

# Retraining Horses and Greyhounds to New Environments Project

## Summary of Final Draft (Validation) Feedback, Responses and Actions

July 2019



This report provides a summary of the comments and feedback received on the final draft qualifications, skills sets and units for the Retraining Horses and Greyhounds to New Environments Project. It details the response and action taken based on this feedback, which was received out of the Validation stage from March 8 to 31 2019

This project includes the review and development of units of competency, skill sets and qualifications based on skills associated with educating and retraining horses and greyhounds to new environments and/or purposes, within the RGR *Racing and Breeding Training Package*. The work tasks for this project have been separated into skills for re-homing of greyhounds (Greyhound Transition to Pet) and transition of horses from the racing and breeding sector to new purposes (Racehorse Transition to New Purpose). A summary of components is listed below:

### Greyhound Transition to Pet

- 4 new units of competency based on skills associated with the transition of greyhounds from the racing and breeding sector to pets
- 1 revised qualification Certificate IV in Greyhound Industry (specialisations as Trainer, Health Assistant, Transition to Pet)
- 2 new skills sets associated created for job roles relevant to transitioning greyhounds from the racing and breeding sector to pets

### Racehorse Transition to new Purpose

- 2 RGR new units of competency based on skills associated with the transition of horses from the racing and breeding sector to new purposes
- one new skill set created for job roles relevant to transitioning horses from the racing and breeding sector to new purposes
- 6 qualifications reviewed (new units added to elective groupings of current RGR qualifications)

The Case for Endorsement for RGR Racing and Breeding Industry Training Package components will be submitted for endorsement on 30 June 2019. Please note: Training Package Components have been recoded to avoid gaps in coding e.g. when components were deleted. This is standard practice to ensure logical flow of codes. Some components had minor title changes for clarity and were recommended and/or supported by industry feedback.

Below is a summary of the comments received and how they have been considered alongside views of industry stakeholders where known, and views provided by the people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to take into account the needs and views of stakeholders to the extent possible, and to comply with the Standards for Training Package 2012. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

## Summary of feedback

### Qualifications

Qualifications in the Racing and Breeding (RGR) Training package have been updated during this project. Minor changes, not requiring formal endorsement, included updates to codes of imported units, units recoded from the *Animal Care and Management (ACM) Training package* to the *Racing and Breeding (RGR) Training Package* as a result of the Horse Breeding Skills project and addition of new elective units developed in this project and other recent projects:

- RGR20218 Certificate II in Racing Industry
- RGR30117 Certificate III in Racing (Greyhound)
- RGR30218 Certificate III in Racing (Stablehand)
- RGR30318 Certificate III in Racing (Driving Stablehand)
- RGR30518 Certificate III in Racing (Trackwork Rider)
- RGR40418 Certificate IV in Racing (Racehorse Trainer)
- RGR50118 Diploma of Racing (Racehorse Trainer)

RGR40419 Certificate IV in Greyhound Racing Industry includes options for specialisation in three sectors. New units developed for health assistance and transition to pets have been added to create new specialisations within this qualification. This qualification will supersede RGR40418 Certificate IV in Racing (Greyhound Trainer).

## Summary of feedback

### Qualifications

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>RGR40419 Certificate IV in Greyhound Racing Industry</b>		
Primary Industries Curriculum Maintenance Manager (PICMM) Manager	Looks fine – could be large nominal hours	Noted
Industry Relationship Lead – Animal Care & Racing, Agribusiness SkillsPoint, TAFE NSW	Minor typo	Adopted

Primary Industries Curriculum Maintenance Manager (PICMM) – Project Officer (PO)	Entry requirements are not clear – is it stating prerequisite?	To undertake this qualification the individual must have: <ul style="list-style-type: none"> <li>skills and knowledge commensurate with <i>RGR20117 Certificate II in Racing (Greyhound)</i> demonstrating industry-relevant experience in the care, welfare and management of greyhounds.</li> </ul> <p>Not a prerequisite to have RGR20117 – it means RGR20117 OR similar industry relevant experience</p>
<b>RGR30117 Certificate III in Racing (Greyhound)</b>		
WA STA	<i>RGRPSG409 Assess greyhound structural and functional suitability for racing</i> –listed in prerequisite table but not listed as either core or elective– is this an error?	Error fixed – unit removed from prerequisite table

## Units of Competency

All new units have been developed to include volume and/or frequency in performance evidence to comply with the Standards for Training Packages 2012 and Foundation Skills included in each.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>Greyhound Transition to Pet– Units of Competency</b>		
<b>RGRPSG402 Assess greyhounds for suitability to transition to a pet</b>		
Industry Relationship Lead – Animal Care and Racing, Agribusiness SkillsPoint, TAFE NSW	Stylistic edits relating to definite / indefinite articles ('the', 'an' & 'a') and plural apostrophes  KE – add Companion Animal Regulations	Adopted  Adopted

