horses safely and ACMGEN305 Provide advice on companion animal selection and general care* to the core • Strengthening horse welfare by the addition of *ACMGEN303 Assess the welfare status of an animal to the core.*

• Horse fitness and performance trainer
• Horse educator
• Horse clipper
• Gear fitter and checker
• Head groom/lead stable hand
	ACM40921 Certificate IV in Equine Care	• This new qualification comprises updated units, new technical units and previous 'orphan' units and is structured to provide:
		  • a general qualification for a head groom or skilled worker in an equine establishment
		    OR
		  • specialisations (occupational elective groups) covering specialist technical skills for a range of niche occupations.
		• It is a flexible qualification catering for individuals who may work autonomously as small business operators/sole traders or as part of a management team in an equine establishment. It provides a link in the pathway to diploma qualifications which did not exist previously.

• Equine manager - equine property/stables • Farm manager • Horse stud manager	ACM50421 Diploma of Equine Management	• This updated qualification comprises new and revised units relevant for individuals working with a high degree of autonomy who manage staff, horses and operations in a range of equine workplaces which may include performance horse or sport establishments, agistment centres, and coaching/riding centres or similar. • A general qualification or a qualification that focuses on a specific technical area, namely horse, farm, stud or business management can be achieved.
• Equine dental technician • Equine massage therapist	ACM50521 Diploma of Equine Allied Health	• This updated qualification reflects the growing occupations in equine allied health services. It builds on the previous Certificate IV in Equine Dentistry. The AQF level has changed to reflect the technical skills, theoretical knowledge and level of responsibility and autonomy required for work in the sector. • The equine dental (EQD coded) units have been updated and new equine massage units developed. There are common core units and specialisation elective groups catering for the two niche occupational

Job role	Qualification	Proposed updates and how these better support the job role
		areas. The expectation is that additional equine health electives/specialisations could be added in the future as need arises.

Attachment C: Stakeholder consultation

List of stakeholders that actively participated in stakeholder consultation for the project:

Name	Organisation	Title	Industry	Representation Type	State
Adora Roberts-Taylor	Tallyho Trakehners	Owner	Equine Services	Employer (Non IRC)	NSW
Aleisha O'Dell	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	Not available
Alex Ashworth	Great Artesian Veterinary Surgery	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Alexandra Chick	Moreton Bay Equine Vets	Veterinarian	Equine Services	Employer (Non IRC)	QLD
Alison Haines	Charles Darwin University	Team Leader - Agriculture and Rural Operations	Equine Services	RTO	NT
Amanda Earl	Melbourne Polytechnic	Teacher/trainer and assessor	Equine Services	RTO	VIC
Andy Wearing	My Equine Dentist	IAED Examiner & Certified Equine Dentist	Equine Dental Services	Employer (Non IRC)	WA
Angela Cannell	Wooroolin Veterinary Services	Veterinarian	Equine Services	Employer (Non IRC)	QLD
Angela Keating	Port Macquarie Horse Riding Centre	Owner	Equine Services	Employer (Non IRC)	NSW
Ann Pedersen	Charles Darwin University	Teacher	Equine Services	RTO	NT
Anna Marsden	Equipoise Equestrian	Principal	Equine Services	Employer (Non IRC)	NSW
Anne Wiltshire	Melbourne Polytechnic	Primary Industries Curriculum Maintenance Manager	Equine Services	State and Territory Training Authority (STA)	VIC
Annette Willson	Applied Posture Riding	Owner	Equine Services	Employer (Non IRC)	SA
Anthony Hatch	NSW Fire and Rescue	Senior Rescue Instructor	Equine Services	Government Department	NSW
Antoinette Foster	Hi Form Australia	Managing Director	Equine Services	Employer (Non IRC)	VIC
Ashleigh Fisher	Stabler & Howlett Veterinary Surgeons	Veterinarian	Equine Services	Employer (Non IRC)	QLD
Barb Chenoweth	Equestrian Industry & Pony Club NSW	Manager	Equine Services	Peak Industry Body	NSW

Belinda Bailey	TAFE NSW	Senior Education Officer	Equine Services	RTO	NSW
Belinda Green	Not available	Not available	Equine Services	Employer (Non IRC)	Not available
Belinda McLean	Knox Veterinary Clinic	Veterinarian	Equine Dental Services	Employer (Non IRC)	VIC
Belinda Smith	Australian equine dental industry	Representative	Equine Dental Services	RTO/Industry Reference Committee (IRC) Representative	NSW
Belinda Watson	Melbourne Polytechnic	Teacher and CMM Project Officer	Equine Services	RTO	VIC
Ben Norton-Smith	AFAM ITAB	Executive Officer	Equine Services	Peak Industry Body	NSW
Benjamin Teague	Not available	Veterinarian	Equine Dental Services	Employer (Non IRC)	Not available
Bowe Andrew	Australian College of Equine Podiotherapy	Equine Podiotherapist	Equine Services	RTO	VIC
Brad Goonan	Murray Valley Veterinary Services	Veterinarian	Equine Services	Employer (Non IRC)	NSW
Brenna Robertson	Gooniwindi & District Veterinary Services	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Brenton Myatt	Animal Magic Holdings Pty Ltd	CEO	Equine Services	Employer (Non IRC) /Industry Reference Committee (IRC) Representative	QLD
Bridie George	Destination Sydney Surrounds South/National Cutting Horse Association	Agribusiness & Equine Industry Development Coordinator/ Operations Manager	Equine Services	Employer (Non IRC)/Peak Industry Body	NSW/National
Brodie Harrison	Box Hill Institute	Coordinator – VET in Schools Programs & Short Courses – Science and Animal Studies	Equine Services	RTO	VIC
Camilla Mowbray	C Horses EFL	Manager	Equine Services	Employer (Non IRC)	NSW
Cassandra Davis	Richmond Valley Riding School	Coach	Equine Services	Employer (Non IRC)	TAS
Catherine Charlton	Tasmanian Equine Veterinary Services	Veterinarian	Equine Dental Services	Employer (Non IRC)	TAS
Catherine Gross	Not available	Horse Owner	Equine Services	Employer (Non IRC)	ACT
Chantelle Vella	Department of Regional NSW	Youth Education	Equine Services	Government Department	NSW
Charmae Bell	Bit Bank Australia	Bit Fitter	Bit Fitting	Employer (Non IRC)	SA

Christine Meunier	Goulburn Ovens Institute of TAFE	Equine Trainer	Equine Services	RTO	VIC
Christine Scully	Australian College of Animal Tactile Therapy	Equine Therapist	Equine Services	Employer (Non IRC)	VIC
Christine Sercombe	TAFE NSW	Industry Relationship Lead	Equine Services	RTO	NSW
Claire Dennis	Illawarra Equine Centre	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
Clare Brown	Clare Brown Equine Dental Services	Equine Dentist	Equine Dental Services	Employer (Non IRC)	VIC
Colin Smith	Melbourne Polytechnic	Lead Teacher	Equine Hoofcare Services	RTO	VIC
Courtney Scott	Charleville Vet Surgery	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Craig Simon	Not available	Veterinarian	Equine Dental Services	Employer (Non IRC)	Not available
Dale Wearing	Downunder Equine	Equine Dental Practitioner	Equine Dental Services	Employer (Non IRC)	NSW
Damien Smith	Gympie Vet Services	Large Animal Veterinary Surgeon	Equine Dental Services	Employer (Non IRC)	QLD
Daniel MacDonald	Roma Vet Clinic	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Darcy Porter	Equine Dental Association of Australia (EDAA)	Equine Dental Practitioner	Equine Dental Services	Peak Industry Body	VIC
Dave Harrison	TAFE NSW	Teacher	Equine Services	RTO	NSW
David Bartholomeusz	Illawarra Equine Centre	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
David Hensler	Thoroughbred Racing NT	NT Chairman of Stewards	Equine Services	Peak Industry Body	NT
David Martin	Not available	Equine Dentist	Equine Dental Services	Employer (Non IRC)	VIC
Diana Fisher	South Regional Tafe	Manager Industry Engagement	Equine Services	RTO	WA
Diane Bennit	WA Horse Council	Chair	Equine Services	Peak Industry Body	WA
Dominique Webb	Western Australian College of Agricultire/Horse Safety Australia	Equine Trainer and Assessor/Clinic Assessor	Equine Services	RTO/Peak Industry Body	WA/National
Ebony Darnell	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	Not available

EDAA	Equine Dental Association of Australia (EDAA)		Equine Services	Peak Industry Body	National
Edward Maxwell	Not available	Veterinarian	Equine Dental Services	Employer (Non IRC)	Not available
Elie Wiggins	Intercept Training	course coordinator	Equine Services	RTO	NSW
Emily Bates	Saddlery Brands International	Special Projects Manager	Equine Services	Employer (Non IRC)	WA
Emma Mainprize	Not available	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
Emma Readman	TAFE NSW	Teacher	Equine Services	RTO	NSW
Emma Schaaf	TAFE SA	Lecturer	Equine Services	RTO	SA
Emma Stockdale	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	Not available
Erica Honey	Not available	Private citizen	Equine Services	Employer (Non IRC)	WA
Essie Hamilton	Emerald Vet	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Essie Hamilton	Emerald Vet	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Eve Jarvis	Equistar Group Pty Ltd	Equestrian	Equine Services	Employer (Non IRC)	WA
Fiona Plunkett	Charles Darwin University	VET Lecturer	Equine Services	RTO	NT
Frances Parnell	Department of Training and Workforce Development	Manager, Training Curriculum Services	Equine Services	State and Territory Training Authority (STA)	WA
Gary Johnson	Saddles Plus	Manager	Saddle fitting	Employer (Non IRC)	WA
Gary Scott	FutureNow - Creative and Leisure Industries Training Council	Industry Development Manager	Equine Services	RTO	WA
Gayle Mayberry	Not available	Not available	Equine Services	Employer (Non IRC)	Not available
Georgia Anderson	Charles Darwin University	Teacher	Equine Services	RTO	NT
Glenys Cox	International Horse College	Director	Equine Services	RTO	QLD
Greg Sezun	Vets on Eyre	veterinarian	Equine Dental Services	Employer (Non IRC)	SA

Harry Roach	Not available	Not available	Equine Dental Services	Employer (Non IRC)	Not available
Heather Bain	Not available	Equine Dentist	Equine Dental Services	Employer (Non IRC)	VIC
Ian Wharton	Superior Performance Dentistry	Equine Dentist	Equine Dental Services	Employer (Non IRC)	NSW
Jacob Dunn	Not available	Equine Dental Technician	Equine Dental Services	Employer (Non IRC)	NT
Jacqueline Ynema	Australian Certified Equine Hoof Care Practitioners	Student Liaison Officer	Equine Services	RTO	WA
Jacqui Moon	Claremont Therapeutic Riding Centre	CEO	Equine Services	Employer (Non IRC)	WA
Jacqui Spencer	Department of Education and Training Victoria	Manager, Training Products Unit	Equine Services	State and Territory Training Authority (STA)	VIC
Jade Noyes	Barkly Street Vets	Veterinarian	Equine Dental Services	Employer (Non IRC)	VIC
James Hooke	Tocal College	Deputy Principal	Equine Services	RTO	NSW
James Meyer	FLEURIEU EQUINE CLINIC	Veterinarian	Equine Dental Services	Employer (Non IRC)	SA
James Mizzi	Hong Kong Jockey Club	Veterinary Officer	Equine Services	Peak Industry Body	International
Jan Boyd	South Australian Dairyfarmers Association (SADA)	Member	Equine Services	Peak Industry Body	SA
Jane Baker	Jane Baker Racing	Licensed Trainer	Equine Services	Employer (Non IRC)	VIC
Jane Duckworth	Pony Club Australia	Member	Equine Services	Peak Industry Body	National
Jane Faulkner	Equine Assisted Therapy Australia	Director	Equine Services	Employer (Non IRC)	QLD
jane Slicer	Not available	Not available	Equine Services	Employer (Non IRC)	NSW
Janet Murray	Veterinary Nurses Council of Australia (VNCA)	Member	Equine Services	Peak Industry Body	WA
Jasmine Thompson	BEGA VET HOSPITAL	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
Jeffrey Wilkinson	Equine Veterinarians Australia	Executive Officer	Equine Dental Services	Peak Industry Body	NSW
Jennifer Clingly	Australian Certified Equine Hoof Care Practitioners	Founder & Trainer	Equine Services	Employer (Non IRC)	National

Jennifer Clulow	Charles Sturt University	Senior Lecturer Theriogenology	Equine Services	RTO	NSW
Jennifer Hughes	Racing Victoria	General Manager - Equine Welfare	Equine Services	Employer (Non IRC)	VIC
Jenny Carroll	Training Performance	Consultant	Equine Services	RTO	NSW
Jenny Morris	Not available	Horse owner	Equine Services	Employer (Non IRC)	Not available
Jenny ODonnell	TAFE NSW	Head Teacher	Equine Services	RTO	NSW
Jess Cleary	AFAM ITAB	Industry Engagement Officer	Equine Services	Peak Industry Body	NSW
Jessica Blackwell	Equestricare	Managing Director	Equine Massage Therapy	Employer (Non IRC)	WA
Jillian Atkinson	TAFE NSW	Team Leader Agribusiness	Equine Services	RTO	NSW
Jim Rodger	Jerry's Plains Veterinary Hospital	Registered Specialist and Consultant in Equine Reproduction	Equine Services	Employer (Non IRC)	NSW
Jo Park	TAFE NSW - Hunter Institute	Veterinary Nurse	Equine Services	RTO	NSW
Joan Pracey	TAFE NSW	Teacher	Equine Services	RTO	NSW
Joanne Brett	Victoria Curriculum & Assessment Authority	Program Manager	Equine Services	RTO	VIC
Jodie Snodgrass	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	Not available
Jody McKenzie	Rowen Stud	Horse Owner	Equine Services	Employer (Non IRC)	WA
Joe Raines	Not available	Equine Dentist	Equine Dental Services	Employer (Non IRC)	NSW
John Sunderland	Thoroughbred Breeders Australia	General manager Godolphin Woodlands	Equine Services	Peak Industry Body	NSW
Jon Ingersole	World Wide Association of Equine Dentistry - Aust Inc.	Equine Dentist	Equine Dental Services	Peak Industry Body	NSW
Jonathan Keen	Pimbury Equine	Equine Dentist	Equine Dental Services	Employer (Non IRC)	WA
Jonathan Lee	Advance Equine Vets Pty Ltd	Director	Equine Services	Employer (Non IRC)	QLD
Joy Poole	J Star ASH Stud	Horse Breeder	Equine Services	Employer (Non IRC)	NSW
Judi Tainsh	Bay City Business Solutions	Strategic Advisor	Equine Services	Employer (Non IRC)	VIC

Julia Battams	Balmoral Equestrian Centre	Program Executive Manager	Equine Services	Employer (Non IRC)	VIC
Julia Crawford	Bondi Junction Veterinary Hospital	Veterinarian	Equine Services	Employer (Non IRC)	NSW
Juliana Waugh	Not available	Not available	Equine Services	Employer (Non IRC)	NSW
Julianne Christopher	Hunter Thoroughbred Breeders Association	Executive Officer	Equine Services	Peak Industry Body	NSW
Julie Evans	Ruff Mutts	Trainer	Equine Services	Employer (Non IRC)	NSW
Julie Fiedler	Not applicable	Consultant	Equine Services	Industry Reference Committee	VIC
Karen Asprey	Formerly with Riding for the Disabled Association of Australia	Executive Officer	Equine Services	Peak Industry Body	SA
Karen Rohlf	Horse Chats	editor	Equine Services	Employer (Non IRC)	QLD
Karlie Triffitt	TAFE NSW	Head Teacher	Equine Services	RTO	NSW
Kassandra Johnson	Not available	Not available	Equine Services	Employer (Non IRC)	Not available
Kate Britton	Wide Bay Equine Therapies	Equine Bodyworker	Equine Services	Employer (Non IRC)	QLD
Kathy Teall	TAFE NSW	Teacher	Equine Services	RTO	NSW
Kayla Kurnof	Charles Darwin University	Teacher	Equine Services	RTO	NT
Keith Page	Page Equine Dentistry	Equine Dentist	Equine Dental Services	Employer (Non IRC)	QLD
Kevin Bartalos	Department for Innovation and Skills SA	Pathways Staff Group	Equine Services	State and Territory Training Authority (STA)	SA
Kevin Delaforce	Not available	Not available	Equine Services	Employer (Non IRC)	QLD
Kevin Ring	Australian Jockeys Association	OH&S OFFICER	Equine Services	Peak Industry Body	NSW
Kim Horne	Equiphoria	Owner	Equine Services	Employer (Non IRC)	NSW
Kimberly White	Richmond Valley Riding School	Owner / Head Coach	Equine Services	Employer (Non IRC)	TAS
Kirrili Triffit	Not available	Not available	Equine Services	Employer (Non IRC)	Not available
Kirrilly Thompson	Pony Club Australia	Participation and Development Manager at Pony Club Australia	Equine Services	Peak Industry Body	SA

Kirsten Gillen	RSPCA Victoria (former)	Education Liaison Officer	Equine Services	Peak Industry Body	VIC
Kirsten Jackson	Dental Vet	Veterinarian BSc BVMS (Hons) MANZCVS (Equine Dentistry)	Equine Dental Services	Employer (Non IRC)	WA
Kurt Enzinger	Elite Equine Veterinarians	Veterinarian	Equine Dental Services	Employer (Non IRC)	VIC
Kwang Poh Sim	TAFE NSW	Industry Liaison Officer	Equine Services	RTO	NSW
Kylie Barnett-Tapp	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	Not available
Kylie Hick	International Horse College	Administration Projects	Equine Services	RTO	QLD
Kym Adams	Canberra Equestrian Centre	Manager	Equine Services	Employer (Non IRC)	ACT
Kym Myall	Horse SA	Executive Officer	Equine Services	Peak Industry Body	SA
Leah Ellard	Charles Darwin University	Teacher	Equine Services	RTO	NT
Name withheld	Organisation withheld	Title withheld	Equine Services	Employer (Non IRC)	WA
Lesley Hawson	Not available	Veterinarian	Equine Services	Employer (Non IRC)	VIC
Libby Cooper	Vet in the Valley	Veterinarian	Equine Services	Employer (Non IRC)	TAS
Linda Molloy	TAFE NSW/Horse Safety Australia	Teacher	Equine Services	RTO/Peak Industry Body	NSW/National
Lisa Hocking	Racing Victoria	Workforce Capability Manager	Equine Services	Peak Industry Body	VIC
Lisa Pearce	Karratha Mobile Veterinary Services	Veterinarian	Equine Services	Employer (Non IRC)	WA
Lisa Wallace	Central Regional TAFE WA	Lecturer	Equine Services	RTO	WA
Liz Horne	Skills IQ	Skills Engagement Specialist Outdoor Recreation	Equine Services	Government Department	NSW
Lou Collins	Saddlery Brands International	Brand Experience and Fitting Specialist	Equine Services	Employer (Non IRC)	WA
Louise Atkinson	Whispering Sands	Registered Counsellor	Equine Services	Employer (Non IRC)	WA
Louise Nunn	Melbourne Polytechnic	Head of School	Equine Services	RTO	VIC
Madeleine Hayne	Department of Education and Training VIC	Senior Program Officer	Equine Services	State and Territory Training Authority (STA)	VIC

