

Animal Technology Project



Summary of Feedback, Responses and Actions

March 2019

This project includes the review of two qualifications and 12 units of competency within the *ACM Animal Care and Management Training Package*. New components include three new units of competency and one skill set. Draft materials were developed as a result of initial input from Subject Matter Experts and were made available for broad stakeholder consultation and feedback from 24th January, 2019 - 4th March 2019. During this time feedback was received via email, a survey, through the online Feedback Hub, as well as in person at workshops or site visits, and by telephone. Input was sought and received from 46 stakeholders around Australia, including from Registered Training Organisations, Government bodies including Industry Training Advisory Boards and State Training Authorities, and 36 industry representatives including Veterinarians.

As a direct result of feedback received, a number of changes were made to the documents under review. Mostly notably:

- Changes to the packaging rules, core units and electives for Certificate III and Diploma qualifications, including:
 - a unit of competency with a focus on communication in the core of both Certificate III and the Diploma
 - newly developed units on aseptic surgery (1) and ethics (2) added to electives of the Diploma
- Minor adjustments to the Performance Criteria, Foundation skills, Performance Evidence and Knowledge Evidence in most units of competency.
- Change of title of new units
 - ACMATE4X3 Assist with aseptic animal surgery ('researcher' removed)
 - ACMATE5X2 Contribute to ethical treatment of animals in research facilities (monitor removed)
- Terminology
 - 'humane killing or euthanasia' used in place of 'euthanasia' to reflect the language of the *Australian Code for the Care and Use of Animals for Scientific Purposes*
 - mental health (broader term) rather than compassion fatigue
- Application statement in most units has been updated to address differences in State legislation.

[Visit the Skills Impact website](#) to view a full list of the documents that were submitted for consultation during this phase.

Below is a summary of the issues raised and how these issues have been dealt with. This involves a consideration of the information provided, 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.

The documents are now available to view and validate on the [Skills Impact website](#) until 5 April 2019.

Summary of feedback on qualifications

Changes have been made to the two animal technology qualifications to ensure they reflect current industry practice and align with the Australian Qualification Framework qualification type descriptor for each qualification. Changes to the packaging rules for core and electives have been made with additional units included in each qualification.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Certificate III in Animal Technology		
Consultation groups Nationwide	<p>Various contributions from workshops, including:</p> <ul style="list-style-type: none"> • Communication skills need greater emphasis within the industry – move ACMGAS202 from electives to core • Some groups suggested moving the following units from electives to core. <ul style="list-style-type: none"> ○ MSL922001 Record and present data ○ MSL933005 Maintain laboratory/field workplace fit for purpose <p>This was not adopted as feedback from RTOs delivering the qualification indicated that the units were general laboratory and not animal technician focused and content is not as appropriate as the title would suggest.</p>	<ul style="list-style-type: none"> • Moved ACMGAS202 Participate in workplace communications from electives to core • Core units increased by 1 unit (13 in total) • Group A and B electives – swapped order for consistency with the Diploma • Electives <ul style="list-style-type: none"> ○ MSL973020 Perform histological procedures moved from Certificate III to Diploma ○ AHCMOM305 Operate specialised machinery – deleted from electives as it now contains specific references to using agricultural/horticultural machinery
Consultation groups Nationwide	Expressed support for the qualification and saw benefits to the industry in its revised structure.	Comments noted
Diploma of Animal Technology		
Consultation groups Nationwide	<p>Various contributions from workshops, including:</p> <ul style="list-style-type: none"> • Communication skills need greater emphasis within the industry 	<ul style="list-style-type: none"> • Added ACMGAS308 Communicate effectively with clients and team members to core • Total no. of electives reduced from 6 to 5 due to ACMGAS308 being added to core • Electives - added: the following units: <ul style="list-style-type: none"> ○ MSL973020 Perform histological procedures (moved from Certificate III to Diploma) ○ ACMATE5X1 Assist with review of ethics in an animal research proposal

