Modification history

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| Release | Comments |
| Release 2 | This version released with ACM Animal Care and Management Training Package Version 4.0. |
| Release 1 | This version released with ACM Animal Care and Management Training Package Version 1.0. |

| ACMCAS404 | Develop, implement and monitor enrichment strategies for animals |
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| Application | This unit of competency describes the skills and knowledge required to develop, implement, monitor and review enrichment strategies for animals, and to communicate the strategies to staff members.  This unit applies to individuals with responsibility for developing and providing enrichment activities for animals in various facilities, including animal training, pet shops; boarding, day care or breeding facilities; veterinary clinics; stables and wildlife/exhibited animal establishments. They work autonomously and apply specialist knowledge and skills to provide solutions for predictable and unpredictable problems.  All work must be carried out to comply with workplace procedures according to Commonwealth state/territory health and safety and animal welfare regulations, legislation and standards that apply to the workplace.  No licensing, legislative or certification requirements are known to apply to this unit at the time of publication. |
| Prerequisite Unit | Nil |
| Unit Sector | Behaviour and Training (BEH) |

| Elements | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Develop enrichment strategies | 1.1 Conduct research and consultation to determine appropriate environmental and behavioural enrichment strategies for particular animal species or breeds, ages, and/or individual needs  1.2 Develop enrichment strategies with reference to known species-specific behaviour, environments and needs  1.3 Incorporate animal welfare and health and safety requirements into strategies as appropriate  1.4 Develop organisational procedures for enrichment according to the profile of animals  1.5 Align enrichment strategy budget allocation to short-term and longer-term strategies |
| 2. Implement enrichment programs | 2.1 Communicate enrichment strategies and procedures to team members , and provide required training  2.2 Adjust animal husbandry regimes to incorporate enrichment strategies  2.3 Provide assistance to team members in implementing physical, social and food-related enrichment programs appropriate to the species  2.4 Supervise team members providing enrichment to animals according to workplace policies and procedures  2.5 Assess behaviours requiring attention and proposed strategies in relation to possible causes of the behaviour and welfare of the animal  2.6 Assess short- and longer-term management of animals and implement appropriate environmental and behavioural enrichment programs |
| 3. Monitor and review enrichment strategies | 3.1 Monitor animal behaviour and responses to implementation of enrichment strategy to determine their effects on animals, and document  3.2 Investigate and evaluate any adverse consequences to an enrichment strategy  3.3 Collate enrichment program modification suggestions in consultation with team members, and implement where appropriate  3.4 Update short-term and longer-term enrichment strategies in line with review findings, and document  3.5 Align organisation budget allocation to reviewed and updated enrichment strategies |

| Foundation Skills  This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. | |
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| Skill | Description |
| Reading | * Interpret industry and scientific terminology in animal behaviour and training documents |
| Writing | * Use industry and scientific terminology when completing records |
| Oral communication | * Use open-ended questions, active listening and paraphrasing to gather information * Provide accurate advice using language appropriate to the audience |
| Numeracy | * Calculate time and costs relevant to enrichment activities * Interpret numerical information provided with animal enrichment products and equipment |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| ACMCAS404 Develop, implement and monitor enrichment strategies for animals | ACMCAS404 Development enrichment strategies for companion animals | Title updated  Changes to performance criteria for clarity  Assessment requirements updated | Equivalent unit |

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

| TITLE | Assessment requirements for ACMCAS404 Develop, implement and monitor enrichment strategies for animals |
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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 documented a short-term (daily or weekly) and a longer-term (monthly, seasonally or yearly) behavioural and environmental enrichment program, for two of the following categories: * two different species or breed groups * two individual animals with behaviour requiring attention * two individual animals with special requirements relating to life cycle stage * prepared a costing for each of the enrichment programs above * implemented, monitored, reviewed and documented one short term and one longer term enrichment program * communicated enrichment strategies and provided training and supervision for at least two team members. | |

| Knowledge Evidence |
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| 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:   * natural animal behaviour relating to the characteristics of the species, age, health status and social needs * normal and atypical behaviour patterns and traits of commonly held animals, including behavioural signs and development measures in young animals * types and purpose of behavioural and environmental enrichment strategies, including: * infrastructure and manipulative enrichment - positive interactions with the environment * olfactory and gustatory enrichment - smells and taste * exploratory enrichment - changes within the environment * species-specific behaviours requiring attention, including: * exaggerated forms of a normal behaviour * stereotypies or repetitive actions * indicators of wellbeing and stress in animals * indicators of avoidance, displacement, aggression * species compatibility * common indicators of compromised health, disease, injury or distress * housing, exercise, social and activity needs of animals * animal husbandry regimes and relationship to enrichment programs * features of low stress environments relevant to species * safe, low stress and humane animal handling techniques * animal safety issues relating to objects and/or structures used for enrichment purposes * costs of items and infrastructure used in enrichment program * organisational procedures and systems relevant to own work responsibilities, including workplace health and safety practices * principles of animal welfare and ethics and relevant animal welfare legislative requirements. |

| Assessment Conditions |
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| Assessment of the skills in this unit of competency must take place under the following conditions:   * physical conditions: * an animal care facility or an environment that accurately represents workplace conditions * resources, equipment and materials: * live animals as specified in the performance evidence * housing for animals * resources to implement enrichment strategies * relationships: * team members.   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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