Magaret Housfield	Australian Quarter Horse Association	Reception	Equine Services	Peak Industry Body	NSW
Margi Weir	Not available	Horse Trainer	Equine Services	Employer (Non IRC)	WA
Marieke Raines-Huijbers	Not available	Equine Dentist	Equine Dental Services	Employer (Non IRC)	NSW
Mark Barnett	MTB Equine Services	Equine Nutritional Consultant	Equine Services	Employer (Non IRC)	NSW
Mark Dobson	TAFE NSW	Product Specialist	Equine Services	RTO	NSW
Martin Dolinschek	Not available	Equine Veterinarian	Equine Dental Services	Employer (Non IRC)	WA
Matt Purcell	MP Equine Dentistry	owner	Equine Dental Services	Employer (Non IRC)	NSW
Melanie Brenton	Industry Skills Advisory Council, NT ISACNT	Industry Engagement Officer	Equine Services	Peak Industry Body	NT
Melissa Bell	Not available	Not available	Equine Services	Employer (Non IRC)	QLD
Melissa Gregorace	TAFE SA	Lecturer	Equine Services	RTO	SA
Melissa Lamrock-George	Berrima Horse Trials	Committee	Equine Services	Employer (Non IRC)	NSW
Meredith Chapman	Safety In Focus	OHS Auditor	Equine Services	Employer (Non IRC)	NSW
Merle Rodwell	Not available	Not available	Equine Services	Employer (Non IRC)	VIC
Michael Holtham	WA Standardbred Breeders Association (WASBA)	Committee Member	Equine Services	Peak Industry Body	WA
Michael McGee	Skills Tasmania	Industry Liaison Officer	Equine Services	State and Territory Training Authority (STA)	TAS
Michele Meier	University of Queensland	Trainer/Assessor	Equine Services	RTO	QLD
Michelle Noga	Not available	Veterinarian	Equine Dental Services	Employer (Non IRC)	Not available
Mike Rowland	Australian Equine and Livestock Events Centre (AELEC)	Manager	Equine Services	Employer (Non IRC)	NSW
Naomi Rossthorn	Harnessing Wellness	Director & Psychologist	Equine Services	Employer (Non IRC)	VIC
Neda Aleksic	Industry Skills Advisory Council, NT ISACNT	Training Product Development	Equine Services	Peak Industry Body	NT

Nelson Brown	Northern Territory Government	Policy Officer	Equine Services	State and Territory Training Authority (STA)	NT
Nicole King	Riding for the Disabled Association of Australia	RTO Officer & Coaching Administrator	Equine Services	Peak Industry Body	NSW
Nikita McAdam	Illawarra Equine Centre	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
Nina Arnott	Horse Safety Australia	Assessor	Equine Services	Peak Industry Body	SA
Nina Lewis	Goulburn Ovens Institute of TAFE	Teacher - Equine	Equine Services	RTO	VIC
Oliver Liyou	EVDS Dental Training for Vets	Veterinarian	Equine Services	Employer (Non IRC)	NSW
Paul Etheredge	Food, Fibre & Timber Industries Training Council (WA)	Project Manager	Equine Services	Peak Industry Body	WA
Paul Goodwin	Regional Development Australia (RDA) Far South Coast NSW	Project Manager	Equine Services	State and Territory Training Authority (STA)	NSW
Paul Owens	Horse Vet Dentist	Equine dental veterinarian	Equine Services	Employer (Non IRC)	VIC
Paula Talbot-Taylor	Ashborn Park Stud	Not available	Equine Services	Employer (Non IRC)	SA
Rachel Stone	Professional Equine Services Pty Ltd	Veterinarian	Equine Dental Services	Employer (Non IRC)	WA
Rebecca Hanson	TAFE NSW	Senior product specialist	Equine Services	RTO	NSW
Rebecca Tilley	Not available	Not available	Equine Dental Services	Employer (Non IRC)	Not available
Renee Thompson	TAFE Gippsland	Teacher	Equine Services	RTO	VIC
Rod Morris	Queensland Farmers' Federation	Industry Skills Adviser	Equine Services	Peak Industry Body	QLD
Ron Fleming	Racing and Wagering WA	Racing Careers and Training (RWWA) Board Chair	Equine Services	Peak Industry Body/Industry Reference Committee	WA
Roxanne Balchin	Foxwood Farm Equestrian Centre	Owner	Equine Services	Employer (Non IRC)	WA
Ruth Cotton	Googong Equestrian	Horse Riding Instructor	Equine Services	Employer (Non IRC)	NSW
Sally Colgan	Veterinary Research Consulting P/L	Managing Director	Equine Dental Services	Employer (Non IRC)	National
Samantha Dunwoody	Charles Darwin University	Teacher	Equine Services	RTO	NT

Sandra Baxendell	Goat Veterinary Consultancies - goatvetoz	Veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Sandra Vodic	Joblink Plus Training	Head Teacher	Equine Services	RTO	NSW
Sandra Wesselink	TAFE NSW	Nursing Manager - Equine Clinic	Equine Dental Services	RTO	NSW
Sarah Jones	Intercept Training	Teacher	Equine Services	RTO	NSW
Sarah Kann	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	QLD
Serena Sabourin	Not available	Not available	Equine Dental Services	Employer (Non IRC)	Not available
Sharyn Bauer	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	QLD
Shaun Hearmon	Shaun Hearmon Equine Dental Services	Equine Dentist	Equine Dental Services	Employer (Non IRC)	VIC
Sheridan Martin	Veterinary Surgeons Board	Administration Assistant/Inspector	Equine Services	Peak Industry Body	WA
Sherryn Smith	Goulburn Ovens Institute of TAFE	Teacher	Equine Services	RTO	VIC
Simon Kale	Foxground Training Stables and Stud	Owner	Equine Services	Employer (Non IRC)	NSW
Simone Harvey	Tocal College	Professional Officer Course Coordinator and Lecturer	Equine Services	RTO	NSW
Simone Mccolgan	Baldwin Equine Veterinary Services	Veterinarian	Equine Dental Services	Employer (Non IRC)	NSW
Skye Rhodes-Mitchell	Goulburn Ovens Institute of TAFE	Education Coordinator Animal Science	Equine Services	RTO	VIC
Steve Dennis	Not available	Equine veterinarian	Equine Dental Services	Employer (Non IRC)	QLD
Steven Roberts	Veterinary Surgeons Board ACT	self-employed veterinarian	Equine Dental Services	Peak Industry Body	ACT
Sue Bain	AVT	General Manager	Equine Services	RTO	WA
Susie Hounsham	Department of Training and Workforce Development	Senior Program Officer	Equine Services	State and Territory Training Authority (STA)	WA
Suzie Sereda	Australian Jockeys Association	Training Consultant - QLD	Equine Services	Peak Industry Body	National
Suzy Turnbull	TAFE NSW	Teacher	Equine Services	RTO	NSW

Tara Meling	Central Regional TAFE WA	Teacher	Equine Services	RTO	WA
Taylor Fuller	Not available	Equine Dental Student	Equine Dental Services	Employer (Non IRC)	TAS
Tegan Dunn	Charles Darwin University	Workplace assessor/VET lecturer for the primary industries department	Equine Services	RTO	NT
Tegan Lush	Saddles Plus	Saddle Fitter	Equine Services	Employer (Non IRC)	WA
Teresa Robinson	Regional Skills Training Pty Ltd	Program Manager/LECTURER	Equine Services	RTO	SA
Tim Barnes	Equine Dental Association of Australia (EDAA)	Equine Dental Technician	Equine Dental Services	Peak Industry Body	NSW
Tim Biggs	TAFE Queensland South West	Vocational Trainer and Assessor	Equine Services	RTO	QLD
Tim Mather	Veterinary Advisory Services	Veterinarian	Equine Services	Peak Industry Body/Industry Reference Committee	ACT
Tom Bayes	Gippsland Veterinary Group	Equine Dental Vet	Equine Services	Employer (Non IRC)	VIC
Tracey Taylor	Skills Tasmania	Industry Liaison Officer	Equine Services	State and Territory Training Authority (STA)	TAS
Trevor Taylor	Regional Development Australia Barossa Gawler Light Adelaide Plains	Business Growth Strategist Executive	Equine Services	Peak Industry Body	SA
Ty Bauer	TAFE Queensland	Rural Teacher	Equine Services	RTO	QLD
Tyaan Montgomery-Quin	NT Department of Education	Not available	Equine Services	RTO	NT
Name withheld	Organisation withheld	Title withheld	Equine Dental Services	Employer (Non IRC)	NSW
Victoria Condon	Equitation Science International RTO	Teacher	Equine Services	RTO	VIC
Victoria Kemp	Hong Kong Jockey Club	Consultant	Equine Services	Peak Industry Body	International
Wade Shrives	Gympie Veterinary Services	Veterinarian	Equine Services	Employer (Non IRC)	QLD
Wendy K	Not available	Horse Owner	Equine Services	Employer (Non IRC)	QLD

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Industry Reference Committee (IRC) Representatives	• The Horse Safety project in 2017 created *ACMEQU202 Handle horses safely* and as well as its prerequisite *ACMEQU205 Apply knowledge of horse behaviour* and made both units the prerequisites to 27 units covered by the project. In the ACM Skills Forecast, 2020, the IRC proposed a review and removal of these two prerequisite units because they became an unintended barrier to enrolments. The IRC recommended for "more effective on-going learning, pre-requisites should be removed, with the practical components of the pre-requisites instead being embedded within the elements of the equine units of competency".	• *ACMEQU202 Handle horses safely* has been redesigned as *ACMEQU212 Handle horses safely* without a prerequisite, because the relevant content from the existing ACMEQU205 has been added to it. The unit has been strengthened to cover horse handling in a broader range of contexts. It is now used as the prerequisite for 18 revised ACM Equine units, effectively replacing the two units used previously. In addition, specific safety knowledge and skills have been updated or added in each of the revised ACM Equine units where required.
	• A Skill Set is required to provide the skills and knowledge required by existing transport workers that need to monitor and care for horses during transport.	• *ACMSS00041 Transport Horses Using a Road Vehicle Skill Set*, has been created for handlers and transport workers required to care for horses as part of loading, transporting and unloading horses.
	• In response to a briefing paper on stakeholder consultation draft feedback on the revised version of *ACMEQU212 Handle horse safely*, ACM IRC advised to remove Element 4 - Load and unload horses under supervision, and to create a separate unit to cover loading and unloading of horses.	• Element 4 - Load and unload was removed from *ACMEQU212 Handle horse safely* and *ACMEQU217 Load and unload horses created.*
	• In response to a briefing paper on stakeholder validation draft feedback on the inclusion of nose and skin twitching of horses in the Performance Evidence of *ACMEQU212 Handle horse safely*, ACM IRC was asked advice on whether to remove the twitching from the PE and include twitching in two units related to horse health care.	• The ACM IRC have voted in support of keeping restraints (twitches, hobble and crush) in the Performance Evidence of *ACMEQU212 Handle horse safely*, as supported by industry. To help resolve the issue, after further consultation with ACM IRC and SMEWG members, the Performance Evidence has been revised, and now offers the choice not to use nose and skin twitching:
• "safely and effectively applied a restraint to horse, using at least one of the following:

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
	• *Certificate III in Equine Hoof Care* - Requested removal of the soon to be superseded units in the Elective Group B: Prerequisite Units • Support for recognising the technical skills and knowledge requirements of equine allied health occupations	• hobble • nose twitch • skin twitch • horse crush • fitted an anti-rearing bit • fitted a bit and bridle • fitted and used appropriately a nose chain to headcollar". • Advice was provided that this elective group can only be removed after the imported elective units are revised as part of a future project for the AHC and RGR Training Packages. • Certificate IV in Equine Dentistry broadened to be applicable to equine allied health service providers (with two occupational specialisations) at AQF 5 / diploma level.
Peak Industry Bodies	• Strongly supported the review of the existing ACMEQU safety units. Also requested the development of a safety induction unit for support roles on equine worksites and events, a level 3 WHS unit for horse carers, to prepare to respond to emergency situations that involve the evacuation of horses. • Argued strongly against for the removal of Specific Assessor Requirements (SAR) in the Assessment Conditions (AC) of the three revised riding, as these were added during 2017 in response to several enquiries and reports following the death of a learner rider in 2009 in NSW.	• An SME from the PIB was heavily involved in the revision the existing ACMEQU safety units and the creation of: • *ACMEQU214 Prepare to work safely around horses* • *ACMEQU313 Work safely in equine workplaces*. • The units were released for broader stakeholder feedback on three different occasions, with and without the SAR, and the SAR discussed with stakeholders during webinars. Skills Impact met with two members of the ACM IRC and a Peak Industry Body member to consider the issue in light of the feedback received during the project, including the basis for the SAR arising from the ASQA Strategic Review – Training in Equine Programs in Australia 2015 and the subsequent 2017 Safety in Equine Training project. It was agreed by all parties to keep the SAR in the AC of the units, but to create a more flexible solution which allows for an assessor to have - • A recognised horse riding instructing/coaching and/or assessing accreditation OR

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
		• Experience providing training and/or assessment of riders
	• The use of stables is *ACMEQU215 Provide daily care for horses* is not suitable for equine workplaces that do not stable horses.	• Alternatives have been provided in these units to allow their use in workplaces where horses are not stabled or rugged.
	• Diploma of Equine Allied Health - Industry association strongly supports the availability of a traineeship/apprenticeship pathway for equine dental technicians	• Advice provided in the ACM CVIG that the preferred delivery method is via a traineeship/apprenticeship pathway. This is subject to State/Territory Training Authority funding and support.

Employers (Non-IRC)	Strong support for:
	• development safety induction unit for support roles on equine worksites and events, a level 3 WHS unit for horse carers, to prepare to respond to emergency situations that involve the evacuation of horses
	• merge and streamline units from Horse Breeding, Performance Horse and Equine sectors where there is an overlap of content or a natural synergy of outcomes
	• developing practical skills - horse handling, technical and safety/risk management
	• current approaches to horse care/husbandry and equine biosecurity
	• evidence-based knowledge of animal welfare and horse behaviour
	• developing stronger vocational pathways that allow movement between sectors
	• *ACMEQU212 Handle horses safely,* feedback for and against the inclusion of nose and skin twitching of horses in the PE of this units
		• The following units have been developed; *ACMEQU214 Prepare to work safely around horses* and *ACMEQU313 Work safely in equine workplaces*
		• Several units related to general horse care, horse health and horse riding have been merged, and the Horse Breeding and Performance Horse sectors retired from the ACM Training Package
		• All new and revised existing units include references to horse handling skills, animal welfare, safety and risk management, and biosecurity/infection control measures where relevant to the unit
		• Performance evidence - strengthened to increase volume/frequency in existing units and clearly specify practical skills
		• Assessment conditions - specify that activities must include live equines (in most units) to ensure practical skills are developed
		• Two new units addressing specific equine safety, namely:
		  • *ACMEQU413 Work safely in providing equine services as a contractor*
		  • *ACMEQU512 Manage safe work practices in a horse establishment*
		• Development of a new Certificate IV in Equine Care (general qualification or options to undertake occupational specialisations) providing a pathway between certificate III and diploma level qualifications that was not previously available.
		• The ACM IRC have voted in support of keeping restraints (twitches, hobble and crush) in the Performance Evidence of

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback

		ACMEQU212 Handle horse safely, as supported by industry. To help resolve the issue, after further consultation with ACM IRC and SMEWG members, the Performance Evidence has been revised, and now offers the choice not to use nose and skin twitching:
		• "safely and effectively applied a restraint to horse, using at least one of the following:
		  • hobble
		  • nose twitch
		  • skin twitch
		  • horse crush
		  • fitted an anti-rearing bit
		  • fitted a bit and bridle
		  • fitted and used appropriately a nose chain to headcollar".

Regulators	Not applicable	Not applicable

Registered Training Organisations (RTOs)	• Flexibility of qualifications to cater for different learner cohorts is important.
	• Certificate III in Horse Care, feedback on the qualification packaging rules increasing from 16 to 18 or 20 units, and whether *ACMEQU221 Manage personal health and fitness for working with horse, ACMEQU412 Interpret and address horse behaviour and welfare,* and *SISOEQU014 Determine nutritional requirements for sport or recreational horses* should be core or elective.
	• Specific Performance Criteria and Performance Evidence in some units of competency were not appropriate because:
	  • the outcomes are higher than the AQF level required in the unit
	  • the outcomes may create a welfare issue for the horse (for example - trimming a horse's muzzle hair)
	  • the outcomes are not required by all workplaces or sectors of the horse industry
	  • the outcomes are not accessible for remote learners.
		• The qualifications are more flexible via the packaging rules and the inclusion of imported units.
		• SMEWG advised the qualification is to be 18 units, to make *ACMEQU221 Manage personal health and fitness for working with horse* core and leave the other units as electives.
		
		• The Performance Criteria and Performance Evidence in the units in question was discussed with the SMEWG and revised to ensure a correct reflection of the AQF, removal of genuine horse welfare issues, and to create flexibility that allowed the unit to be used across different equine workplaces and regions.