Primary Industries Curriculum Maintenance Manager (PICMM)	PC1.5 Confirm <i>identity</i> and prepare greyhounds for assessment according to organisational procedures – is <i>identity</i> covered by 'registration and microchipping' in the KE?	Adopted – added to KE identification of greyhounds, including physical features, microchipping and relevant documentation
Industry NSW	Revised wording provided for PCs2.3,3.2 Language – use <i>behaviour modification</i> instead of <i>education</i> - PC4.4 and PE	Adopted revised PC wording 2.3 Observe greyhound behaviour in a range of contexts applying knowledge of <i>context-appropriate</i> and abnormal canine and breed-specific behaviour 3.2 Review notes and assessment outcomes to identify any behaviours likely to <i>affect the suitability of an individual</i> greyhound to transition to a pet 4.4 Determine any further action or <i>behaviour modification</i> required for greyhounds accepted to program and refer to appropriate personnel
	PE and KE Suggested revised wording relating to education vs behaviour modification and terms used for types of behaviour	There must be evidence that the individual has: <ul style="list-style-type: none"> <li>• assessed three greyhounds as suitable/likely suitable for adoption - one greyhound in each of the following categories: <ul style="list-style-type: none"> <li>• requires minimal further <i>behaviour modification</i></li> <li>• requires <i>exposure to a typical domestic environment (and associated stimuli)</i> in a gradual and controlled manner</li> <li>• requires <i>structured behaviour modification</i> on specific area of improvement identified for the individual greyhound</li> </ul> </li> <li>• assessed four dogs (greyhound or other breeds) as unsuitable for adoption for each of the following reasons: <ul style="list-style-type: none"> <li>• <i>predatory behaviour towards other dogs</i></li> <li>• <i>aggressive behaviour towards other dogs</i></li> <li>• <i>maladaptive levels of fear and anxiety</i></li> <li>• aggression towards humans</li> </ul> </li> <li>• completed all required organisational documentation for each assessment conducted</li> </ul>
Industry Victoria	PC2.2 change health assessment to behavioural or temperament assessment as individuals may not be qualified to conduct a health assessment	Adopted changed 2.2 Identify health status of greyhound according to organisational procedures
<b>RGRPSG403 Develop and implement greyhound transition to pet plans</b>		

<p>Industry Relationship Lead – Animal Care and Racing, Agribusiness SkillsPoint, TAFE NSW</p>	<p>4 alternative titles suggested to improve readability (grammar) Stylistic edits relating to definite / indefinite articles ('the', 'an' &amp; 'a') and plural apostrophes Assessment conditions – add access to greyhounds</p>	<p>Adopted - Develop and implement greyhound transition to pet plans Adopted in most cases  Adopted</p>
<p>Industry Victoria</p>	<p>PE – add prey drive (predation) to types of behaviour to address</p>	<p>Adopted – added to PE one greyhound exhibiting inappropriate predation behaviour for the context</p>
<p>Industry NSW</p>	<p>PC1.2 add reputable or peer reviewed information and replace learning theory with behaviour modification. Add canine as well as breed-specific PC3.3 change <i>readiness</i> to <i>suitability</i> PC4.2 replace <i>physical and human</i> environment with <i>social</i> environment – less restrictive</p>	<p>Adopted  1.2 Source and interpret <i>reputable</i> information on <i>canine</i> and greyhound breed-specific behaviour and <i>behaviour modification</i> to address individual greyhound transition to pet needs 3.3 Evaluate the greyhound's <i>suitability</i> to be rehomed or adopted according to organisational procedures 4.2 Document the individual greyhound's characteristics to assist in matching the greyhound to the most suitable <i>social</i> environment</p>
	<p>PE and KE  Detailed advice regarding language and terminology related to behaviour modification – (tracked changes too detailed to list) e.g.</p> <ul style="list-style-type: none"> <li>• socialisation replaced with social interaction</li> <li>• environmental optimisation replacing enrichment</li> </ul>	<p>PE – revised wording  There must be evidence that the individual has:</p> <ul style="list-style-type: none"> <li>• prepared, implemented and completed organisational documentation for four transition to pet plans, covering:</li> <li>• one greyhound assessed as not having specific behavioural issues (basic plan)</li> <li>• one greyhound exhibiting inappropriate predation behaviour for the context</li> <li>• one greyhound exhibiting fearful behaviour relating to a specific trigger</li> <li>• one greyhound exhibiting aggressive behaviour (interspecific or intraspecific)</li> </ul> <p>KE  Added to behaviour modification activities –</p> <ul style="list-style-type: none"> <li>• behavioural medication prescribed by a veterinary behaviourist or veterinarian with qualifications in dog behaviour</li> </ul> <p>Changed wording to</p>