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		<ul style="list-style-type: none"> ○ ACMATE5X2 Monitor and contribute to ethical treatment of animals in research facilities ○ PSPSCI004 Undertake scientific/technological research ○ BSBRES411 Analyse and present research information
Industry NSW	<p>It would be great to have a subject <i>Advanced Animal Welfare</i> - including research skills, something to empower technicians, help them to feel confident to come up with ideas, perhaps they could present at ANZLAA. Could culminate in a mini project, literature search, presentation skills etc Potential existing units reviewed for inclusion as electives - PSPSCI004 and BSBRES411</p>	<p>Adopted - added two electives to address potential to develop technician knowledge of current practices and to build advanced skills through practice</p> <ul style="list-style-type: none"> ● PSPSCI004 Undertake scientific/technological research ● BSBRES411 Analyse and present research information

Summary of feedback on units of competency

Animal Technology (ATE) - Changes to all units:

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
General		
<p>Workshops, National Industry QLD, ACT, TAS, NSW, WA RTO and Industry, VIC and SA</p>	<p>Differences in State legislation regarding Acts of Veterinary Science, Animal Welfare and Biosecurity need to be recognised</p>	<p>Noted - application statement – updated to:</p> <p><i>All work practices must be undertaken in accordance with legislative requirements, the current Australian Code for the Care and Use of Animals for Scientific Purposes; the organisation's standard operating procedures; and protocols, policies and procedures approved by the organisation's Animal Ethics Committee (AEC). Users are advised to check legislative requirements for their jurisdiction.</i></p> <p>This statement is in the application section of the following units:</p> <ul style="list-style-type: none"> • ACMATE4X1 Prepare for and monitor anaesthesia in animals • ACMATE4X2 Conduct euthanasia or humane killing of research animals • ACMATE501 Manage compliance in animal technology • ACMATE502 Manage and maintain the health of research animals • ACMATE503 Carry out post-mortem examination of a research animal • ACMATE504 Administer anaesthesia and perform surgery on animals for scientific purposes • ACMATE506 Assist to collect and transfer embryos of mice • ACMATE5X7 Perform caesarean rederivation of mice or rats • ACMATE5X9 Conduct non-surgical procedures on animals
<p>Workshops, National Industry QLD, ACT, TAS, NSW, WA RTO and Industry, VIC and SA</p>	<p>Terminology</p> <ul style="list-style-type: none"> • use language of Australian Code for the Care and Use of Animals for Scientific Purposes regarding euthanasia or humane killing • use mental health (broader term) rather than compassion fatigue 	<p>Adopted</p> <p>Units involving euthanasia – now include both, 'humane killing or euthanasia'.</p> <p>Note – to be followed up through validation survey and meeting</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
ACMATE301 Work within an animal technology facility		
Industry/RTO, National, (ACT, TAS, SA, VIC, QLD, WA, NSW)	Compassion fatigue cannot be 'built'. Later feedback indicated broadening compassion fatigue to mental health issues. Suggested wording changes to Performance Criteria (PC).	Adopted - wording changes to: <ul style="list-style-type: none"> PC5.3 Identify coping strategies and tools to address mental health issues PC5.4 Contribute to team strategies to address issues relating to animal technology work
Industry, TAS	Include awareness of animal activists, care with the use of social media and Intellectual Property. Feedback supported by other workshop groups	Adopted - added to Knowledge Evidence <ul style="list-style-type: none"> key features of codes and legislative frameworks governing work in an animal research facility, including: <ul style="list-style-type: none"> organisational policies for privacy and confidentiality of information, and intellectual property factors related to animal technology work that can impact on an individual's mental wellbeing and health, including: <ul style="list-style-type: none"> community attitudes and expectations regarding animal research media and social media
Industry TAS & VIC	Necessary to confirm/identify an animal is dead prior to disposal	Adopted - added to Knowledge Evidence <ul style="list-style-type: none"> process for checking an animal is dead
Industry VIC & SA; RTO SA,	Key communication issue - report or ask for assistance if anything unusual is noticed - taking action is everyone's responsibility	Adopted - wording changes to: <ul style="list-style-type: none"> PC 6.3 Communicate clearly and seek assistance from the appropriate person to improve performance and provide guidance PC 6.4 Identify and report unusual activity and breaches in compliance
Industry National, RTO SA and VIC, STA WA	Element 4 - addressing euthanasia or humane killing <ul style="list-style-type: none"> Agree with inclusion of new element. Euthanasia should be introduced early so students understand the nature of the work Support inclusion of humane killing or euthanasia 	Noted
ACMATE3X8 Follow containment and exclusion procedures in animal facilities		
Industry TAS, QLD, WA, VIC	Include movement of people (trade people/visitors etc). Should also include a statement about Institutional Policy	Adopted - new PC <ul style="list-style-type: none"> PC 4.5 Check personnel entry to facility areas according to organisational procedures