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Training Boards/Other	Support for Extension to transition period (from 12 to 24 months) to allow time to prepare the resources required to deliver the revised training products.	Request to ASQA on behalf of the ACM IRC to extent the teach out period for the following qualifications: • ACM20217 Certificate II in Horse Care • ACM30817 Certificate III in Performance Horse • ACM50417 Diploma of Performance Horse Management • ACM40517 Certificate IV in Equine Dentistry Further feedback is available in section 8.4 of this document.

State and Territory Training Authorities (STAs)	• Entry requirements need to be more specific for RTOs to determine suitable entrants.
	• Clarification required on the use of soon to be superseded prerequisite units in the Elective Groups
	
	• *ACMEQU308 Transport horses using a road vehicle*, feedback advised that the Performance Evidence requires a cross border transport of horses will be difficult for WA users.
	• *ACMEQU212 Handle horse safely,* feedback objected to the requirement that an individual must demonstrate the use of nose twitches and skin twitches to restrain horses in the Performance Evidence.
		• Entry requirements modified with units of competency specified.
		
		• The packaging rules state that: "Electives from Group X can only be selected where required as a prerequisite". These units are the prerequisite units in the some of the listed electives that have been imported from the Agriculture, Horticulture, Conservation and Land Management (AHC) Training Package and Racing and Breeding (RGR) Training Package. This project does not have scope to update the AHC and RGR units and this issue will be addressed through a future project for these respective training packages.
		
		• Performance Evidence was revised and the cross border journey replaced with completion of biosecurity documentation of cross border transport.
		
		• The ACM IRC have voted in support of keeping restraints (twitches, hobble and crush) in the Performance Evidence of *ACMEQU212 Handle horse safely*, as supported by industry. To help resolve the issue, after further consultation with ACM IRC and SMEWG members, the Performance Evidence has been revised, and now offers the choice not to use nose and skin twitching:
		  • "safely and effectively applied a restraint to horse, using at least one of the following:
		    • hobble
		    • nose twitch
		    • skin twitch
		    • horse crush

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback

	• *ACMEQU305 Implement a horse health program,* feedback objected to the requirement that an individual must administer injections to 3 live horses and, as above, to the inclusions of demonstrating the use of nose twitches and skin twitches to restrain horses in the Performance Evidence.	• fitted an anti-rearing bit
		• fitted a bit and bridle
		• fitted and used appropriately a nose chain to headcollar".
		
		• During validation review, administration of injections in the Performance Evidence was reduced from 3 live horses to 1 live horse. Feedback from majority of stakeholders and the ACM IRC support that assessment on 1 live horse is achievable, however some stakeholders did not support demonstration on a live horse. The injection administration could be part of a health treatment, a prophylactic or vitamin, and can be demonstrated on a live horse or simulated with a horse replica.
		• The ACM IRC voted in support of keeping restraints in the Performance Evidence, as supported by industry and have revised PE to be:
		  • "identified restraint method appropriate for horse health treatment"
		and for 1 horse:
		  • "safely and effectively applied a restraint to horse"

	• *ACM30921 Certificate III in Equine Hoof Care,* feedback raised that with 4 of the 11 units in the core being coded at AQF level 4, and some of the qualification descriptors referencing complex problem solving, that the qualification's learning outcomes may exceed AQF level 3.	• To ensure the qualification aligns with AQF level 3 when it is implemented, the following statement has been added to the packaging rules - "A maximum of 2 of the 6 elective units may be selected coded with an AQF indicator above level 3 or reflect outcomes above AQF level 3". The references to complex problem solving have been removed from the qualification description.
Unions	Not applicable	Not applicable

Summary of Issues raised during stakeholder consultation

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
Suitable core units for *Certificate II in Horse Care*	• Requests to make the qualification more flexible via the packaging rules and by adding additional electives from the AHC Training Package, and feedback for	• The qualification was made more flexible via the packaging rules and the inclusion of imported units from the AHC Training Package. The SMEWG advised that *ACMEQU221 Manage personal health and*

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
	and against including *ACMEQU221 Manage personal health and fitness for working with horses* in the core • General support for the revised qualification	*fitness for working with horses* is better placed in the electives to allow user choice.
Packaging rules for *Certificate III in Horse Care*	• Feedback for and against the qualification increasing from 16 to 20 units, and whether *ACMEQU221 Manage personal health and fitness for working with horse, ACMEQU412 Interpret and address horse behaviour and welfare,* and *SISOEQU014 Determine nutritional requirements for sport or recreational horses* should be core or elective • General support for the revised qualification	• SMEWG advised the qualification is to be 18 units, to make *ACMEQU221 Manage personal health and fitness for working with horses* core and leave the other units as electives.
AQF alignment of *Certificate III in Equine Hoof Care*	Feedback raised that with 4 of the 11 core units being coded at AQF level 4, and some of the qualification descriptors referencing complex problem solving, that the qualification's learning outcomes may exceed AQF level 3.	To ensure the qualification aligns with AQF level 3 when it is implemented, the following statement has been added to the packaging rules - "A maximum of 2 of the 6 elective units may be selected coded with an AQF indicator above level 3 or reflect outcomes above AQF level 3". The references to complex problem solving have been removed from the qualification description.
Practical requirements of *ACMEQU212 Handle horses safely* are not required by all industries	• Some industry and RTO stakeholders wanted the Element 4 Load and unload horses under supervision removed. • Some stakeholders were concerned about catching, handling and releasing horses within a group of horses, arguing it was not possible in all workplaces and could be dangerous. Other stakeholders argued that this was an important skill and more dangerous not to learn it in a controlled environment where a worker is under supervision.	• To make the unit more flexible as a prerequisite across horse related sectors in the ACM, AHC and RGR Training Packages, the requirement to load and unload horses has been removed and *ACMEQU217 Load and unload horses* created. This was supported by SMEWG and ACM IRC. • The requirement to catch, handle and release a horse within a group of horses has been retained in the unit and Performance Evidence, but a group has been defined as 'at least 2 horses' to make the unit more accessible.
Practical requirements of *ACMEQU215 Provide daily care for horses* are not required by all industries	Concerns raised by RTOs and a few industry stakeholders in remote areas about the mandatory requirements to maintain stables and rug horses.	Alternatives have been provided in these units to allow their use in workplaces where horses are not stabled or rugged.

Issue raised	Key Feedback Points	Actions Taken to Address Feedback

Use of restraints in:
• *ACMEQU212 Handle horses safely*
• *ACMEQU216 Check and treat horses*
• *ACMEQU305 Implement a horse health program*
	Feedback did not support inclusion of demonstrating use of restraints, specifically twitching in the Performance Evidence.	• Meeting was held with RTO and ITAB representatives to listen their concerns.
		• The ACM IRC have voted in support of keeping restraints (twitches, hobble and crush) in the Performance Evidence of *ACMEQU212 Handle horse safely*, as supported by industry. To help resolve the issue, after further consultation with ACM IRC and SMEWG members, the Performance Evidence has been revised, and now offers the choice not to use nose and skin twitching:
		   • "safely and effectively applied a restraint to horse, using at least one of the following:
		      • hobble
		      • nose twitch
		      • skin twitch
		      • horse crush
		      • fitted an anti-rearing bit
		      • fitted a bit and bridle
		      • fitted and used appropriately a nose chain to headcollar".

Use of restraints and administering injections in *ACMEQU305 Implement a horse health program*	Feedback did not support inclusion of demonstrating use of restraints, specifically twitching, or administering injections twitching in the Performance Evidence.	• During validation review, administration of injections in the Performance Evidence was reduced from 3 live horses to 1 live horse. Feedback from majority of stakeholders and the ACM IRC support that assessment on 1 live horse is achievable, however some stakeholders did not support demonstration on a live horse. The injection administration could be part of a health treatment, a prophylactic or vitamin, and can be demonstrated on a live horse or simulated with a horse replica.
		• The ACM IRC voted in support of keeping restraints in the Performance Evidence, as supported by industry and as above have revised PE to be:
		   • "identified restraint method appropriate for horse health treatment"
		      • and for 1 horse:
		   • "safely and effectively applied a restraint to horse"

Practical requirements of *ACMEQU308 Transport horses using a road vehicle* are not achievable for remote learners	Concerns the Performance Evidence is too difficult to achieve because it requires the transport of a group of three horses, and the cross border transport is not realistic for individuals in remote areas	The Performance Evidence was revised to reduce the group transport from 3 to 2 horses, and the cross border journey replaced with completion of biosecurity documentation of cross border transport.

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
Skills required in *ACMEQU309 Provide basic hoof care procedures* do not reflect industry expectations	• Concerns that the number and type of hoof ailments and injuries in the Performance Evidence does not reflect AQF level 3 outcomes. • Request to make a complete balance trim of all four hooves and shoe replacement mandatory in the unit, because this is common in remote areas where a farrier is not generally available.	• The type and number of hoof ailments and injuries has been reduced to six of the more common, and the Performance Evidence made clearer that it is not necessary to treat these, but merely to explain the signs how to treat these using a live horse. • SMEWG advised that a complete balanced trim and shoe replacement is above the skills required by most horse care workers and adding these skills to the unit creates a health risk for the horses.
Additional schooling movements for *ACMEQU310 Exercise and school horses*	Feedback received during the consultation and validation feedback periods, that the range of schooling movements in the Performance Evidence was too limited and should list a greater range to cover various horse sectors.	After the validation period, a meeting with a range of stakeholders, including the individual who provided feedback was held. During this meeting it was agreed to add another 3 schooling movements to the 6 already available in the Performance Evidence.
Not all industries require the skills and knowledge included in *ACMEQU311 Prepare horses for presentation at an event*	• Concerns that the Performance Evidence was too onerous and inflexible. • Arguments received for and against some of the horse presentation outcomes in the Performance Criteria and Performance Evidence, especially related to the requirement to plait a horse mane.	• The Performance Evidence has been revised, simplified, and made more flexible with the types of events and horses that can be used. • The Performance Criteria and Performance Evidence was revised with SMEWG advice to make the unit more flexible across horse breeds, events, and workplaces, with requirement to plait a horse mane retained as, because the skill is required by many equine workplaces, and has value apart from breed specific events.
Access to equipment and facilities required for *ACMEQU314 Provide nonriding exercise to horses*	Suggestions that not many equine workplaces will have access to mechanical exercise to exercise horses as well an aquatic environment to wade/swim horses.	The unit and the related Performance Evidence has been redesigned to allow users a choice of exercising horses using mechanic equipment or in an aquatic environment.
Assessor Conditions requiring updates to better reflect current industry requirements for Three riding units: • *ACMEQU218 Perform horse riding skills at walk, trot and canter* • *ACMEQU219 Develop riding skills for exercising horses* • *ACMEQU310 Exercise and school horses*	Feedback was received for and against having specific assessor requirements in the Assessment Conditions throughout the project.	• The units were released for broader stakeholder feedback on three different occasions, with and without the specific assessor requirements, and the specific assessor requirements were discussed with stakeholders during webinars. • Skills Impact met with two members of the ACM IRC and a Peak Industry Body member to consider the issue in light of the feedback received during the project, including the basis for the specific assessor requirements arising the ASQA Strategic Review – Training in Equine Programs in Australia 2015 and the subsequent 2017 Safety in Equine Training project. It was agreed by all parties to keep the specific assessor requirements in the AC of the units, but to make to create the more flexible solution which allows for an assessor to have: • A recognised horse riding instructing/coaching and/or assessing accreditation

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
		OR • Experience providing training and/or assessment of riders • Additional information on these specific assessor requirements is available through the *User Guide: Safety in Equine Training*.
References to sedation in EQD units: • *ACMEQD502 Conduct assessment of equine masticatory system and plan dental treatment* • *ACMEQD503 Perform equine dental treatment and oral care using appropriate instrumentation*	Concerns over the potential misrepresentation of state/territory legislation (veterinary acts of science and pharmaceutical/poisons) which specify the role and responsibilities of veterinarians in prescribing and administering sedatives to equines	Units of competency where sedation has been referenced include: • Application section references to relevant legislation • Performance Criteria and Performance Evidence - specify the requirement to follow state/territory protocols and legislation (which vary according to jurisdiction) - additional text to clarify requirements was added during validation "*advised client to contact their registered veterinarian for the administration of sedation according to relevant state/territory legislation*" • Knowledge Evidence - covers content relevant to sedation to ensure practitioners know their responsibilities, scope of practice and risks associated with equine sedation. • Assessment Conditions - additional text was added to the resources section relating to 'live equines' - "*noting that where equines need to be sedated, sedation must be administered according to state/territory legislation by, or under the sponsorship of, a registered veterinarian*" NOTE: the units DO NOT require learners to administer sedation.
ACMEQD503 Perform equine dental treatment and oral care using appropriate instrumentation: • References to motorised instruments • Discussions over the removal of wolf teeth	• Concerns from veterinarians over lay persons / non-veterinarians using motorised instruments in equine dental work • Concerns from equine dental technicians that technicians need to know how to use motorised instruments and the benefits and risks relating to horse welfare as they are commonly used in dental services/treatments • Some practitioners queried the need to include 'digitally loose' wolf teeth and preferred a more general statement such as 'teat wolf teeth'.	• The unit of competency where motorised instruments has been referenced requires the learner to assess safety requirements and demonstrate correct use of motorised instruments (element 1). Other elements refer to the selection and correct use of appropriate instrumentation, which may be manual and/or motorised. Where sedation is required, technicians must follow relevant legislative requirements (see above) • Wolf teeth - most SMEs agreed during validation that references to removing 'digitally loose' wolf teeth should be retained to reflect the intent of veterinary guidelines for equines.

Attachment D: Mandatory Workplace Requirements in Training Products

Please set out in the table below training products which include a mandatory workplace requirement (i.e. which must be completed in a workplace)

All units must be assessed in an environment that reflects a real workplace and is set up with the appropriate equipment, systems and guiding procedures and that reflect an actual workplace. This includes working with live equines.

Code/title	Description of the Requirement (e.g., work placement, assessment requirement)	Rationale for Inclusion	Evidence of employer support
		Not applicable	

Attachment E: No enrolment and low enrolment training products

No Enrolment:

Please set out in the table below those training products that have had no enrolments over the past three years for which data is available

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
ACMEQU101 Approach and catch horses	Proposed for deletion.	• No enrolments since it was released in 2017, is not listed in any qualifications, and not on scope with any RTO. Industry have advised the unit is no longer required. The unit also duplicates the outcomes of *RGRPSH101 Catch and handle quiet horses under supervision.*
ACMEQU302 Apply knowledge of minimising impact of falling from a horse	Proposed for deletion.	• This unit has no enrolments since its release in 2017. Industry and RTO stakeholders have advised that it is unlikely that unit will be delivered, because of the safety risks it poses.
ACMEQU303 Demonstrate riding techniques for avoiding falls and reducing the impact of falls	Proposed for deletion.	• This unit has no enrolments since its release in 2017 Industry and RTO stakeholders have advised that it is unlikely that unit will be delivered, because of the safety risks it poses.
ACMHBR306 Provide information on horses	Proposed for deletion.	• There have been no enrolments in this unit and industry has advised the unit is no longer required
ACMPHR304 Ride and lead performance horses	Proposed for retention. New code and title is ACMEQU310 Exercise and school horses.	• Industry advised the current unit was too narrow and includes the leading of other horses while riding which some stakeholders consider to be unsafe. • The unit has been significantly redesigned and retitled as Exercise and school horses, to cover the skills and knowledge to develop and implement training to improve a horse's movement under saddle - skills that apply in a broad range of horse sectors, which should lead to an increase in enrolments.
ACMHBR501 Manage horse nutrition	Proposed for retention. Content merged with ACMPHR504 Manage equine nutrition. New code and title is ACMEQU501 Manage horse nutrition and feeding plans.	• Unit merged and content and sector reviewed and updated. Merged unit more accurately reflects industry needs and is supported by stakeholders.

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
ACMHBR504 Manage horse pastures	Proposed for retention. New code is ACMEQU504 Manage horse pastures.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs
ACMPHR402 Manage horses to meet performance horse sport requirements	Proposed for retention. New code and title is ACMEQU414 Manage horses to meet sport event requirements.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs
ACMPHR403 Evaluate equine training methodologies	Proposed for retention. New code and title is ACMEQU411 Evaluate horse education methodologies and individual programs.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs
ACMPHR404 Manage international opportunities for performance horses	Proposed for retention. New code is ACMEQU503 Manage international opportunities for horses.	• Unit content, AQF alignment and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs
ACMPHR405 Implement and monitor equine health and welfare strategies	Proposed for retention. New code and title is ACMEQU502 Manage horse health.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs
ACMPHR406 Manage the presentation of young horses	Proposed for retention. New code and title is ACMEQU416 Manage presentation of horses for sale or show.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments, supported by industry and RTOs.
ACMPHR407 Implement an equine facility maintenance, improvement and management program	Proposed for deletion.	• Unit can be replaced with AHC units covering similar content.
ACMPHR408 Educate and train performance horses	Proposed for deletion.	• Unit can be replaced with newer ACM units covering similar content.

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
ACMPHR409 Analyse performance horse pedigrees	Proposed for retention. New code and title is ACMEQU418 Select horses based on analysis of pedigree.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs.
ACMPHR501 Manage legal aspects of horse enterprises	Proposed for retention. New code and title is ACMEQU506 Manage legal, insurance and business aspects of horse establishments.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs.
ACMPHR502 Manage horse health using selected therapies	Proposed for retention. New code and title is ACMEQU424 Evaluate equine service or therapy provision.	• Unit content, sector and AQF alignment reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs.
ACMPHR503 Evaluate performance horse conformation	Proposed for retention. Content merged with ACMEQU403 Relate musculoskeletal structure to horse movement. New code and title is ACMEQU415 Relate musculoskeletal system to horse conformation and movement.	• Unit merged and content and sector reviewed and updated. Merged unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs
ACMPHR504 Manage equine nutrition	Proposed for retention. Content merged with ACMHBR501 Manage horse nutrition. New code and title is ACMEQU501 Manage horse nutrition and feeding plans.	• Unit merged and content and sector reviewed and updated. Merged unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs.
ACMPHR505 Manage fitness in performance horses	Proposed for retention. New code and title is ACMEQU505 Manage fitness in horses.	• Unit content and sector reviewed and updated. Unit more accurately reflects industry needs and is supported by stakeholders. • Guaranteed future enrolments. • Supported by industry and RTOs.
Qualifications		

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
Qualification Code/ Name of Qualification	**Proposed for retention/deletion**	**Rationale for Retention**
ACM50417 Diploma of Performance Horse Management	Proposed for retention. New code and title is ACM50421 Diploma of Equine Management.	• Qualification content reviewed and updated to more accurately reflect industry needs. • Guaranteed future enrolments, supported by industry and RTOs who can provide evidence of current/future enrolments as of 2020. Relevant RTO is aware of changes made to revised qualification and units of competency.
ACM30918 Certificate III in Equine Hoof Care	Proposed for retention. New code is ACM30921 Certificate III in Equine Hoof Care.	• This qualification was a new qual when released in December 2018. • Qualification content reviewed and updated to more accurately reflect industry needs.