		<ul style="list-style-type: none"> <li>techniques for assessing welfare and signs of stress, including:</li> <li>in different environments</li> </ul> during interactions with both humans and dogs
Primary Industries Curriculum Maintenance Manager (PICMM), Melbourne Polytechnic	Performance evidence - Very specific requirements - Does the PE cover - developing, implementing and reviewing as for elements 1, 2 and 3?	Adopted – reworded the PE to cover ‘developing, implementing and reviewing...
<b>RGRPSG404 Carry out greyhound adoptions</b>		
Industry Relationship Lead – Animal Care and Racing, Agribusiness SkillsPoint, TAFE NSW	Stylistic edits relating to definite / indefinite articles (‘the’, ‘an’ & ‘a’) and plural apostrophes	Adopted
Industry Victoria	<p>KE</p> <p>We should add in legislation regarding adoption, including transition information requirements above and beyond what is written here, understanding de-sexing requirements and behavioural statements. Refer to the Victorian Code of Practice for the Keeping of Racing Greyhounds. Wording needs to reflect this.</p>	<p>Adopted – added to KE</p> <ul style="list-style-type: none"> <li>state greyhound legislation and industry requirements relating to retiring greyhounds and adoption practices, including de-sexing and behavioural requirements</li> </ul> <p>Note – cannot make Vic specific</p>
<b>RGRPSG405 Coordinate volunteers in greyhound transition to pet programs</b>		
Industry NSW	Units regarding coordination and administrative duties (PSG 405 and 406), are too general and not specific to the greyhound racing industry – not needed	Unit not for development – IRC decision
<b>RGRPSG406 Coordinate greyhound transition to pet program activities</b>		

Industry NSW	Units regarding coordination and administrative duties (PSG 405 and 406), are too general and not specific to the greyhound racing industry – not needed	Unit not for development – IRC decision
<b>RGRPSG411 Interpret and manage greyhound behaviours</b>		
Industry NSW	<p>PE and KE Detailed advice regarding language and terminology related to canine and greyhound breed-specific behaviour– (tracked changes too detailed to list) –refer to tracked changes in document</p> <p>PC language modified also in elements 1 and 2</p>	<p>Revised PC1.2 and 1.3 1.2 Outline the natural ethogram of the domestic dog 1.3 Identify how artificial selection has influenced the predominance of certain behaviours in the working greyhound Revised wording of PC2.1 and 2.2 – removing duplication 2.1 Identify common behavioural issues, including those related to anxiety and predation that impact on the ability of a greyhound to transition from racing to a pet 2.2 Observe and identify behavioural indicators of different emotional states in greyhounds and their potential consequences 2.3 Undertake a functional analysis to document greyhound behaviour</p>
Industry Victoria	<p>PE</p> <ul style="list-style-type: none"> <li>Specify 4 greyhounds to be observed</li> <li>Identify and justify 3 rather than one rewards based activity</li> <li>....</li> </ul>	<p>Adopted</p> <p>Changed - Identify and justify two rather than one rewards based activity – based on feedback above re adding undertaking a functional analysis</p>
<b>Racehorse Transition to New Purpose – Units of Competency</b>		
<b>RGRPSH425 Advise on transitioning and rehoming horses</b>		
Industry Relationship Lead – Animal Care & Racing, Agribusiness	<p>Application statement - includes thoroughbred race horses only -suggest adding <i>standardbred horses</i> Or ... <i>has relevance to racehorses and performance horses</i>.</p>	<p>Adopted</p> <p>Application wording changed to: - ... <i>has relevance to racehorses and performance horses</i>.</p>
Primary Industries Curriculum Maintenance Manager (PICMM) Manager	<p>PE - <i>demonstrated flatwork riding activities including, mounting from blocks, riding under saddle in different gaits for two horses</i></p> <p>Not sure why this is here given that the person must implement the plan but may not actually be riding the horse themselves and it is not a requirement in the PCs. Horse trainers may</p>	<p>Adopted – changed <i>demonstrated</i> to <i>implemented</i></p>

	engage and supervise a third party to do the actual riding/training	
Primary Industries Curriculum Maintenance Manager (PICMM) Manager	<p>KE - <i>behaviours and conditions that may impact on a horse due to its history, level of education and welfare issues, including pain, injuries, hoof problems</i></p> <p>Not sure that this covers all the knowledge required for PCs 2.2 and 2.3. Assessing a horse for soundness can involve expert veterinary advice and doesn't cover conformation at all</p>	<p>Adopted – change KE point to:</p> <p><i>behaviours and conditions that may impact on a horse due to its history, level of education, physical features and welfare issues</i></p>
Industry WA (Positive Pets)	<p>Add prerequisite – ACMPHR401 Interpret equine behaviour</p> <p>Without correctly being able to identify behaviour and interpreting the behaviour correctly it is in my opinion not possible to effectively, efficiently, ethically and humanely modify a horse's behaviour.</p> <p>Need to emphasis on humane and ethical training and behaviour modification – add principles of a model like LIMA (least intrusive minimally aversive).</p>	<p>KE – added to address points raised</p> <ul style="list-style-type: none"> <li>• current evidence-based research in: <ul style="list-style-type: none"> <li>• equine cognition, ethology, behaviour and learning theory</li> <li>• <i>humane approaches to behaviour modification</i></li> </ul> </li> </ul> <p>ACMPHR401 subject to future review (not fit for purpose as discussed with SME group in ACM Horse Education project). It will be removed from current RGR qualifications and so not appropriate to have as a prerequisite unit for this unit.</p> <p>Referred to SME group and addition of ACMPHR401 as prerequisite not supported</p>