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry QLD	Include record keeping for compliance and traceability	Adopted – new PC PC 4.4 Maintain accurate records for compliance and traceability
ACMATE4X1 Prepare for and monitor anaesthesia in animals		
	No specific feedback requiring action	
ACMATE4X2 Conduct euthanasia of research animals		
Industry TAS, VIC, QLD, WA	PC3.1 Include indicators of death in order to confirm death. Indicators as approved by AEC and add NHMRC guidelines	Adopted – added to knowledge evidence <ul style="list-style-type: none"> indicators of death in animals as approved by the Animal Ethics Committee (AEC) or organizational policy
RTO SA, VIC, Industry SA, NSW, VIC, WA, ACT,	Use the language in the <i>Australian Code for the Care and Use of Animals for Scientific Purposes</i> ie use humane killing as well as euthanasia so learners understand the differences. Followed up with SME Group - <i>should references to euthanasia and/or humane killing be made throughout the unit OR is it enough to address the difference in knowledge evidence?</i>	Adopted – changes made throughout unit and added to knowledge evidence <ul style="list-style-type: none"> definition of humane endpoint, euthanasia and humane killing Differences in viewpoints to be confirmed through validation survey and meeting.
ACMATE4X3 Assist with aseptic animal surgery		
Industry, QLD	Suggestion to broaden unit to - Prepare and maintain an aseptic environment for animal research. Potential overlap with ACMATE504	Suggestion was discussed at other workshops and general feedback was that not all learners undertake ACMATE504 and that aseptic surgery skills were important to develop in a separate unit
Industry, ACT	Suggested wording changes: In application statement - Replace <i>survival</i> surgery with <i>recovery</i> surgery PC 2.1 'Use safe handling...materials appropriately'	Adopted – wording changes to: Application: This unit of competency describes the skills and knowledge required to assist with recovery surgery of animals performed under aseptic conditions.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	PC 2.2 'appropriately' might be a better word to use instead of 'restrain according to species requirements'	PC 2.1 Use safe handling techniques to prepare animals for anaesthesia and surgery, disposing of contaminated materials appropriately PC 2.2 Place animal on operating area and position and/or restrain appropriately
Industry, SME group (ACT, VIC, WA, RTO SA, VIC)	Suggestion to remove 'researchers' from original unit title, <i>Assist researchers with aseptic surgery</i> to broaden the unit and make it suitable to other sectors e.g. veterinary nursing.	Adopted – researchers removed from title. New title to be: Assist with aseptic surgery. The removal of one word from the title broadens the unit and makes it able to be used by other sectors e.g. veterinary nursing.
ACMATE501 Manage compliance in animal technology		
RTO, SA	Include humane killing within knowledge evidence to ensure differences between the two are addressed.	Adopted – added to knowledge evidence <ul style="list-style-type: none"> high impact projects and humane endpoints, humane killing and/or euthanasia.
ACMATE502 Manage and maintain the health of laboratory animals		
RTO VIC	Add understand the difference between ill health and phenotypes of genetically modified animal	Adopted - added to knowledge evidence <ul style="list-style-type: none"> differences between ill health and phenotypes of genetically modified animals
Industry, SME group (ACT, VIC, WA, RTO SA, VIC)	Inconsistency in terminology raised with SME group. Research animals is used in title and laboratory animals used throughout unit – should the terms used be consistent?	Adopted – for consistency the term laboratory animal should be used, the unit title now reads: Manage and maintain the health of laboratory animals.