Low Enrolment:

Please set out in the table below those training products that have had low enrolments over the past three years for which data is available1

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
ACMEQU207 Develop riding skills for exercising horses	Proposed for retention. Content merged with ACMPHR201 Ride performance horses for exercise in an arena. New code is ACMEQU219 Develop riding skills for exercising horses.	• Enrolments are increasing (44 in 2019) • Unit has been revised and merges content from *ACMPHR201 Ride performance horses for exercise in an arena* that had 12 enrolments in the first half of 2020, • The merged unit was supported by stakeholders during the project and will result in one less unit on TGA to compete for enrolments against it.
ACMEQU209 Provide non-riding exercise to horses	Proposed for retention.	• There were 7 enrolments in 2019

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1 Low enrolment training products are qualifications or units of competency that have had less than 42 enrolments in each of the past three years (this is the maximum no. of enrolments for the bottom 25% of qualifications based on average enrolments over 2016 - 2018)

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
	New code is ACMEQU314 Provide non-riding exercise to horses.	• The existing unit requires the exercise of horses using mechanical equipment and wading/swimming environments, which industry advised is not possible in most equine workplaces. The unit has been redesigned to allow users a choice of mechanical equipment or in an aquatic environment for horse exercise. It has been recoded to reflect AQF level 3 outcomes and is now also listed in the revised Certificate III in Horse Care.
ACMEQU211 Prepare horses for competition, presentation or sale	Proposed for retention. New code and title is ACMEQU311 Prepare horses for presentation at an event. Unit content also merging with ACMPHR303 Participate in horse events and activities to become ACMEQU312 Prepare and care for horses to perform at events.	• There was 1 enrolment in 2019 and 4 enrolments in the first half of 2020 • Industry advised the unit was required but could be reduced in its outcomes to make it more achievable. Two elements from this unit have been removed and the unit revised to and recoded to AQF level 3 outcomes. • Due to industry and RTO support, the revised unit has been made a core in the revised *Certificate III in Horse Care*. • An RTO in WA provided feedback supporting the retention of this unit - *"Removal of this unit would severely limit our practical delivery options and ability to offer this course for our cohort of students. We received 35 enrolments during our first full year of offering this course in 2020, we expect this number to increase significantly with further development and promotion of the course over the next few years."*
ACMEQU301 Introduce horses to lunge exercise	Proposed for retention. New code is ACMEQU307 Introduce horses to lunge exercise.	• There were 31 enrolments in 2019 • Stakeholders advised the unit was required but it should be expanded to include more advanced lungeing movements, that will broaden its usefulness in more horse sectors and workplaces. These changes have been made after detailed consultations with RTO stakeholders that strongly support the revised unit.
ACMHBR301 Transport horses	Proposed for retention. New code and title is ACMEQU308 Transport horses using a road vehicle.	• Enrolments are increasing (from 17 in 2018 to 46 in 2019) • The unit is not listed in the current ACM Horse Care qualifications which has likely affected past enrolments. • It has been updated with industry advice and has been listed in the core of the revised Certificate III Horse Care, and as an elective in the Certificate II in Horse Care.

Units of Competency

Unit Code/ Name of Unit	Proposed for retention/deletion	Rationale for Retention
		• It has also been included in a new Transport Horses Using a Road Vehicle Skill Set to assist existing livestock transport workers to broaden their skills.
ACMHBR308 Maintain horses in a healthy state	Proposed for retention. New code and title is ACMEQU305 Implement a horse health program. Unit content also merging with ACMPHR301 Care for performance horses to become ACMEQU306 Provide routine care for horses.	• Enrolments are increasing (from 31 in 2018 to 38 enrolments in 2019). • Content from the unit has been merged into the revised versions of *ACMPHR302 Maintain health and welfare of performance horses* and *ACMPHR301 Care for performance horses,* which means ACMHR308 will not be available as a separate unit in TGA. • Refer also to the comments below for *ACMPHR302 Maintain health and welfare of performance horses* and *ACMPHR301 Care for performance horses*
ACMPHR201 Ride performance horses for exercise in an arena	Proposed for retention. Content merged with ACMEQU207 Develop riding skills for exercising horses. New code and title is ACMEQU219 Develop riding skills for exercising horses.	• Enrolments are increasing (from 7 in 2019 to 12 in the first half of 2020) • Content from the unit has been merged into the revised version of *ACMEQU207 Develop riding skills for exercising horses*, which means ACMPHR201 will not be available as a separate unit in TGA. • Refer also to the comments above for *ACMEQU207 Develop riding skills for exercising horses.*
ACMPHR303 Participate in horse events and activities	Proposed for retention. Content merged with ACMEQU211 Prepare horses for competition, presentation or sale. New code and title is ACMEQU312 Prepare and care for horses to perform at events.	• Enrolments increasing (from 0 in 2018 to 32 enrolments in 2019, and 11 in the first half of 2020). • Unit has been revised as *ACMEQU312 Prepare and care for horses to perform at events* and includes content from *ACMEQU211 Prepare horses for competition, presentation or sale.* • COVID -19 event cancellation and restrictions probably limited enrolments during 2020. • Industry and RTO stakeholders have advised this unit should be retained as an important elective in the revised Certificate III in Horse Care, and can be used in the qualifications in the RGR Training Package
ACMEQD401 Work within an equine dental service provision framework	Proposed for retention. New code and title is ACMEQU507 Work within an equine allied health provider framework.	• Unit content and sector reviewed and made broader. AQF alignment updated. Unit more accurately reflects industry needs and is supported by stakeholders.

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
ACMEQD402 Determine equine oral function efficiency	Proposed for retention. Content merged with ACMEQD403 Identify potential health impacts of equine oral conditions. New code and title is ACMEQD501 Relate equine masticatory system to oral function, conditions and their health impacts.	• Unit merged and content and AQF alignment reviewed and updated. Merged unit more accurately reflects industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments, supported by industry and RTOs.
ACMEQD403 Identify potential health impacts of equine oral conditions	Proposed for retention. Content merged with ACMEQD402 Determine equine oral function efficiency. New code and title is ACMEQD501 Relate equine masticatory system to oral function, conditions and their health impacts.	• Unit merged and content and AQF alignment reviewed and updated. Merged unit more accurately reflects industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQD404 Conduct equine oral inspection and assessment and plan equine dental treatment	Proposed for retention. New code and title is ACMEQD502 Conduct assessment of equine masticatory system and plan dental treatment.	• Unit content and AQF alignment reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQD405 Perform routine dental correction and oral care using manual instruments	Proposed for retention. New code and title is ACMEQD503 Perform equine dental treatment and oral care using appropriate instrumentation.	• Unit content and AQF alignment reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQU401 Relate equine anatomical and physiological features to equine health care requirements	Proposed for retention. New code is ACMEQU508 Relate equine anatomical and physiological features to equine health care requirements.	• Unit content and AQF alignment reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQU402 Determine nutritional needs in provision of horse health care	Proposed for retention. New code and title is ACMEQU417 Advise on horse nutritional needs.	• Unit content reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQU403 Relate musculoskeletal structure to horse movement	Proposed for retention. Content merged with ACMPHR503 Evaluate performance horse conformation.	• Unit merged and content and AQF alignment reviewed and updated to more accurately reflect industry needs. Merged unit is supported by stakeholders.

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
	New code and title is ACMEQU415 Relate musculoskeletal system to horse conformation and movement.	• Existing and guaranteed future enrolments. • Supported by industry and RTOs.
ACMEQU404 Evaluate fit of saddlery and associated equipment	Proposed for retention. New code and title is ACMEQU419 Evaluate saddlery and gear fit for horse and rider combination.	• Unit content reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing enrolments, supported by industry and RTOs.
ACMEQU405 Maintain and monitor horse health and welfare	Proposed for retention. New code and title is ACMEQU422 Maintain and monitor horse health.	• Unit content reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing enrolments. • Supported by industry and RTOs.

ACMEQU406 Manage selection of horse for new or inexperienced handler, rider or driver	Proposed for retention.
	
	New code and title is ACMEQU423 Manage selection of horse for handler, rider or driver.
		• Unit content reviewed and updated.
		• Existing and guaranteed future enrolments.
		• Supported by industry and RTOs.
		• Increasing enrolments:
		  • 2017 – newly endorsed unit
		  • 2018 – 10
		  • 2019 – 29

ACMPHR401 Interpret equine behaviour	Proposed for retention. New code and title is ACMEQU412 Interpret and address horse behaviour and welfare.	• Unit content reviewed and updated to more accurately reflect industry needs and is supported by stakeholders. • Existing enrolments. • Supported by industry and RTOs
Qualifications		
Qualification Code/ Name of Qualification	**Proposed for retention/deletion**	**Rationale for Retention**

ACM20217 Certificate II in Horse Care	Proposed for retention.
	
	New code is ACM20221 Certificate II in Horse Care.
		• Qualification was not available during 2017, 2018 was a transition year and there were 78 enrolments in 2019
		• Industry and RTO stakeholders have expressed strong support for the revised *ACM20221 Certificate II in Horse Care* and are expecting an increased take up due to:
		  • this qualification has been strengthened to provide more robust skills for entry level horse care workers
		  • the reduction of prerequisites and removal of duplication across the revised units

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
		• a broader range of practical general electives that suit agricultural workers.
ACM40517 Certificate IV in Equine Dentistry	Proposed for retention. New code and title is ACM50521 Diploma of Equine Allied Health.	• Qualification content reviewed, made broader and updated to more accurately reflect industry needs. • Relevant RTO is aware of changes made to revised qualification and units of competency.

Training Package Quality Assurance

Attachment F: Quality assurance reports

- Independent Quality Report
- Editorial and Equity Report

Quality Report Template
Section 1 – Cover page

Information required	Detail
Training Package title and code	ACM Animal Care and Management V5.0
Number of new qualifications and their titles[1]	1 ACM40921 Certificate IV in Equine Care
Number of revised qualifications and their titles	5 ACM20221 Certificate II in Horse Care ACM30821 Certificate III in Horse Care ACM30921 Certificate III in Equine Hoof Care ACM50421 Diploma of Equine Management ACM50521 Diploma of Equine Allied Health
Number of new units of competency and their titles	9 (See Attachment 1)
Number of revised units of competency and their titles	41 (See Attachment 1)
Confirmation that the panel member is independent of: the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')	I confirm that I, Maree Thorne, am independent of: the Training Package or Training Package components' review (Yes) development and/or validation activities associated with the Case for Endorsement (Yes) undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (Yes)
Confirmation of the Training Packages or components thereof being compliant with the Standards for Training Packages 2012	Yes, I confirm that the Training Package components for endorsement are compliant with the Standards for Training Packages 2012
Confirmation of the Training Packages or components thereof being compliant with the Training Package Products Policy	Yes, I confirm that the Training Package components for endorsement are compliant with the Training Package Products Policy
Confirmation of the Training Packages or components thereof being compliant with the Training Package Development and Endorsement Process Policy	Yes, I confirm that the Training Package components for endorsement are compliant with the Training Package Development and Endorsement Process Policy

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1 When the number of training products is high the t*itles can be presented as an attached list.*

Training Package Quality Assurance

Information required	Detail
Panel member's view about whether: the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing	It is the panel member's view that the evidence of consultation and validation is fit for purpose and commensurate with the scope of the projects. It is noted that national consensus specifically in relation to the performance of equine dentistry is unclear due to lack of response from the dissenting party. From the components, it does appear that the developer has provided wording and/or flexibility of component requirements to address the issues raised. In addition, there is evidence that 'active engagement across industry has sought to achieve national consensus' including consultation with the IRC and a varied range of stakeholders about the dissenting views and rationales for decision made, acknowledgment of the concerns raised, processes which comply with the requirements of the Training Package Development and Endorsement Process Policy.
Name of panel member completing Quality Report	Maree Thorne
Date of completion of the Quality Report	9 September 2021

Training Package Quality Assurance

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 1 Training Packages consist of the following: AISC endorsed components: qualifications units of competency assessment requirements (associated with each unit of competency) credit arrangements One or more quality assured companion volumes	Yes	The components proposed for endorsement in the ACM Animal Care and Management Training Package 5.0 meet the requirements of Standard 1. The Training Package components in the Case for Endorsement (CfE) include: One new and five revised qualifications, and Nine new and 41 revised units of competency, and associated assessment requirements. An additional three new and three revised skill sets, three qualifications with minor changes (correction of typo and addition of elective units) and five units of competency with minor changes (typographical corrections) were included in the quality assurance process. The ACM Animal Care and Management Training Package Companion Volume Implementation Guide (CVIG) in two parts (Part 1: Overview and Implementation and Part 2: Component Details) have been updated to include the revised components and have been quality assured in this process. An additional two Companion Volumes were also quality assured: User Guide: Equine Allied Health (supporting the Diploma of Equine Allied Health), and User Guide: Safety in Equine Training User Guide The CVIG specifies no credit arrangements exist for the qualifications being endorsed, at the time of publication.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 2 Training Package developers comply with the Training Package Products Policy	Yes	The Training Package developers have complied with Standards 2 – Compliance with the Training Packages Products Policy (TPPP), with supporting evidence including: Compliance with coding and titling of qualifications and units of competency Three qualifications specify entry requirements. These requirements are expressed as units of competency, as the developer advised this is the requirement of some stakeholders, although do provide an option to enable the 'equivalent skills and knowledge [to be] acquired through participation in the equine industry'. Entry requirements do appear to be 'specific to the knowledge, skills or experience required to commence the qualification[s]' in compliance with TPPP 3.2 Prerequisite units have been minimised, as a key outcome of the project. 18 of 50 units have one or more horse safety and/or riding specific prerequisites (two units have a chain of two, and one unit a chain of three) Six units of competency are proposed to be deleted where no enrolments and/or skills are no longer relevant to the industry Packaging rules in the qualifications meet the requirements of the Training Package Products Policy, include flexibility to import units and use elective groups to structure specialisations if required The CVIG includes information about access and equity and as noted in the Equity Report 'details practical ways on how to incorporate reasonable adjustment in delivery and assessment and training products, particularly for learners with disabilities' The CVIG outlines how Foundation Skills have been addressed in units of competency Information about pathways, and qualification and unit mapping to inform users of changes to both equivalent and not equivalent units (including 'merged' qualifications and units of competency) is clearly provided in the CVIG The availability of three new and three reviewed skill sets included in this project provides additional flexibility and pathway options for individuals and industry.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 3 Training Package developers comply with the AISC Training Package Development and Endorsement Process Policy	Yes	The CfE provides detailed information about Skills Impact's development and endorsement processes of the draft components, including details of consultation undertaken (including two rounds of consultation at Draft 1 and Draft 2 prior to validation) and communication strategies with evidence of contributing personnel listed in Appendices. Establishment of Subject Matter Expert Working Groups (SMEWG), webinars (with recordings available on the website), directly targeted consultation as well as engagement with stakeholders via newsletters and direct messaging (both Skills Impact and industry specific channels), direct email and participation in online feedback is comprehensively detailed in the CfE. Summary of the feedback, responses and actions for the project was available at time of QA on the Skills Impact website and was examined in the quality assurance process to validate stakeholder feedback in the components.
Standard 4 Units of competency specify the standards of performance required in the workplace	Yes	50 units of competency were reviewed. The standards of performance required in the workplace are presumed to be confirmed through industry consultation during development.
Standard 5 The structure of units of competency complies with the unit of competency template	Yes	QA confirms that Editorial Report that: 'The structure of all fifty units of competency reviewed complies with the template containing code, title, application, prerequisite units, unit sector, elements, performance criteria, foundation skills, unit mapping and a link to the ACM Animal Care and Management Companion Volume Implementation Guide Version 5.0 (ACM CVIG)'. Licencing statements are included in units of competency where relevant, including where units may be used by the racing industry.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	Yes	Assessment Requirements associated with all units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment, and align well to the units of competency. Reference to either frequency (number of occasions) and/or volume (of process/product) of Performance Evidence is clearly stated, as are Assessment Conditions in relation to how evidence may be gathered and provision of necessary resources for meeting assessment requirements.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	Yes	QA confirms the Editorial Report statement that: 'The structure of all assessment requirements associated with each unit of competency reviewed, complies with the template containing performance and knowledge evidence, assessment conditions and a link to the ACM CVIG. The assessment requirements describe the volume or frequency of performance evidence and detail the necessary knowledge evidence. Each unit provided significant details on assessment conditions, required resources and assessor requirements'.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	Yes	The QA process confirmed qualification packaging rules specify requirements to ensure AQF outcomes for qualifications are met by the specified packaging rules and elective selection (prescribed by selection from elective groups) and supported with the wording: Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome in horse related industries. Qualification ACM30821 Certificate III in Horse Care prescribes an indicative AQF level/outcome for at least five of the nine required electives, whilst ACM30921 Certificate III in Equine Hoof Care prescribes a maximum of two of six electives above an indicative AQF level 3.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	Yes	The structure of the information for the AQF qualifications complies with the qualification template, including coding and title, a clear description of the qualification outcomes, legislative, licensing and certification considerations, and specification of entry requirements. Mapping of changes to superseded qualifications is included for revised qualifications, and all qualifications contain a link to the ACM CVIG. As noted in the Editorial Report, 'each qualification specifies the total number of core and elective units to achieve the qualification, including rules for specialisation (for ACM40921), and the number of elective units which can be imported from outside the training package'.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template	Yes	No national credit arrangements exist at this time for the qualifications presented. This is stated in the CVIG.
Standard 11 A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.	Yes	The training package components in this submission are accompanied by the ACM Animal Care and Management Training Package Companion Volume Implementation Guide (CVIG) Version 5.0 in two parts: Part 1: Overview and Implementation, and Part 2: Component Details The ACM CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and with the proposed endorsed components.
Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	Yes	Two additional companion volumes (User Guides) to support the proposed components were reviewed: Equine Allied Health, and Safety in Equine Training

