Modification history

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| Release | Comments |
| Release 1 | This version released with ACM Animal Care and Management Training Package Version 2.0. |

| ACMVET512 | Develop and implement specific practice policies |
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| Application | This unit of competency describes the skills and knowledge required to develop, review, update and implement policies for specific practice needs and communicate them to practice personnel to ensure the sound management of the veterinary business.The unit applies to veterinary nurses who work under the supervision of a registered veterinarian in a veterinary practice. Veterinary nurses who review and implement practice policies need to hold in-depth knowledge of the operations of the veterinary practice.Legislative and regulatory requirements apply to veterinary nurses but vary according to state/territory jurisdictions. Users must check with the relevant regulatory authority before delivery.NOTE: The terms 'occupational health and safety' (OHS) and 'work health and safety' (WHS) generally have the same meaning in the workplace. In jurisdictions where the national model WHS legislation has not been implemented, RTOs must contextualise the unit of competency by referring to current OHS legislative requirements. |
| Prerequisite Units | Nil |
| Unit Sector | Veterinary Nursing (VET) |

| Element | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Review, prepare, develop and implement practice policies | 1.1 Collate legislative and other reference materials about veterinary practice from relevant sources1.2 Consult with colleagues and collect and record directions, concerns and recommendations of practice personnel1.3 Prepare and write policy materials to suit practice needs1.4 Review and update current policies to suit practice needs1.5 Circulate draft policies for staff comment and management approval1.6 Organise systems and structures for policy implementation in consultation with staff members or specialist advisers |
| 2. Communicate practice policies to relevant personnel | 2.1 Distribute developed policies to staff and management2.2 Facilitate training programs in the use of, and adherence to, policies2.3 Conduct regular reviews to monitor staff adherence to policies and measure training outcomes |

| Foundation SkillsThis section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. |
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| Skill | Description |
| Writing | Plan and prepare policy documents that incorporate appropriate language and clear layout, to ensure accessibility to practice staff |
| Interact with others | Recognise the importance of building rapport to establish effective working relationships |

| Unit Mapping Information |
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| Code and title current version | Code and title previous version | Comments | Equivalence status |
| ACMVET512 Develop and implement specific practice policies | ACMVET413A Develop and implement specific clinic policies | Updated to meet Standards for Training PackagesRecoded to AQF 5Titled updated to reflect changes to contentMinor changes to clarify contentAssessment requirements revised | Equivalent unit |

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| Links | Companion Volume Implementation Guides are found in VETNet: https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103 |

| TITLE | Assessment requirements for ACMVET512 Develop and implement specific practice policies |
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| Performance Evidence |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit. There must be evidence that the individual has developed and implemented specific practice policies, including:researched and developed two new practice policiesreviewed and updated a minimum of two practice policies, one of which must relate to work health and safetyimplemented a minimum of one new or revised policy. |

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| Knowledge Evidence |
| An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:* information relevant to preparing and developing practice policies, including:

Australian Veterinary Association (AVA) guidelines and codes of practiceorganisational workplace health and safety risk management programsrelevant work health and safety hazard identification, risk assessment and control measuresthe handling and disposal of biological wastesthe handling, use, storage, transport and disposal of chemicals* policies relevant to a veterinary practice, including:

professional serviceshuman resource managementnursing careoffice proceduresworkplace health and safetysecurity* communication techniques relevant to relaying practice operations and policies to staff
* staff training techniques relevant to policy development and dissemination
* policy development and review processes
* relevant legislation, regulations, codes of practice and current practice policies
* techniques to monitor staff understanding and compliance to practice policies.
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| Assessment Conditions |
| Assessment of skills must take place under the following conditions:* physical conditions:

in the workplace or an environment that accurately reflects a veterinary practice* specifications:

access to organisational policies and procedures, current legislation, regulations and relevant codes of practice.Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. |

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