ACMATE503 Carry out post-mortem examination of a research animal		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry TAS, QLD	Add reference to biosecurity and quarantine to application statement. Awareness that different facilities carry out different experimentation eg. Some use GM animals and embryos, some use diseased animals or intentionally add disease	Adopted - biosecurity/quarantine regulations included: In application statement - Post-mortem examinations may be subject to biosecurity and quarantine regulatory and organisational requirements PC 1.1 Identify, select and prepare appropriate site for the post-mortem according to facility and containment classification
Industry TAS, QLD	Performance Criteria 3.5 - not necessary. Remove it	Feedback noted - after further consideration sought in subsequent workshops PC3.5 was removed
Industry TAS, QLD, VIC,	Biosecurity issues - Clarify use of terms 'biosecurity / biohazards'. Office of Genetic Technology Regulator – classification system	Adopted – edits made to knowledge evidence: <ul style="list-style-type: none"> biosecurity and biohazard issues (for animals and humans) including: <ul style="list-style-type: none"> definitions of biosecurity, biohazard, quarantine and isolation post-mortem examination and the collection and disposal of samples from animals facility classification and biocontainment levels
ACMATE504 Administer anaesthesia and perform surgery on animals for scientific purposes		
Industry WA	Is there a need to address differences in species? Surgeries vary tremendously between rodents and large animals.	Noted - Feedback Should we add "on two different species"? Does this ensure transferability of skills or pose barriers to those without access to two species?
RTO SA, Industry SA, Industry WA	Agree there is some overlap between ACMATE4X3 and ACMATE504. However, ACMATE4X3 has a clear focus on asepsis and is quite different to ACMATE504. The two units of competency have different purpose and are both necessary.	Noted – Feedback received from SME working group said while there is some overlap, this new unit is a discrete unit and has a clear focus different on asepsis that is different to ACMATE504. Both units should remain.
Industry ACT	Could consider making ACMATE4X3 Assist with aseptic surgery a pre-requisite for this unit	Noted – Feedback received from the SME group varied. RTO delivering the unit indicated that the prerequisite is definitely not needed. To be confirmed during validation.
ACMATE505 Carry out advanced breeding procedures		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry TAS	Consider making Simple Breeding be a prerequisite or strengthen basic genetics	Adopted – Prerequisite not needed but additional points on basic genetics added to Knowledge Evidence
Industry WA, VIC, SA, QLD; RTO SA, VIC	Strengthening Knowledge Evidence supported with further input from other states	Final points to be confirmed during validation
ACMATE506 Assist to collect and transfer embryos of mice		
Industry VIC	Knowledge Evidence - Add cryo preservation and recovery	Adopted – added to knowledge evidence <ul style="list-style-type: none"> relevant laboratory techniques and procedures, including: <ul style="list-style-type: none"> cryo preservation and recovery
Industry WA, Govt WA, ITAB WA	Ensure GM embryos are covered	Noted - GMs covered
Industry, SME group (ACT, VIC, WA; RTO SA, VIC)	Should aseptic surgery (ACMATE4X3) be a prerequisite for this unit?	Noted - feedback varied – validation advice to be sought Note – code and equivalence will need to change if prerequisite is added
ACMATE5X7 Perform caesarean rederivation of mice or rats		
Industry TAS Industry, ACT, WA, SA; RTO SA	Perhaps this unit is out of date as now most work is embryo transfer Workshop discussions reaffirmed that the skill covered is still used in workplaces and the unit should be retained as an elective	Noted – this unit of competency will remain, the skills are necessary in specific circumstances
ACMATE5X8 Monitor and maintain containment and exclusion procedures in animal facilities		
Industry, ACT	Support for higher level unit	Noted
Industry, VIC, QLD	Knowledge evidence - add reference to biosecurity and biosecurity/quarantine classifications	Adopted – added to knowledge evidence: <ul style="list-style-type: none"> key concepts of containment and exclusion including levels and areas and biosecurity/quarantine classifications