Training Package Quality Assurance

Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Driven by industry's needs	Yes	The components proposed for endorsement for the ACM Training Package project aligns to the Case(s) for Change approved by the AISC and outlined in the CfE. Key industry issues including prerequisite units posing barriers to training and assessment, safety including for practitioners, visitors and contractors, equine services required in regional, rural and remote areas, and understanding of equine dentistry practices were identified in an IRC industry survey and appear to be addressed in the resulting components for endorsement. The CfE provides detailed information about the extent of industry consultation and stakeholder engagement and narrative about the rationales for changes that occurred in the development of the new and revised qualifications and units, and units proposed for deletion including with effected RTOs. It outlines involvement of the range of industry and other stakeholders, and details changes and communications throughout the project to meet needs of those stakeholders, and address opposing viewpoints.
Compliant and responds to government policy initiatives Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence: ensure obsolete and superfluous qualifications are removed from the system ensure that more information about industry's expectations of training delivery is available to training providers to	Yes	The proposed components for endorsement respond to the COAG Industry and Skills Council's (CISC) training package reforms, evidenced by: foster greater recognition of skill sets The proposed components will be supported by six (three new and three revised) skill sets. ensure that the training system better supports individuals to move easily from one related occupation to another ACMEQU units have been revised to enable units to be used in RGR Racing and Breeding, AHC Agriculture, Horticulture and Conservation and Land Management and SIS Sport and Recreation Training Packages and industries. As noted in the CfE, the Diploma of Equine Management revisions enable a broader application than the previous performance horse management, with options to focus on horse, farm, stud or business management. Inclusion of imported units, and flexibility to import units in packaging rules, enable credit transfer/recognition into other training packages/industries.

improve their delivery and to consumers to enable more informed course choices ensure that the training system better supports individuals to move easily from one related occupation to another 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		improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors Removal, or minimisation, of prerequisite chains enable units to be imported into other qualifications without onerous barriers. ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices Development of comprehensive User Guides (Safety in Equine Training and Equine Allied Health) provide support for training providers to improve their delivery and outline industry's expectation about training delivery. The Assessment Requirements in the proposed components are very detailed and specific regarding volume/frequency and industry's expectations of performance.
Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	The CfE notes that 'all units have been revised to ensure they match current work practices including health and safety of self, horses and others' with animal welfare concerns including mental health of equines included where relevant. New unit in providing equine services as a contractor reflects a contemporary industry job profile rather than as an employee, whilst the CfE identifies the 'growing industry trend for niche occupations in equine allied health' beyond equine dentistry, with new units and a specialisation outcome included in the qualification for equine massage. The CfE notes the Diploma of Equine Allied Health has been structured in anticipation of inclusion in the future of further allied health outcomes.

Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Support movement of skills within and across organisations and sectors	Yes	Packaging rules in the qualifications enable flexibility in the selection of electives, with options for specialisation where required, and including enabling imported electives for broader job roles or specific industry applications. Endorsed components will be supported by six skill sets (three new and three revised) to provide entry, upskilling and skill movements within and across industry sectors.
Promote national and international portability	Yes	The components proposed for endorsement reference use of Companion Volume User Guides for animal welfare, safety in training and equine allied health. These guides in turn provide comprehensive information about jurisdictional legislation and regulations, state and national codes of practice, and scope of professional practice.

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Reflect regulatory requirements and licensing	Yes	The CfE indicates that 'There are no licensing or certification requirements for the job roles covered in any of the qualifications covered in this project' Licencing statements in individual components provide advice for users to consider jurisdictional and/or industry sector specific (eg. Racing industry, scope of practice for equine allied health and/or restricted acts of veterinary science and pharmacy etc) requirements.

Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Reflect national consensus	No	At the time of presentation of components for QA, national consensus in relation to scope of practice of equine dentistry, which is currently unregulated, was unclear. The CfE includes the IRC's position and rationale in relation to the issues, changes to components to ameliorate and address stakeholder concerns, comprehensive communication from Skills Impact (July 2021) to the Australian Veterinary Association (AVA) in response to issues raised by them, however no conclusions or acceptance by stakeholders of the resolutions is evident. However, the mandate of the Training Package Development and Endorsement Process Policy that 'active engagement across industry has been sought to achieve national consensus about the advice being provided to the AISC' is evident in the CfE and components provided, including evidence of efforts by the developer to engage with the dissenting parties to resolve.
Recognise convergence and connectivity of skills	Yes	Units listed in the qualifications include imported units from other nationally endorsed training packages including from the AHC, BSB, FSK, HLT, RGR, SIS, SIT and TAE Training Packages. Qualifications also include ACM units from other sectors (eg. large animal incidents) and qualification levels.

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Meet the diversity of individual and employer needs	Yes	All qualifications include a wide range of elective options, and options to import from any other training packages or accredited courses, suitable to vocational requirements and context – which ensures that each qualification can be packaged to suit different settings and a range of employer and individual needs. Assessment requirements specify that assessment must take place in a [relevant] workplace or 'an environment that accurately represents workplace conditions', or more generally an area suitable for horse activities (eg. an 'enclosed riding environment' or 'a safe horse riding environment'). This flexibility allows for the training and assessment to occur in a range of different contexts.
Support equitable access and progression of learners	Yes	The Equity Report states that 'the skill sets and lower-level qualifications clearly lead into higher-level qualifications. The ACM CVIG V5.0 includes a section that outlines the multiple pathways to gain qualifications and diagrams showing the possible pathways into, and from qualifications. Prerequisites, including prerequisite chains, for units have been minimised or removed to ensure that those remaining are critical in addressing required prior skills and knowledge in horse handling and workplace safety'. Superseded units continue to be listed in the qualifications, with limitations to their usage only as a prerequisite unit, where the unit has not yet been reviewed to replace the prerequisite. Entry requirements prescribed for higher level qualifications are directly relevant to safety and horse handling, which would not be an unreasonable barrier for an individual pursing qualifications/career in this industry.

Quality principle 5: Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Support learner transition between education sectors	Yes	The new and revised units are packaged into the skill sets and qualifications to provide a range of pathways for users. The case for endorsement and ACM CVIG V5.0 advises that all qualifications except the ACM50421 Diploma of Equine Management are suitable for an Australian Apprenticeship pathway, and ACM20221 Certificate II in Horse Care as suitable for delivery of VET to secondary school students. The CVIG specifies that there are no national credit arrangements between the revised qualifications and Higher Education qualifications at the time of endorsement.

Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Support implementation across a range of settings	Yes	Industry advice about delivery implementation, including access and equity issues and training pathways, is provided via the ACM CVIG V5.0 which has been quality assured in this process and is ready for publication at the same time as the Training Package components. The Equity Report confirms that the CVIG provides guidance about Pathways, Access and Equity including reasonable adjustment, and Foundation Skills. Foundation Skills are included in the units of competency for endorsement including being specified where the skills are not explicit in the performance criteria. Industry support for the validated components expressed in the feedback summaries and CfEs imply that they do not exceed foundation skills required in the workplace.
Support sound assessment practice	Yes	The Elements and Performance Criteria of the units of competency, and the associated Assessment Requirements of Performance Evidence and Knowledge Evidence are closely aligned. Performance Evidence includes detailed and very clear, comprehensive reference to volume and frequency of performance required, and the Assessment Conditions specify physical conditions, specifications, and resources, equipment and materials for assessment.

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the Training Package Development and Endorsement Process Policy
Support implementation	Yes	The training package components provided for quality assurance were presented in full and in a format required to comply with the National Register requirements for publication. The Editorial Report confirms that editorial suggestions made were incorporated or explained, and recommendations made in this quality assurance process have been similarly addressed by the developer. Components contain links as required by the templates to the ACM CVIG 5.0 whilst other CV User Guides which have been updated to include all components being endorsed, have been quality assured in this process and are ready for publication at the same time as the Training Package components.

Training Package Quality Assurance

Attachment 1

Units of Competency:

	New Units of Competency (9)
ACMEQU313	Work safely in equine workplaces
ACMEQU413	Work safely in providing equine services as a contractor
ACMEQU420	Fit and adjust bits and bridles
ACMEQU421	Provide saddle fitting and adjustment services
ACMEQU425	Provide horse clipping services
ACMEQU509	Conduct assessment for equine massage therapy
ACMEQU510	Provide equine massage therapy service
ACMEQU511	Develop and implement an equine rehabilitation program
ACMEQU512	Manage safe work practices in a horse establishment

	Revised Units of Competency (41)
ACMEQD501	Relate equine masticatory system to oral function, conditions and their health impacts
ACMEQD502	Conduct assessment of equine masticatory system and plan dental treatment
ACMEQD503	Perform equine dental treatment and oral care using appropriate instrumentation
ACMEQU212	Handle horses safely
ACMEQU213	Follow safe work practices in equine industries
ACMEQU214	Prepare to work safely around horses
ACMEQU215	Provide daily care for horses
ACMEQU216	Check and treat horses
ACMEQU217	Load and unload horses
ACMEQU218	Perform horse riding skills at walk, trot and canter
ACMEQU219	Develop riding skills for exercising horses
ACMEQU220	Lunge educated horses
ACMEQU221	Manage personal health and fitness for working with horses
ACMEQU305	Implement a horse health program
ACMEQU306	Provide routine care for horses
ACMEQU307	Introduce horses to lunge exercise
ACMEQU308	Transport horses using a road vehicle
ACMEQU309	Carry out basic hoof care procedures
ACMEQU310	Exercise and school horses
ACMEQU311	Prepare horses for presentation at an event
ACMEQU312	Prepare and care for horses to perform at events
ACMEQU314	Provide non-riding exercise to horses
ACMEQU411	Evaluate horse education methodologies and individual programs
ACMEQU412	Interpret and address horse behaviour and welfare
ACMEQU414	Manage horses to meet sport event requirements
ACMEQU415	Relate musculoskeletal system to horse conformation and movement
ACMEQU416	Manage presentation of horses for sale or show
ACMEQU417	Advise on horse nutritional needs
ACMEQU418	Select horses based on analysis of pedigree
ACMEQU419	Evaluate saddlery and gear fit for horse and rider combination
ACMEQU422	Maintain and monitor horse health
ACMEQU423	Manage selection of horse for handler, rider or driver
ACMEQU424	Evaluate equine service or therapy provision
ACMEQU501	Manage horse nutrition and feeding plans
ACMEQU502	Manage horse health care
ACMEQU503	Manage international opportunities for horses
ACMEQU504	Manage horse pastures
ACMEQU505	Manage fitness in horses
ACMEQU506	Manage legal, insurance and business aspects of horse establishments
ACMEQU507	Work within an equine allied health provider framework
ACMEQU508	Relate equine anatomical and physiological features to equine health care requirements

Training Package Quality Assurance

Editorial Report

1. Cover page	
Information required	**Detail**
Training Package title and code	ACM Animal Care and Management Version 5.0
Number of new qualifications and their titles 1	One new qualification: ACM40921 Certificate IV in Equine Care.
Number of revised qualifications and their titles	Five revised qualifications: ACM20221 Certificate II in Horse Care ACM30821 Certificate III in Horse Care ACM30921 Certificate III in Equine Hoof Care ACM50421 Diploma of Equine Management ACM50521 Diploma of Equine Allied Health.
Number of new units of competency and their titles	Nine new units of competency: ACMEQU313 Work safely in equine workplaces ACMEQU413 Work safely in providing equine services as a contractor ACMEQU420 Fit and adjust bits and bridles ACMEQU421 Provide saddle fitting and adjustment services ACMEQU425 Provide horse clipping services ACMEQU509 Conduct assessment for equine massage therapy ACMEQU510 Provide equine massage therapy service ACMEQU511 Develop and implement an equine rehabilitation program ACMEQU512 Manage safe work practices in a horse establishment.

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1 *When the number of training products is high the titles can be presented as an attachment.*

Training Package Quality Assurance

Number of revised units of competency and their titles	Forty-one revised units of competency comprising:
	ACMEQD501 Relate equine masticatory system to oral function, conditions and their health impacts
	ACMEQD502 Conduct assessment of equine masticatory system and plan dental treatment
	ACMEQD503 Perform equine dental treatment and oral care using appropriate instrumentation
	ACMEQU212 Handle horses safely
	ACMEQU213 Follow safe work practices in equine industries
	ACMEQU214 Prepare to work safely around horses
	ACMEQU215 Provide daily care for horses
	ACMEQU216 Check and treat horses
	ACMEQU217 Load and unload horses
	ACMEQU218 Perform horse riding skills at walk, trot and canter
	ACMEQU219 Develop riding skills for exercising horses
	ACMEQU220 Lunge educated horses
	ACMEQU221 Manage personal health and fitness for working with horses
	ACMEQU305 Implement a horse health program
	ACMEQU306 Provide routine care for horses
	ACMEQU307 Introduce horses to lunge exercise
	ACMEQU308 Transport horses using a road vehicle
	ACMEQU309 Carry out basic hoof care procedures
	ACMEQU310 Exercise and school horses
	ACMEQU311 Prepare horses for presentation at an event
	ACMEQU312 Prepare and care for horses to perform at events
	ACMEQU314 Provide non-riding exercise to horses
	ACMEQU411 Evaluate horse education methodologies and individual programs
	ACMEQU412 Interpret and address horse behaviour and welfare
	ACMEQU414 Manage horses to meet sport event requirements
	ACMEQU415 Relate musculoskeletal system to horse conformation and movement
	ACMEQU416 Manage presentation of horses for sale or show
	ACMEQU417 Advise on horse nutritional needs
	ACMEQU418 Select horses based on analysis of pedigree
	ACMEQU419 Evaluate saddlery and gear fit for horse and rider combination
	ACMEQU422 Maintain and monitor horse health
	ACMEQU423 Manage selection of horse for handler, rider or driver
	ACMEQU424 Evaluate equine service or therapy provision
	ACMEQU501 Manage horse nutrition and feeding plans
	ACMEQU502 Manage horse health care
	ACMEQU503 Manage international opportunities for horses
	ACMEQU504 Manage horse pastures
	ACMEQU505 Manage fitness in horses

	ACMEQU506 Manage legal, insurance and business aspects of horse establishments ACMEQU507 Work within an equine allied health provider framework ACMEQU508 Relate equine anatomical and physiological features to equine health care requirements.
Confirmation that the draft training package components are publication-ready	The draft training package components are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes, Lina Robinson
Date of completion of the report	26 August 2021

Training Package Quality Assurance

2. Content and structure

Units of competency

Editorial requirements	Comments
Standard 5: The structure of units of competency complies with the unit of competency template.	The structure of all fifty units of competency reviewed complies with the template containing code, title, application, prerequisite units, unit sector, elements, performance criteria, foundation skills, unit mapping and a link to the ACM Animal Care and Management Companion Volume Implementation Guide Version 5.0 (ACM CVIG). The units were checked for consistency of style to ensure clarity, appropriate coding and mapping and accuracy of foundation skills descriptions in relation to the elements and performance criteria.
Standard 7: The structure of assessment requirements complies with the assessment requirements template.	The structure of all assessment requirements associated with each unit of competency reviewed, complies with the template containing performance and knowledge evidence, assessment conditions and a link to the ACM CVIG. The assessment requirements describe the volume or frequency of performance evidence and detail the necessary knowledge evidence. Each unit provided significant details on assessment conditions, required resources and assessor requirements.

Qualifications

Editorial requirements	Comments by the editor
Standard 9: The structure of the information for qualifications complies with the qualification template.	All of the qualifications reviewed complies with the qualification template. Each qualification specifies the total number of core and elective units to achieve the qualification, including rules for specialisation (for ACM40921), and the number of elective units which can be imported from outside the training package.
Standard 10: Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	No credit arrangements for the qualifications were presented.

Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.	The updated ACM CVIG reviewed complies with the template and contains all mandatory fields. Other companion volumes reviewed included the: Equine Allied Health: Diploma of Allied Health V5.0 User Guide: Safety in Equine Training Release 4.0.

Training Package Quality Assurance

3. Proofreading	

Editorial requirements	Comments by the editor
Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide.	Yes, the unit codes and titles are consistent across publications. Note for QA panellist: The units ACMEQU202 Handle horses safely and ACMEQU205 Apply knowledge of horse behaviour which will be superseded with ACMEU212 Handle horses safely are still listed in certificates II and III horse care qualifications as they are the prerequisites to other AHC units which are not part of the ACM V5.0 submission. The developer's rationale appears on page 13 of the case for endorsement.
Units of competency and their content are presented in full.	All units of competency were presented in full.
The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates	All training products have been checked for: spelling, grammatical and typing presentation consistency in language balanced with industry requirements presentation of training products in the context of industry requirements compliance with required templates. There were changes suggested during the editorial process mainly to improve clarity, style and consistency of language. The developers adopted most of the suggested changes where it didn't compromise industry's intention.

Training Package Quality Assurance

Training Package Quality Assurance

Equity Report Template
Section 1 – Cover page

Information required	Detail
Training Package title and code	ACM Animal Care and Management Version 5.0
Number of new qualifications and their titles 1	One new qualification: ACM40921 Certificate IV in Equine Care.
Number of revised qualifications and their titles	Five revised qualifications: ACM20221 Certificate II in Horse Care ACM30821 Certificate III in Horse Care ACM30921 Certificate III in Equine Hoof Care ACM50421 Diploma of Equine Management ACM50521 Diploma of Equine Allied Health.
Number of new units of competency and their titles	Nine new units of competency: ACMEQU313 Work safely in equine workplaces ACMEQU413 Work safely in providing equine services as a contractor ACMEQU420 Fit and adjust bits and bridles ACMEQU421 Provide saddle fitting and adjustment services ACMEQU425 Provide horse clipping services ACMEQU509 Conduct assessment for equine massage therapy ACMEQU510 Provide equine massage therapy service ACMEQU511 Develop and implement an equine rehabilitation program ACMEQU512 Manage safe work practices in a horse establishment.
Number of revised units of competency and their titles	Forty-one revised units of competency comprising: ACMEQD501 Relate equine masticatory system to oral function, conditions and their health impacts ACMEQD502 Conduct assessment of equine masticatory system and plan dental treatment ACMEQD503 Perform equine dental treatment and oral care using appropriate instrumentation ACMEQU212 Handle horses safely ACMEQU213 Follow safe work practices in equine industries ACMEQU214 Prepare to work safely around horses ACMEQU215 Provide daily care for horses ACMEQU216 Check and treat horses ACMEQU217 Load and unload horses ACMEQU218 Perform horse riding skills at walk, trot and canter ACMEQU219 Develop riding skills for exercising horses ACMEQU220 Lunge educated horses ACMEQU221 Manage personal health and fitness for working with horses ACMEQU305 Implement a horse health program ACMEQU306 Provide routine care for horses

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1 *When the number of training products is high* the titles can be presented as an attached list.

Training Package Quality Assurance

Information required	Detail
	ACMEQU307 Introduce horses to lunge exercise
	ACMEQU308 Transport horses using a road vehicle
	ACMEQU309 Carry out basic hoof care procedures
	ACMEQU310 Exercise and school horses
	ACMEQU311 Prepare horses for presentation at an event
	ACMEQU312 Prepare and care for horses to perform at events
	ACMEQU314 Provide non-riding exercise to horses
	ACMEQU411 Evaluate horse education methodologies and individual programs
	ACMEQU412 Interpret and address horse behaviour and welfare
	ACMEQU414 Manage horses to meet sport event requirements
	ACMEQU415 Relate musculoskeletal system to horse conformation and movement
	ACMEQU416 Manage presentation of horses for sale or show
	ACMEQU417 Advise on horse nutritional needs
	ACMEQU418 Select horses based on analysis of pedigree
	ACMEQU419 Evaluate saddlery and gear fit for horse and rider combination
	ACMEQU422 Maintain and monitor horse health
	ACMEQU423 Manage selection of horse for handler, rider or driver
	ACMEQU424 Evaluate equine service or therapy provision
	ACMEQU501 Manage horse nutrition and feeding plans
	ACMEQU502 Manage horse health care
	ACMEQU503 Manage international opportunities for horses
	ACMEQU504 Manage horse pastures
	ACMEQU505 Manage fitness in horses
	ACMEQU506 Manage legal, insurance and business aspects of horse establishments
	ACMEQU507 Work within an equine allied health provider framework
	ACMEQU508 Relate equine anatomical and physiological features to equine health care requirements.
Confirmation that the draft training package components meet the requirements in Section 2 Equity checklist of draft training package components	The draft training package components meet the requirements in Section 2 Equity checklist of draft training package components.
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes, Lina Robinson
Date of completion of the report	27 August 2021

Training Package Quality Assurance

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
The training package component(s) comply with Standard 2 of the Standards for Training Packages 2012. The standard requires compliance with the Training Package Products Policy, specifically with the access and equity requirements: Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.	All training package components reviewed comply with Standard 2 of the Standards for Training Packages 2012 and Training Package Products Policy 2019 (the Policy) in relation to access and equity. The ACM Animal Care and Management Companion Volume Implementation Guide (ACM CVIG) updated as Version 5 has a section on Access and Equity Considerations and details practical ways on how to incorporate reasonable adjustment in delivery and assessment and training products, particularly for learners with disabilities.

Section 3 - Training Package Quality Principles

Quality Principle 4
Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces.

Key features
Do the units of competency meet the diversity of individual and employer needs and support equitable access and progression of learners?
What evidence demonstrates that the units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth so that they support implementation across a range of settings?
Are there other examples that demonstrate how the key features of flexibility are being achieved?

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?'	All qualifications contain a wide selection of electives that enable application in different equine settings and allow for a reasonable number of units not listed in the elective banks to be imported from other training packages or accredited courses.
2. Is there evidence of multiple entry and exit points?	The skill sets and the lower-level qualifications clearly lead into higher-level qualifications. The ACM CVIG V5.0 includes a section that outlines the multiple pathways to gain qualifications and diagrams showing the possible pathways into, and from qualifications.
3. Have prerequisite units of competency been minimised where possible?	Prerequisites, including prerequisite chains, for units have been minimised or removed to ensure that those remaining are critical in addressing required prior skills and knowledge in horse handling and workplace safety.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	The pathways and packaging rules of the qualifications support movement within and across equine sectors within the ACM Animal Care and Management Training Package. The EQU coded units have been written so that they can be applied across multiple industries and easily be

Equity requirements	Equity reviewer comments
	imported into other training packages, such as RGR Racing and Breeding, AHC Agriculture, Horticulture and Conservation and Land Management and SIS Sport and Recreation.

Quality Principle 5

Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors.

Key features
Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	The new and revised units are packaged into the skill sets and qualifications to provide a range of pathways for users. The case for endorsement and ACM CVIG V5.0 advises that all qualifications except the ACM50421 Diploma of Equine Management as suitable for an Australian Apprenticeship pathway, and ACM20221 Certificate II in Horse Care as suitable for delivery of VET to secondary school students.

Quality Principle 6

Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements.

Key features
Support implementation across a range of settings and support sound assessment practices.

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: Pathways Access and equity Foundation skills? (see Training Package Standard 11)	The ACM CVIG V5.0 includes advice on pathways, access and equity and foundation skills.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	The foundation skills are easily recognised in the units of competency reviewed.

Attachment G: Copies of Letters of Support

Hi Lucinda,

I'm emailing support for the Final draft documents for the Equine Dental Diploma,

I am a qualified equine dentist from Yelingbo Victoria and a qualified member of the IEAD.
Along with being a qualified Farrier with the Victorian Master Farriers Association.
Please contact me if you require any more information.

Thank you,
Regards,
David Martin CEqD

Hello Lucinda

My name is Jacob Dunn, I'm an Equine Dental Technician based in the Kimberley region of Western Australia.

I just wanted to say I'm in support of the draft documents and the edits suggested by Belinda Smith and Dale Wearing.

Kind regards
Jacob Dunn

Sent from my iPhone

Good afternoon Lucinda,

I hope this feedback gets in on time, I understand the cut off day is today.
My name is Joe Raines and I have been an equine dental practitioner for over 17 years. I was trained at the Academy of Equine dentistry and certified through them as well as the International Association of Equine Dentistry (AED and IAED). I have worked in the USA, Europe and currently run a very busy practice in NSW. I return every 2 years to the Academy for continued education and try to participate in conferences. I am also involved at the current Joblink Cert IV as a trainer.

I am writing you to give my support to the current draft of the qualification. I would like to add that I am missing some education on the sedatives and medication that are a very important part of treatments. It helps with communication with the veterinary support network and knowledge of the workings of these is essential in my view.

Sincerely,
Joe Raines

Hi Lucinda,

I am writing you to give my support to the current draft of the qualification, with the addition of what I believe is missing.
My name is Marieke Raines-Huijbers and I am a qualified equine dental practitioner. I trained and certified through the Academy of Equine Dentistry in Idaho, I also have the IAED certification. My husband Joe Raines and I run a business in equine dental services in NSW and we have been working together since 2007. We also service a group of 200 clients in The Netherlands, on a yearly basis and again when covid restrictions allow us to travel. I am a current member of the Dutch Equine Dental Association, the NVVGP. I am also one of the trainers at the current Joblink Cert IV in Equine Dentistry.

My addition to the support is the following:
Both my husband and I would like to see some training in the use of sedatives, nerve blocks and pain management. We find this is an integral part of working with power instruments and working within an equine veterinary network. It will improve the communication with the supporting veterinarians and assist with proposing and executing of treatment plans in benefit of the horse.
We have learned all of this ourselves out in the field and would like to see students graduating more prepared than we were.

Sincerely,
Marieke Raines-Huijbers

Hi Lucinda

I have been through all the above documents & thoroughly endorse them. I look forward to their implementation as a great step toward regulation of allied animal health workers so that untrained operatives no longer cause significant animal welfare problems.

Warm regards

Steve Roberts

Dear Skills Impact,

I am writing to provide my support for the horse care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I have been working with horses and saddle fitting for approximately 41 years. Full time on the road in a dedicated van since 1995. I have been designing saddles with companies around the world, for horse and rider comfort , for 29 years.

Education is crucial for safety and the horses well being.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to working with individuals with the updated standards for horse care.

Regards,

Gary Johnson

Director
Saddles Plus
6/821 South West Hwy
Byford WA 6122
AUSTRALIA
Ph: (08) 9526 2292

Mob: 0417 900 023
www.saddlesplus.com.au

Dr Lisa Pearce BVSc (Hons)

Karratha Mobile Veterinary Services

Dr.lisapearce@hotmail.com
0488928028

5 April 2021

Dear Lucinda,

I am writing to provide feedback with regards to the proposed qualification Certificate 4 Equine Dentistry.

For the past 16 years I have sponsored a non-veterinary Equine Dentist, he is an internationally qualified Equine Dentist, licenced to administer sedation through our Vet Surgeons Board, and qualified in the use of motorised equipment. He is confidently, responsibly, and safely administering sedation and performing Category 2 Equine Dentistry unsupervised in the field.

I believe any attempt to take away the choice of animal owners from accessing the services of such skilled Equine Dental Professionals is done so out of fearing loss of income and the concerns about encroachment by less skilled providers doing more harm than good. Also there are a large number who are naive about the very well educated and skilled non-Veterinary Professionals who are out there.   We should all be focusing on the skills and education of providers with regards to the animal welfare perspective. I understand there are many Veterinarians who share my support of non-Veterinary equine dentists but are unwilling to come forward.

Currently, as far as I am aware, those looking to study equine dentistry to a recognised international standard (regardless of whether they are a Veterinarian or non-Veterinarian) would need to seek education such as this overseas.

The Certificate 4 Equine Dentistry being offered here will contribute significantly to an increase in the standard of equine dental services offered in this country, improving the overall welfare of horses. With increased education of Equine Dentist's, I believe, it will also contribute to an increase in horses being referred to Veterinarians for issues that may otherwise have gone undiagnosed and untreated.

I believe the correct use of motorised dentistry equipment to be critical in this training, as prevention/correction of dental malocclusions is a crucial component of the job. I would be willing to support/employ/recommend anyone with the skills they would have upon completion of this package as it currently reads.

If there is any further help I can provide please do not hesitate to contact me on my private number 0427928289.

Yours sincerely

Lisa Pearce BVSc(Hons)

9th September, 2021

EQUINE DENTAL
ASSOCIATION OF AUSTRALIA INC.

To : Skills Impact
Lucinda@skillsimpact.com.au

Dear Skills Impact,

We are writing to provide our support for the Horse Care project.

The Equine Dental Association of Australia (EDAA) is the oldest horse dentist association in Australia and for over 20 years has assisted in delivering the Certificate IV in Equine Dentistry (State & National).

EDAA has 35 fully accredited and fully insured members who provide, humane, routine, dental care to horses, ponies and donkeys.

Over 20 years the Equine Dental Association Australia has:

- Developed an incorporated Australian Association
- Developed a training program
- Gained National recognition of their accredited training program
- Gained reputable on-shore Public Liability and professional Indemnity Insurance for all members
- Helped train many young horse people and then set up their own successful business
- Improved the health and well-being of thousands of horses

Members of EDAA have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

We look forward to training and working with individuals with the updated standards for horse care.

Yours faithfully,
EQUINE DENTAL ASSOCIATION OF AUSTRALIA

Darcy Porter
President

96

'Ulabri', 383 Paling Yards Rd
Wattle Flat NSW 2795
P: 02 6337 7218
M: 0401 383 033
dartmoor.nash@iinet.net.au

12 September 2021

Lucinda O'Brien
Industry Skills Standards Specialist
Skills Impact
559A Queensberry Street
North Melbourne VIC 3051

Dear Lucinda

This letter is relevant to the Skills Impact Animal Care and Management Horse Care Project. Being part of industry as a private performance horse breeding/training operator, active member of various organisations including Equestrian Australia, Australian Horse Industry Council, local equestrian clubs etc through to being a qualified riding instructor, clinic assessor and Board member with Horse Safety Australia it is with pleasure that I provide this support.

Throughout the entire process industry has been consulted on all matters including the case for change, the plan to revise and update where required, development of new and refurbishment of existing qualifications through to validation.

The newly created qualifications from Certificate II through to and including Diploma clearly define and meet the industry job role requirements, enabling sound pathways for those working in the industry to develop skills and knowledge to satisfy several career opportunities. The creation of the Certificate IV in Equine Care enables those currently working in the space to gain nationally recognised qualifications whilst enabling others to broaden their skills base which in turn enhances job opportunities. The revised Diploma of Equine Management allows for better application across a broader spectrum of sectors in the horse industry, once again enhancing overall job outcomes. The creation and structuring of the Diploma of Equine Allied Health enables those practicing in these various professions to gain suitable qualifications, potentially broaden their skills and knowledge whilst welcoming those wishing to enter more specialised horse care fields.

Inclusion of industry requirements to cover Work Health and Safety, animal welfare, social licence to operate and biosecurity, as well as latest industry techniques, trends and technologies ensures the qualifications are current and relevant. The handling horse's prerequisite unit of competency ensures the safety awareness and culture continues to evolve whilst the embedding of safety throughout units provides for continued revision and reflection of safety relevant to individual task application. To top this off the development of specific horse industry Work Health and Safety units at each qualification level, is a milestone in the world of everything safety around horses and very much needed. Awareness and application all starts with education!

Well done to the Skills Impact development project team and thank you for the opportunity afforded to industry to develop courses by industry for industry.

Yours sincerely

Linda Molloy
BAppSC-Equine (CSU)

97

International Association of Equine Dentistry

Australian Chapter Members

Thursday May 20th 2021

E: iaedoz@hotmail.com

To: Skills Impact and ACMIRC Members

Re: Draft document Diploma of Equine Allied Health

Thank you for providing the Australian members of the International Association of Equine Dentistry the opportunity to give feedback during the industry consultation phase of the current equine qualifications review.

The IAED is a group of Equine Dental Technicians and Veterinarians whose mission is to work together to improve equine dentistry all over the world. We use scientific based evidence and peer reviewed equine dentistry techniques to maintain an IAED Certification Standard. This standard is the foundation for our independent and blind certification examinations, which include both written and practical exams. IAED Certified Members have proven their skills to be of the highest calibre and are required to maintain their Certification by attending continuing education lectures and workshops.

We would like to confirm that the Australian members of the IAED have reviewed the latest draft documents with regard to equine dentistry and the development of the Diploma of Equine Allied Health. Individual members listed below may have responded with their feedback for edits and group members have discussed the suggested changes.

We acknowledge and agree with the inclusion of the IAED Standard and Anatomical Guidelines in the User Guide, under section 2-Guidelines for Equine Dental Technicians and feel that this is definitely a welcome inclusion, helping to raise the skill level of graduates completing this qualification.

We hope all training organisations involved in the delivery of the qualification hold to the assessment guidelines written in this companion document.

We commend the Subject Matter Expert Group members that have contributed to the review of the training package and acknowledge that the

current draft content reflects the minimum skills and knowledge required by career-entry-level equine dental service providers.

The Australian members of the IAED support the drafts of the upgraded units of the qualification as they now reflect current National and International minimum skill requirements for industry workers. We foresee that the qualification, if finalised, will create more work ready individuals that can immediately gain employment or create their own businesses, helping to service the ever-growing needs of the domestic horse industry both here and overseas.

Once again, thank you for the opportunity for input,

IAED Australian Chapter Members currently include the following individuals:

Wilba Thornberry NSW	Stuart Brunton VIC
Aleisha O'Dell QLD	Ebony Darnell WA
Saffron Treloar VIC	Jessy Fox NSW
Sharyn Bauer QLD	Taylor Fuller TAS
Sarah Kann QLD	Luke Geddes NSW
Andy Wearing NSW	Kassie Johnson QLD
David Martin VIC	Edna Moxham NSW
Ian Wharton NSW	Belinda Smith NSW
Dale Wearing NSW	Lisa Wearing QLD
Rebecca Tilley QLD	Anita Van Goch WA
Kate Attard NSW	Gregory Campbell NSW
Kiarna Bailey VIC	Jai Rajaram VIC
Kylie Barnett NSW	Emma Stockdale QLD
Louise Blampied NSW	Jodie Snodgrass NSW
Cherie Bramich NSW	Gary Vaughan NT
Rosie Brodie NSW	

Dear Skills Impact

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the drafts standards to meet industry needs.

I have worked in industry 40yrs in various roles ie. Coaching, training and assessing, instruction, stud industry, racing industry in both management, an owner of my own training/coaching business, tafe and colleges both in Australia and overseas.

Skills in safe handling of horses and clients are an integral part of providing care to horses, protecting equine professionals and those around them, in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

A great deal of thought and research has gone into this project, with all aspects of industry, coaching, and others involved in helping with the outcomes to change, this has been a very positive step for the equine qualifications and their standards, ultimately for industry too.

I look forward to teaching/employing/working with individuals with the upgraded standards for horse care.

Regards

Dominique Webb.

22/07/2021

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

Clipping Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching and working with individuals with the updated standards for horse care.

Best wishes

Eve

Eve Jarvis

Equistar Group Pty Ltd

www.teamequistar.com
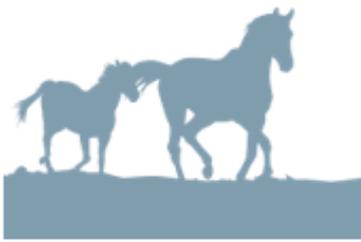
ABN 25 846290 459
Head Coach: M'liss Henry OAM
Stables: Cnr Brockway Rd & John XIII Ave, Mt Claremont.
PO Box 13, Claremont. WA 6010
Ph: 93843492. Email: ctrc@bigpond.net.au
www.claremonttherapeuticridingcentre.org

23/7/2021

Skills Impact
559A Queensberry St,
North Melbourne, Vic. 3051

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I am the CEO of CTRC here in WA and we currently service 165 clients Monday to Friday in a program that includes both abled and disabled clients and integration where we can. We have on hand over 50 school horses of varying age, height and breeds that have all come through our training program and are used in various aspects of our program that includes Special Olympics, Pony Club and open competition horses as well as our therapeutic horses. We have been in operation for 49 years and we have institutions such Murdoch University send Vet and animal science students to us for work experience as well as school and Tafe students completing Cert 2 and 3 programs. As a NFP registered Charity we also rely upon the assistance of Volunteers and we have 45 volunteers currently working with us. Therefore, skills in safe horse handling are an integral part of our institution here. Volunteers, riders, carers, parents are provided with training in varying levels depending upon their interactions with horses at our establishment.