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
ACMATE5X9 Conduct non-surgical procedures on animals		
	No specific feedback requiring action	
ACMATE5X1 Assist with review of ethics in an animal research proposal		
Industry TAS, Industry WA	Ethics are constantly being reviewed. Knowledge of Replacement, Reduction, Refinement (3 Rs) is essential.	Noted – included in unit
Industry QLD	Minor changes suggested for Knowledge Evidence	Adopted – changes to knowledge evidence: <ul style="list-style-type: none"> • humane endpoints, including approved methods of euthanasia • protocols, legal and ethical considerations in documenting observations, measurements, treatments and decisions relating to animal research
Industry WA	Governance – animal technicians are bound by the Code and regulations. It is important that they do not feel under pressure to break the Code. Use of accessible language is essential	Noted – statement added in Application: All work practices must be undertaken in accordance with legislative requirements, the current Australian Code for the Care and Use of Animals for Scientific Purposes; the organisation's standard operating procedures; and protocols, policies and procedures approved by the organisation's Animal Ethics Committee (AEC). Users are advised to check legislative requirements for their jurisdiction.
Industry SA, RTO SA	Element 2 – Change <i>analyse</i> to <i>interpret</i> . <ul style="list-style-type: none"> • PC2.1 add reference to 3Rs • PC2.3 remove standards and expectations, replace with organisational expectations • PC4.1 remove decisions - replace with recommendations • assessment conditions - add research proposals to resources 	Adopted – wording changes include: <p>Element 2 – Interpret proposal justification and proposed operations</p> <p>PC 2.1 Review proposal and identify how the replacement, reduction and refinement (3Rs) have been addressed and make suggestions for improvements</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		<p>PC 2.3 Examine experimental and humane endpoints against current animal welfare regulations and organisational expectations</p> <p>PC 4.1 Consolidate information and make recommendations on key aspects of the research proposal against industry standard ethics criteria</p> <p>Assessment conditions –</p> <ul style="list-style-type: none"> • resources, equipment and materials: <ul style="list-style-type: none"> - research proposals - organisation's AEC guidelines or procedures - Australian Code for the Care and Use of Animals for Scientific Purposes
Industry WA, STA WA, ITAB WA	<p>Element 3 – wording changes</p> <p>PC3.1 Remove the word matrix, replace term harm benefit with cost benefit or welfare impact</p>	<p>Adopted – wording changes include:</p> <p>Element 3 - Evaluate risk to animals and organization</p> <p>PC 3.1 Review the risk assessment and welfare impact of the proposed research on the animals</p>
ACMATE5X2 Contribute to ethical treatment of animals in research facilities		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry QLD, Industry VIC, Industry SA, RTO SA	<p>Suggestion to move unit to core in the Diploma</p> <p>Suggestion to remove Monitor from the original title, <i>Monitor and contribute to ethical treatment of animals in research facilities</i>.</p>	<p>Noted - consideration by the SME working group as to whether or not to place this unit in the core resulted in varied responses. Further feedback will be sought at Validation - elective at this stage</p> <p>Adopted – title will read <i>Contribute to ethical treatment of animals in research facilities</i></p>
Industry QLD, Industry SA, RTO SA	<p>PC3.3 - remove as the focus of the unit is on animals - not people.</p> <p>Performance evidence – adjust to reflect change to PC3.</p>	<p>Adopted – wording changes include:</p> <p>Element 3 - Take action on animal welfare issues</p> <p>PC 3.1 Report non-compliance, research misconduct or concerns relating to animal welfare according to organisational and AEC procedures</p> <p>PC 3.2 Respond to animals in pain or suffering according to job role responsibilities and organisational procedures</p> <p>PC 3.3 Contribute feedback on ethics and animal welfare to improve processes according to organisational and AEC procedures</p>

Summary of feedback on skill sets

Skill set titles and units updated in view of feedback.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
ACMSS0000X1 Animal Technician Ethics Skill Set	
	Feedback from Consultation workshops suggests this Skill Set meets industry requirements.
	Feedback adopted - Original title edited to remove reference to being a member of the AEC and make the Skill Set broader. Title now reads: Animal Technicians Ethics Skill Set.