I believe that the standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching and working with individuals with the updated standards for horse care.

Regards,

Jacqui Moon

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Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I am a qualified scientist and equine therapist and have been teaching horse massage for the last 11yrs. It is very exciting to see a proper qualification be developed for those wishing to become horse massage therapists.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching and working with individuals with the updated standards for horse care.

Kind Regards
Jessica Blackwell – Director
MBA, BSc, Dip HBM, Cert IV TAE, ESMT, EBW, Cert Eq Nut
Equestricare
info@equestricare.com.au
www.equestricare.com.au
1300 378 768

Hi Lucinda

I have read through the draft copy of the Changes to the Equine Dental course from a Certificate IV to a Diploma as well as the Equine Allied Health, I give my full support to these changes. These changes to the course means that we will be able to improve the care of horse across Australia. If you need anymore information from me to help get this new changes a cross the line, feel free to contact me either through email: - tilleyanglestone@bigpond.com or phone 0427682244

Thankyou
Rebecca Tilley

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I trust that my experience of over 50 years in the Horse Industry in a range of roles including executive management of several large equine Not for Profit organisations, breeding, judging, coaching/mentoring and working as an accredited Horse*Safe* Code of Practice Auditor, has been useful to the review.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created much clearer job pathways for people within the horse industry.   I believe the changes will give the Horse Industry more confidence in the "employability" of the graduates at the end of their courses.

I look forward to promoting and endorsing the updated standards for horse care through my clients and contacts in the Horse Industry.

Kind regards,

Judi Tainsh

Judi Tainsh
Bay City Business Solutions
PO Box 2132
Geelong, Vic. 3220
Mob   0412 889 333
Email   judi@baycitybiz.com.au

111A Pleasant Place

Yarramundi 2753

22nd July 2021

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I have many years of industry experience in training racehorses as a licensed trainer with Racing NSW, including CIV in Horse Industry studies, CIII Equine Nursing and a certificate of Horse Safety SA, SISOEQO414A Instruct horse riding and handling skills. Bachelor of Education in Adult Ed. TAEASS502 –Training and assessment.

My extensive experience in me to many aspects of horsemanship; breeding, handling and showing has provided me with the skills and knowledge; judging riding, hacking and led classes at Agricultural shows in NSW, and keeping up to date with horse welfare retraining programs for off the track horses.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching, employing and working with individuals with the updated standards for horse care.

Yours sincerely,

Joan Pracey

Dear Tom, Lucinda and the rest of the Skills Impact team

I am writing to you today to express my support for the Horse Care project. I have appreciated the opportunity to participate in the project, and to provide feed back to help shape the daft standards to meet the current industry needs.

I have been involved in the equine industry for just over years, I entered the industry via TAFE training in Victoria and have worked across the Racing, Performance and Pleasure horse sectors. I am now the manager of one of the largest agistment centres in Canberra and am responsible for the supervision of staff.

Having courses that represent the current needs of the industry for individuals is integral to ensuring that new employees into the industry have enough knowledge and skills to operate safely when handling horses and ensuring welfare standards for the horses are met. The standards that have been developed have reinforced safety, highlighted animal welfare and best practice approaches. They also offer clear job pathways within the industry.

I look forward to not only employing and working with individuals with the updated standards, but also encouraging my own staff to consider taking formal qualifications, something that I have not been comfortable in doing until now.

Kind Regards

Kym Adams
Manager
Canberra Equestrian Centre
kym@canberraequestriancentre.com.au

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

After 15 years working at the RSPCA with horses and livestock, I have an expert understanding of the welfare requirements surrounding caring for and working with horses. I am also a qualified trainer and assessor and have taught and assessed students in Cert 2 animal studies for 10 years and understand the unit requirements to gain competency. I have 8 years experience as a qualified equine sports therapist, working alongside equine vets. I have owned performance horses for over 30 years.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to working with and training individuals with the updated standards for horse care.

Kirsten Gillen

--

Kirsten Gillen
Back In *Motion* Equine Therapy
Ph. 0418 858 061
Cert. Equine Sports Therapy, B.Sc. Animal Science, Dip. Equine Acupuncture, Cert. Equine Photonic Therapy,
Member of International Institute of Complementary Therapies (IICT)

ABN: 29413007377

PIMBURY EQUINE

7th September 2021

Pimbury Equine
1705 Jindong Treeton Rd.,
Margaret River,
Western Australia 6285

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I have been involved in the industry since I graduated from Hartpury College UWE with a BSc. {Hons} in Equine Dental Science in 2008. I am a qualified Member of the British Association of Equine Dental Technicians and recognised by The British Equine Veterinary Association and British Veterinary Dental Association.

The dissertation I completed at the end of my study showed such profound results in relation to equine dental pathology and abnormalities that it was published as a scientific paper in two veterinary journals and reported on in a number of equine dental publications.

I lecture at two UK Equine dentistry schools and have trained multiple apprentices enrolled for their practical element of their relevant dental qualifications.

In cooperation with an IT partner I designed a Computer Application which enables a customer database, reporting, archiving, invoicing and reminder transmission systems, for Equine Dentistry Practitioners and Veterinarians. The Pimbury Dental App has been operational for 5 years and its users have accurately charted over one and a half million horses.

I am currently fully licensed by the Western Australian Veterinary board to work as an equine dentist and administer sedatives to aid me with procedures. I have recently employed a graduate of the Certificate IV in Equine Dentistry and hope to employ more students of the course as my business in Western Australia grows.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to employing individuals with the updated standards for horse care.

Sincerely yours,

Jonathan Keen BSc. Hons EDS

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Dear Lucinda and Tom,

Thank you for the opportunity to work on the Horse Care Project. The equine industry is a varied and complex one, and I appreciate all of the efforts you, and other Skills Impact members, have put in to the review. Trying to meet all industries needs and having a Qualification that is trainable and assessable by RTO's is no small task and I believe that overall these brenchmarks have definitely been met.

As an RTO (14 years delivering equine qualifications) and a person who has over 40 years equine experience in a variety of industries (Pony Club, EFA level competition – eventing, dressage, show horse, racing -strapping and trackwork, studs -thoroughbreds and performance horses, stock and station work with horses, teaching at riding schools, assisting vets in clinic practices, breaking- in and educating horses, judging – under saddle and breeds, barefoot trimming….) I have appreciated having the opportunity to contribute to creating qualifications and units that meet our industries current needs. The numerous feedback opportunities given, along with the ZOOM meetings allowed this to happen in what has been very trying circumstances.

The focus on safety for handler, bystanders and horse has been tailored to ensure everyone moving through any qualification has these skills prior to more intenstive job roles. This ensures the safety of all people involved in and around horses and gives confidence to other professionals, such as vets and farriers, when engaged by Qualified equine person. The Qualifications also allows clear progression in knowledge and skills through the different certificate levels, and again are tailored to the job roles withing the equine industry.

I am looking forward to the new Qualification and units being endorsed and available for delivery to our students.

Once again, thank you for all of your efforts and focus on this project.

Kind regards,

Lisa Wallace
Animal care, Equine and Agriculture Lecturer
Construction and resource Industries
Central Regional TAFE
Locked Bag 103
GERALDTON WA 6531

T1: 08 9956 2878 | T2: 0427 051159
E: lisa.wallace@crtafe.wa.edu.au | W: centralregionaltafe.wa.edu.au

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

With my experience in both the equine industry as a stud owner, competitive rider, and currently as a highly qualified Equine Nutritionist with a PhD in both Animal Nutrition and Physiology; as well as my previous academic career, initially as a Postgraduate who was directly involved in teaching and supervising undergraduate and postgraduate students and then as a Lecturer of Animal and Equine Nutrition at Charles Sturt University; I feel I a qualified to provide suitable feedback, suggestions and discussions on the topic

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching/employing/working with individuals with the updated standards for horse care.

Dr Mark Barnett PhD

MTB Equine Services

www.mtbequine.com

July 23, 2021

Dear Lucinda O'Brian,

(Skills Impact)

RE: Horse Care Project

I am writing to provide my support for the Horse Care project. I have appreciated the opportunity to participate throughout the project to provide feedback to help shape the draft standards to meet industry needs.

I have been employed in the Equestrian and Breeding industries for the past forty years and continue to enjoy full-time involvement.

Skills in safe horse handling are a crucial part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to implementing and circulating these new updated standards for horse care within my sectors of the industry.

Thank you again for the opportunity to participate towards change in the industry.

Kind regards

Mark Dobson

Teacher Equine Studies

T (02) 4570 9049

E Mark.E.Dobson@tafensw.edu.au

20 July 2021

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I run a small agistment and training centre with my wife in the Swan Valley in WA and also work as Career and Training Manager at Racing and Wagering WA. I have managed a large thoroughbred stud, trained racehorses, broken in ponies, warmbloods and thoroughbreds

Additionally I have worked in the vocational training sector from many years and at one time managed training in a TAFE delivering Vet Nursing, Animal Care, Equine management and other non-animal sectors. I was an industry expert for many of the ASQA audits in the horse safety in training audit in 2015, and have been a subject matter expert in many projects related to vocational training in the horse industry.

Currently I am Vice Chair of the Racing and Breeding IRC, and has been on that Committee since its inception and recently been appointed to the ACM IRC.

I an active competitor in Dressage with a FEI small tour horse and another Advanced level about to commence small tour.

I have been on the Board of Equestrian WA for 8 years and Chair for the past 5.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to employing and working with individuals and RTOs with the updated standards for horse care.

Ron Fleming

Chair Equestrian Western Australia

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

I am an accredited Bit Fitter through Bombers Equestrian Equipment, and have been operating as a bit fitter for the past four years.

Skills in safe horse handling are an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching and working with individuals with the updated standards for horse care.

TeganLush

Tegan Lush

Date: 29/07/2021

Horse Safety Australia
The Association for Horsemanship Safety and Education
ABN 44 215 962 886

Lucinda O'Brien   8 September 2021
Industry Skills Standards Specialist
Lucinda@skillsimpact.com.au

Dear Lucinda,

I am writing to you on behalf of Horse Safety Australia in relation to the 'Horse Care Project 'which has been part of the Animal Care and Management National Training Package.

As you no doubt are aware Horse Safety Australia is a national body which focusses on safety in the horse industry in general. We have incorporated equine Units of Competency into our qualifications since the 1999 when 'Recreation and Sport' were added to Training Packages, and have had a interest in this area and played a part in the development of Units for over 20 years.

We have appreciated the opportunity to be involved in this Project through Linda Molloy, who is one of our valued assessors for our qualification clinics. We have been impressed with the continual consultation throughout the project which has covered reviewing units and developing new qualifications from Certificate II through to and including Diploma level.

Horse Safety Australia supports the creation of horse specific WHS units throughout each of the qualifications and their levels. This will ensure safety issues specific to interacting with horses can't be missed during delivery and assessment. In turn this creates better awareness and understanding of the principles which lie behind our actions, and this helps us to stay safe. As awareness grows, so too does the industry safety culture. We also strongly endorse the embedding of the concepts of hazard and risk management into each of the units of competency. This provides for risk minimisation strategies relevant to individual unit focus on top of the learnings from the horse specific WHS units.

Horse Safety Australia supports the strengthening of skills linked to people's safety, behaviour and welfare in equine environments. It is good to see that these skills have been embedded in the updated units of competency and have overall flowed into the final course creation. The repackaging of skills standards throughout the project clearly will help to ensure that educators highlight the importance of safety in all equine environments. Our hope is that this will help the current and next generation of horse care workers stay safe when interacting with horses.

We are encouraged by the outcomes of the Horse Care Project and its emphasis on safety and believe it will support our endeavours to influence the horse industry to take safety of its participants seriously.

Yours sincerely

Nina Arnott, CEO
Horse Safety Australia Inc
nina@horsesafetyaustralia.com.au

Dear Skills Impact,

I am writing to provide my support for the Horse Care project. I have participated throughout the project and have provided feedback to help shape the draft standards to meet industry needs.

My industry experience includes:

- Being employed as the course coordinator and practical skills trainer and assessor for the past 12 years at Tocal Agricultural College for the Certificate Three in Agriculture (Stock Horse Breeding and Training program) and more recently the Certificate III in Performance Horse Course.

- Developing and delivering the training and assessment tools for the equine specific unit of competencies delivered in the Certificate III in Agriculture and more recently the Certificate III in Performance Horse Qualification.

- developing the WHS policy documents specific to Tocal College equine training programs including individual horse profiles, safe work method statements, horse suitability audits and student horse handling and riding assessments

- overseeing the effective running of a registered Australian Stock Horse stud on the Tocal College site which consists of 100 horses that are used within the college equine training programs for the delivery and training of unit of competencies in the qualification. This includes foal handling, horse health programs, horse handling, horse training, competition preparation and sale preparation for the annual Tocal College Approved Australian Stock Horse sale.

- coordinating the reproduction program in which 22 mares are foaled down on site and then rebred by live cover or Artificial Insemination. I also undertake a small scale breeding program at home and breed horses for competition and sale at the Nutrien Classic Performance Horse sale in Tamworth.

- I also hold industry experience in the competition aspect of the performance horse industry and have a strong passion for the sport of campdrafting in which I have competed in for 24 years and have been fortunate enough to win 7 ABCRA National Lady Rider titles.

I have proudly trained and assessed over 120 graduates in the training program delivered with our team of staff at Tocal and regard skills in safe horse handling as an integral part of providing care to horses, protecting equine professionals and those around them in all their interactions with horses. The standards developed in the units I have provided feedback and validation for have reinforced safety and created clear job pathways for people within the horse industry.

I look forward to teaching and working with individuals with the updated standards for horse care.

I would also likely to sincerely thank Lucinda O'Brien and Tom Vassallo for their outstanding commitment to this project. Their dedication to seeing these standards reviewed and developed to the highest standard is greatly appreciated.

Regards,
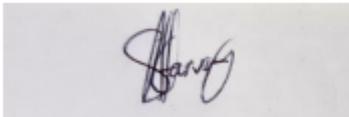
Simone Harvey

(Course coordinator of the Certificate III in Performance Horse Course, Tocal College)

Attachment H: Report by exception

10 June 2021

Ms Lucinda O'Brien
Industry Skills Standards Specialist
Skills Impact Ltd
Lucinda@SkillsImpact.com.au

Dear Ms O'Brien,

Re: Letter of Exception - Diploma Course in Equine Allied Health

Thank you for the opportunity to provide this Letter of Exception to a proposed Diploma Course in Equine Allied Health.

Equine Veterinarians Australia (EVA) is the equine special interest group of the **Australian Veterinary Association (AVA)** and is the peak professional body for Australia's horse veterinarians. AVA itself is public company limited by guarantee and has over 9,000 members. EVA has 1,100 members across Australia.

The AVA has formal policies on a range of animal health and welfare issues. The policies are the consensus opinion of the membership of the AVA, developed through a rigorous policy development process and ratified by the Full Board of the AVA Ltd.

With regard to this proposed course, AVA formally opposes the course for a number of reasons. Firstly, the relevant AVA policy on this matter is:

Restricted acts of veterinary science (link in blue)
The performing of acts of veterinary science must be restricted to registered veterinary practitioners, in order to protect the health, safety, and welfare of animals. Veterinary practice acts within Australia must define and legislate acts of veterinary science consistently across jurisdictions, to protect animals and the community.

An excerpt from the background of the Policy with regard to Equine Dentistry is:
"The following should only be performed by registered veterinary surgeons:

i) The performing of any dental procedure on any animal other than manual rasping on a horse performed by a person with an appropriate Certificate IV qualification the performing on a horse of any dental procedure that involves:
making an incision through the skin or oral mucosa or entry below the gum line; extracting a tooth by repulsion; or any other activity to maintain or restore correct dental function (except basic hand filing and rasping performed by a person with an appropriate Certificate IV qualification).
ii) the performing on a horse of any dental procedure that involves the use of a power tool.)

In addition, there are currently no prerequisite educational level for applicants to be admitted to the diploma. The syllabus proposed requires a level of understanding which is in parts university entry level. Without entry level prerequisites in science subjects, we believe there will be students who will not be able to acquire a sufficiently knowledge, to a level the public would expect in a service provider.

There is no regulatory body which oversees a registration of potential course graduates. There is no mechanism for maintaining minimum standards, nor is there any obligation to undertake continuing education as a condition of maintaining the right to offer these services. Until this occurs, we believe that veterinarians would not support this training program.

Equine dentistry requires detailed knowledge of anatomy and physiology to diagnose and correctly treat some of the many abnormalities which can occur within a horse's mouth. Veterinarians require a high academic record prior to being accepted into the veterinary science degree, and then through advanced educational training, develop an array of skills which is the foundation, to then augment their knowledge with advanced dental training. Over seven hundred veterinarians have undertaken this training in the last 25 years. It is critically important that the person examining the inside of a horse's mouth has this detailed training and expertise.

A veterinarian's obligation to continuing education as a condition of their right to be registered, is an existing mechanism whereby the equine patients receive the most up to date and detailed evaluation and this ensures the best animal welfare outcomes are achieved.

Our association has received a multitude of reports of poor work performed by lay dental technicians who have supposedly acquired qualifications. It should not have to be EVAs job to bring this to the attention of regulatory authorities, and currently such an authority doesn't exist.

In summary, on a basis of sound animal health and welfare, we must oppose the proposed course that:
1. Is contrary to AVA Policy
2. Has training of individuals who are not required to have any academic prerequisite achievement standard.
3. Has graduates who will not have any requirement to be registered,
4. Has no organised regulatory body overseeing a maintenance of minimal standards of graduates.
5. Has graduates who have no requirement for continuing education in the field.

If you have any questions, or to respond, I can be contacted through the EVA Executive Officer, Jeffrey Wilkinson on 0418 638 231 or Jeffrey.wilkinson@ava.com.au

Yours sincerely,

Dr Holly Lewis BVSc MACVSc
President
Equine Veterinarians Australia
A Special Interest Group of the AVA

Attachment I: Skills Impact response

12 July 2021

President
Equine Veterinarians Australia
Via email: Jeffrey.Wilkinson@ava.com.au

Dear Dr Lewis,

Re: Letter of Exception - Diploma Course in Equine Allied Health

Thank you for submitting your Letter by Exception to Skills Impact. There is a set process to submit recommended changes to the training products for formal endorsement in the quality-controlled Vocational Education and Training system. These letters are required after the Industry Reference Committee has reviewed the project recommendations and before they are reviewed by the Australian Industry and Skills Committee, the federal oversight body for this work.

While we are nearing this point in the process, we are still undertaking consultation on behalf of the Animal Care and Management Industry Reference Committee and will confirm with you at a suitable time in a few weeks whether you wish to formally submit this or a similar letter to the Australian Industry and Skills Committee.

In the meantime, we wish to provide responses for the consideration of your members and would request that you circulate this response widely among your members as the Animal Care and Management Industry Reference Committee would appreciate all feedback available on these matters. We have heard from approximately 40 veterinarians who are EVA members so far, including from some members who appear to be part of a campaign challenging the proposals, as well as some who have not raised objections to the proposals or have provided other feedback.

Background

Prior to undertaking this project, the Animal Care and Management Industry Reference Committee considered the available evidence relating to the job role of equine dental technician and feedback of the current Certificate IV qualification. This evidence was reported to the Australian Industry and Skills Committee. This included reporting the positions of the AVA and EVA, as well as other bodies over several years. Details can be found in the Annual Update 2020, the 2019 – 2022 Skills Forecast and the 2018 – 2021 Skills Forecast for Animal Care and Management.

One key piece of evidence missing from the available information was the actual way in which horse carers/owners are obtaining equine dentistry services across Australia. Under the guidance of the Industry Reference Committee, Skills Impact undertook a survey aimed at horse carers/owners during 2019 and the results were reported in the Annual Update in 2020 and made available on our website. Information inviting participation in this survey was disseminated to the EVA (we note some EVA members claim this was not the case). The survey was completed by more than 500 respondents. This number of respondents is sufficient to be illustrative of the roles, resources, services and tasks in which many are engaged as they care for, own and work with horses.

The survey results indicate that more than half of horse carers/owners engage equine dental technicians only for services, and another quarter of the respondents engage equine veterinarians who work with equine dental technicians. The results also indicate a widespread lack of access to equine dental services, especially veterinarian based services. This lack of access was marked in regional, rural and remote areas, and particularly in Northern Australia. The full report of the results is available on the Skills Impact website

There have been a number of drivers of this project. One of those has been the shortage of veterinarians (which remains after many years on the national Skilled Occupation List as a result of the shortage) and the reports of mental health issues experienced within the profession as a result of the nature of the work and stresses relating to being unable to meet demand (among other causes).

Another driver has been information indicating the current qualification is not competitive with international offerings, leading to lower than expected enrolments. This is a concern for the Industry Reference Committee given there is no current way that equine carers/owners would be able to check whether international qualifications are delivered in quality assured and regulated ways, as is required for Australian offerings within the formal Vocational Education and Training system.

Recognition of the Occupation of Equine Dental Technician

The role we are currently describing as equine dental technician (views on the appropriate terminology are welcome) has been recognised in Australia for some time. There have been formally recognised vocational qualifications since at least 2012. There are also industry-based programs. There are no legislative bars to persons undertaking this work, though practitioners are subject to legislation concerning animal welfare.

The occupation is recognised internationally and there are relevant qualifications, professional bodies and training available internationally. There are international organisations which certify educational programs for quality and setting relevant standards.

In addition, there is recognition of the existence of the occupation (with limited scope) in the AVA position statement on Restricted Acts of Veterinary Science (further discussion below) indicating that this is a legitimate occupation.

The issue facing the Animal Care and Management Industry Reference Committee is whether this occupation is one which requires a level of skill and knowledge that should be recognised and supported by formal training. Given the considerations of animal welfare, and the skills and knowledge involved, the Industry Reference Committee agreed that if the occupation is practised in Australia, which is clearly and indisputably the case, then formal, quality assured training should be available.

The AVA/EVA Position Statement and the decision to Update the Training Product

We note that the AVA position statement on "restricted acts of veterinary science" was updated in February 2017, at a time when the current qualifications were under discussion and the subject of a similar controversy as that now taking place. We note that the statement was updated to specifically refer to a Certificate IV qualification, which reflects one of the debates about the relevant AQF level of the qualification that was taking place at that time.

Of importance, given the scope and the limitations of the role of the Industry Reference Committee, is that there has been no legislative or regulatory support for the position of the AVA. There are no bars to this occupation and the occupation has not been regulated or controlled.

The Industry Reference Committee is required to make decisions in the broader public interest, not only those reflecting the viewpoints of particular professional bodies, however highly regarded those bodies might be. There are members of the Industry Reference Committee who are experienced veterinarians, active in the AVA, and supportive of AVA positions.

The Industry Reference Committee is fully aware of the current AVA position statement on Restricted Acts of Veterinary Science. They have considered the AVA Statement on Equine Dentistry from 2008. They have also considered the AVA Statement on Regulation of Animal Health Service Providers adopted in 2018. They are aware of the professional knowledge, scientific evidence and concern for animal welfare that goes into the preparation of these statements. A review of Skills Forecasts and Annual Updates will demonstrate this understanding (links above).

Making decisions based on public interest requires consideration of the ways in which work is actually undertaken and the needs of animal carers/owners, employers (including self-employed) and practitioners. There needs to be consideration of the views of other industry bodies. We note that the AVA position on equine dentistry does not seem to have included consultation with other industry bodies or attempts to work with other bodies in the development of the statement.

It was after considering all of these factors that the Industry Reference Committee made the decision to proceed with updating the currently available qualification.

The encroachment of occupations on traditional professions

All traditional professions have faced issues related to the range of their occupational coverage, and this includes health professionals for both human and animal services. The development of "allied health" occupations, particularly over the last 60 years, has been remarkable, and these are now widely acknowledged with many being included as formal training products within the Vocational Education and Training system. For example, the scope of the occupation of Veterinary Nurse as practised today far exceeds that same occupation as practised 50 years ago.

There are regulated and non-regulated occupations in both human and animal health fields. Often these have developed in the face of strong resistance from traditional professions. Over time, the usual outcome has been the development of a suitably qualified and competent allied workforce, based on criteria developed with the direct involvement of the traditional professions to ensure services produce improved health outcomes.

The Animal Care and Management Industry Reference Committee is itself a committee that brings together representatives from the range of relevant industries, including veterinarians. The Committee has considered the views of the AVA and EVA and has invited participation in the feedback process related to this training.

We note that the EVA holds a belief that the need for services can be met through veterinary provision and cites graduation rates as evidence. Yet this does not seem to be translating into sufficient actual provision of service, leading to outcomes that are detrimental to animal welfare. The occupation of veterinarian remains listed on the national Skills Occupation List indicating a significant shortage of available practitioners.

Regulation of Equine Dentistry

The EVA and most of the veterinarians who have responded to the requests for feedback on the proposed updating of the training have indicated a concern about the lack of regulation of non-veterinary service providers.

This is not an issue that can be addressed by the Animal Care and Management Industry Reference Committee and can only be addressed through federal, state and territory bodies, which is usually dependent on the actions of member-based organisations like the AVA/EVA.

The Industry Reference Committee went so far as to write to the Australian Industry and Skills Committee raising the importance of considering regulation when examining training and requesting an active role in promotion of regulation by that Committee. This position was not accepted as being within the remit or roles of the Australian Industry and Skills Committee or its associated bodies (such as the Industry Reference Committees).

An aspect of future regulation that may not be apparent to EVA members is that new regulation of occupations usually only occurs after the development of formally recognised training at a suitable level. This is key evidence usually required to support a decision to regulate (or protect) occupations (see for example, the Australian Government Guide to Regulation published in 2014).

While the Industry Reference Committee itself has no role in decisions concerning regulation, the existence of appropriate levels of formal training helps to create the foundations for regulation to be considered. The journey to regulation usually starts with the cooperative adoption of criteria (often with self-regulation) developed between the relevant occupational bodies.

Sedation – to teach or not to teach

There is no performance requirement in the proposals for equine dental technicians to sedate any animal, and the knowledge and performance requirements make it clear that decisions concerning sedation must be taken in accordance with legislation and regulation, and under the supervision of a veterinarian. The relevant units do include training to assist the technicians to recognise when sedation may be required and the reasons that it is important in these situations to refer these situations to veterinarians.

An extract of an example of the current proposals for updated training is attached, and all draft units are available for review on the Skills Impact website.

In the often tumultuous journey to the development of appropriate allied occupations and associated training, one of the areas of greatest dispute is where the line needs to be drawn between each occupation, and whether there should be knowledge available to the community and "allied practitioners" outside of the traditional profession.

In particular, there have been many debates on whether to:

- Restrict knowledge to the qualified traditional professional to ensure that they, and only they, can undertake a specific activity.
- Provide broad knowledge to ensure that those undertaking allied practices can make appropriate decisions.

The Animal Care and Management Industry Reference Committee and those who participate in the development of vocational training products will always have a leaning towards belief in the importance of education and the provision of knowledge. They are passionate about the benefits of education and get involved in these activities as a result.

This is not always the case with the qualified, practising professionals who often have to deal with the health and welfare impacts of poor service provision, which can be very serious.

The working group has recommended (yet to be finally considered by the Industry Reference Committee) the inclusion of appropriate knowledge components to ensure equine dental technicians understand the importance of considering sedation, why they should not be involved in the unsupervised administration of sedation, and why it is important to work collaboratively with carers/owners and veterinarians.

It is the view of the working group that it is appropriate to provide the level of knowledge and training proposed in the draft units. In reaching this view, the group has considered:

- The feedback received from all sources, especially that received from veterinarians.
- The legislative and regulatory positions of all jurisdictions in Australia.
- The current inclusions relating to sedation in training for other allied occupations, and the significant differences in methods of practice and supervision levels.
- The potential for current or future supervision via telehealth and similar technology, and other technological advances that may assist access to services, particularly in regional, rural and remote Australia.

It is the current recommendation of the working group (not unanimous) that training in the administration of sedation should not be included in qualifications at this level. Their discussions indicate that even if there was a movement towards change in the future, such training would need to be provided by veterinarians outside of the Vocational Education and Training system. The current view is that how administration of sedation is undertaken should be left in the hands of the relevant veterinary authorities and professional member bodies.

The use of Technology, specifically motorised instruments and powered tools

The current drafts of the updated training include training in the use of modern technology in the application of specific activities that fall within the scope of an equine dental technician. This includes activities that have been referred to in the feedback variably as the use of motorised tools, the use of power tools or mechanical floating.

It is difficult to envisage a situation in which entry-level candidates coming into this training would not have an expectation that modern technology is used, given that the use of technology is part of all school curriculums and delivery of post-school training programs. Manufacturers across all engineering disciplines are turning towards the manufacture of modern equipment rather than traditional equipment. Carers/owners have expectations of the best available treatment for their equines.

The experience of health professions generally has been that activities that were once only undertaken by degree-qualified and regulated professions can now be undertaken by others, as can be seen in human dentistry. Generally, the professions have responded by re-examining the nature of the procedure and the risk profile related to procedures, rather than focusing on specific technology for delivery (unless the technology itself requires significantly different, additional skills). Arguments have been mounted that this approach is not appropriate in equine treatments because of the nature of the

animals, harm that can be caused (which may need to be treated by a veterinarian) and animal welfare concerns.

The correct use of technology and the potential risks involved are described in the draft unit *ACMEQD5X3 Perform equine dental treatment and oral care using appropriate instrumentation* which is attached and is also available on the Skills Impact website.

The use of emerging technology is always a difficult area for the Vocational Education and Training system given:

- Today's technology can be superseded in very short order
- New technology may be a significant advance and may result in the ability to undertake work previously not within an occupation's scope
- There is an expectation that the training is flexible and responsive enough to meet current and future needs
- There is often a need to retain training of traditional (in this case, manual) techniques as the availability of technology to practitioners can be extremely variable

Currently, it appears that the available technology in equine dentistry can only be used when sedation has been administered, although this is being challenged as the technology improves. Defining the current position of use of technology is difficult in most occupations, especially health-related occupations where serious surgical procedures are now being carried out with the use of automation.

International trends indicate a shift towards the use of technology by equine dental technicians. Although this appears to be contrary to the stated position of the AVA related to restricted practices (though possibly within the scope of Regulation of Animal Health Service Providers), this also appears to be occurring in the delivery of services in Australia.

At this point, the working group intends to recommend to that there should be formal, quality-assured training available involving the use of technology. The working group have agreed that it is best for individuals to learn how to use the tools available in this safe and supervised environment. When out on the job, practitioners can choose not to use technology if they wish. The training reinforces the importance of assessing the actions to be undertaken and referring to veterinary professionals when required.

As anybody delivering the training will need to meet Australian Skills Quality Authority requirements (which are subject to audit) relating to the delivery and teaching of each unit, it is going to be necessary for qualified and experienced equine veterinarians to participate in and supervise this training.

We are very willing to continue to receive feedback on this issue, which has been the subject of much debate and discussion over the last 5 years.

Entry level and ongoing education requirements

Another concern you have raised which has been supported by veterinarians relates to the lack of entry-level and ongoing education requirements for the occupation of equine dental technician.

Training cannot be mandated through the Australian Skills system as protected occupations can only be achieved through legislative and regulatory processes.

There are restrictions on the entry-level requirements that can be imposed for learners seeking to enter occupations under government guidelines applied in the Vocational Education and Training system. International and national research and consultation indicates that previous qualifications, and in particular, higher education qualifications, are not required to be an equine dental technician.

The proposed entry level requirement for the qualification is:

Entry into this qualification is open to individuals who:

have completed the following units of competency (or equivalent):

ACMEQU2X12 Handle horses safely

ACMEQU2X13 Follow safe work practices in equine industries

ACMEQU3X6* Provide routine care for horses

OR

have relevant equivalent skills and knowledge acquired through participation in the equine industry.

The situation regarding ongoing occupational training is outside of the scope of consideration for the Australian Industry and Skills Committee and Industry Reference Committees, who are required to consider matters relating to the formal Vocational Education and Training system. This is the situation for all occupations covered by the system, but it is an expectation of the system that graduates will develop an understanding of the importance of lifelong learning.

Reports of Poor Work Performance by Equine Dental Technicians

We note that the EVA has included information about reports of poor work performance by equine dental technicians in the past, and some veterinary respondents have given stronger feedback in this regard.

Should any veterinarian have information regarding the poor treatment of animals, this is a matter for them to take up with appropriate animal welfare authorities. That is part of their professional obligations and a matter for each veterinarian to decide (although we are also aware of reports that these authorities may not have the resources needed to successfully address these concerns).

The Animal Care and Management Industry Reference Committee recognises these concerns, but the only actions within the scope of this committee are to review the training to ensure appropriate skills and knowledge are available, and that the qualification is set at the correct level. This has the additional effect of bringing the qualifications with the system that protects the use of terms such as "degree" and "diploma" under the federal legislation restricting these terms to use by training in quality controlled conditions (Universities, Registered Training Organisations). The Animal Care and Management Industry Reference Committee role in addressing issues of lack of competence is to ensure the training is available that will help to improve standards and animal welfare.

The emergence of Equine "Allied Health" Occupations

The proposed qualification also covers equine massage and has been designed in a way that may be suitable to include further similar occupations in the future.

A concern for the Animal Care and Management Industry Reference Committee is the emergence of occupations dealing with animal health that have no formal training available and which may impact on equine welfare, often mirroring similar services in human health.

Examples of these occupations include chiropractor, massage (including body work, Masterson method and Equine Myofunctional Therapy), physiotherapy, Bowen/Emmett therapy, acupuncture and osteopathy.

The current proposal only includes massage and equine dental technician as established occupations and the training is designed to ensure that consumers can identify and verify qualifications with recognised skills and knowledge levels.

A factor in approving this training product project was the potential impact that these occupations may have on equine health and welfare. The Animal Care and Management Industry Reference Committee has taken the view that the development of formally recognised training may contribute to broader understanding of which services have been considered for quality and impact, and which ones do not currently have an evidence-base that has been independently considered.

The survey of horse carers/owners referred to above found there is a desire among this group to use services from appropriately qualified people. This has also been a factor in making the decision about the appropriate Australian Qualifications Framework level for the proposed qualification.

Diploma or Certificate IV

One of the responses to the initial feedback received from concerned veterinarians and others led to escalating the proposed qualification from Certificate IV level to Diploma level.

Some of the reasons behind this decision include:

- Escalating the importance of animal welfare and ensuring access to appropriate knowledge relating to the potential impact of any form of diagnosis, treatment or therapy on animals, despite how simple some procedures might appear to unqualified community members.
- Highlighting the importance for those in the field to understand the roles of veterinarians and to consult them.
- Allowing for the inclusion of sufficient knowledge components to ensure that practitioners can undertake activities safely and understand when and how decisions should be taken to call in veterinarian assistance.
  - The proposed qualification covers job roles which require:
    - application of theoretical concepts, with some in-depth knowledge and technical skills
    - personal responsibility and autonomy in performing technical operations with responsibility for own outputs
    - initiative and judgement to organise work.
- Making the qualification more attractive for current and student veterinarians.
  - Industry research indicates that veterinarians report they often benefit by skills-based training in equine dentistry and any vocational training could also be very useful to these professionals if correctly designed, and if the attitudes towards undertaking VET training after completing University degrees can be addressed.

- o Vocational qualifications are delivered within a practical environment, providing direct and supervised experience with horses.
- o Some feedback suggested that current veterinarians undertook equine dental technician work while studying both for experience with equines and to support studies.
- o Diploma level qualifications are generally more attractive for those with or studying towards higher education qualifications.
- Ensuring that any future expansion of "allied health" services have foundations in animal welfare and health outcomes.

Given these factors, it became clear that the appropriate level of learning would need to be at Diploma level as described by the Australian qualifications Framework.

Further Feedback

Skills Impact is open to receiving feedback at any time. While we have formal feedback processes that help us to promote participation in projects at set stages, we also collect, record and report feedback received at any time. We will continue to be open to the feedback from veterinarians concerning this project and hope that your members will consider the further information we have provided. We invite them to continue to address matters relevant to the Industry Reference Committee professionally and with respect to the role being played by all participants in this process.

Yours Faithfully,

Geoff Barbaro
Executive Manager, Stakeholder Engagement
Skills Impact