

**Modification history**

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.

ACMCAN401	Implement <b>population management</b>
<b>Application</b>	<p>This unit of competency describes the skills and knowledge required to contribute to and implement regional population plans within a captive animal facility by ensuring breeding environments and programs are monitored carefully and the transportation of animals between captive animal facilities is managed effectively.</p> <p>This unit applies to senior team members with zoo keeping, wildlife care, aquarium or related experience who generally supervise others and provide and communicate solutions to a range of predictable and unpredictable problems. Tasks may vary in scale from individual animal welfare to social group management, working across a range of programs and/or animal groups in the facility's collection.</p> <p>All work must be carried out to comply with workplace procedures according to state/territory health and safety and animal welfare regulations, legislation and standards that apply to the workplace.</p> <p>No licensing, legislative or certification requirements are known to apply to this unit at the time of publication.</p>
<b>Prerequisite Unit</b>	Nil
<b>Unit Sector</b>	Captive Animals (CAN)

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Action population plans	1.1 Review and implement regional and facility plan objectives within own area of responsibility 1.2 Prepare or update in-house husbandry manuals and studbooks as requested or required 1.3 Maintain communication with relevant internal and external personnel to ensure appropriate breeding environments 1.4 Monitor and review breeding programs according to population plan requirements 1.5 Maintain accurate section records according to facility policies and procedures
2. Identify and transport animals between facilities	2.1 Use identification techniques to accurately select animals for transfer 2.2 Manage animal transactions and security to comply with animal transport regulations and workplace health and safety requirements 2.3 Maintain records of transactions according to facility policies and procedures
3. Contribute to population planning policies	3.1 Analyse species management and population planning policies 3.2 Give feedback and provide ideas to planning policies and procedures 3.3 Discuss and disseminate endorsed policies according to facility policies and procedures

<b>Foundation Skills</b>	
<i>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.</i>	
<b>Skill</b>	<b>Description</b>
Learning	<ul style="list-style-type: none"> <li>• Access technical advice</li> </ul>
Reading	<ul style="list-style-type: none"> <li>• Interpret and review studbooks and husbandry manuals</li> </ul>
Numeracy	<ul style="list-style-type: none"> <li>• Estimate, calculate and record routine measures</li> <li>• Interpret breeding coefficients and studbook data</li> </ul>

<b>Unit Mapping Information</b>			
<b>Code and title current version</b>	<b>Code and title previous version</b>	<b>Comments</b>	<b>Equivalence status</b>
ACMCAN4XX Implement population management	ACMCAN401 Implement collection management	<p>Changed title Updated terminology - collection replaced with population throughout unit</p>	Equivalent unit

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

<b>TITLE</b>	<b>Assessment requirements for ACMCAN401 Implement population management</b>
<b>Performance Evidence</b>	
<p>An individual demonstrating competency in this unit must satisfy all of the elements and performance criteria of this unit.</p> <p>There must be evidence that the individual has implemented a minimum of one facility or regional population plan, including:</p> <ul style="list-style-type: none"> <li>• analysed population plans and contributed to their review and implementation</li> <li>• communicated effectively with staff on breeding program for one species</li> <li>• developed and reviewed in-house husbandry manuals and studbooks for one species or area</li> <li>• maintained accurate records</li> <li>• managed the transportation of animals between captive animal facilities.</li> </ul>	

<b>Knowledge Evidence</b>	
<p>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:</p> <ul style="list-style-type: none"> <li>• principles and practices for population management implementation, including: <ul style="list-style-type: none"> <li>• breeding/population control</li> <li>• transfer of animals, species stocking</li> <li>• wildlife conservation</li> <li>• species recovery</li> </ul> </li> <li>• key requirements and guidelines of Australasian Species Management Program (ASMP): <ul style="list-style-type: none"> <li>• Regional Census and Plans</li> <li>• criteria for studbook keeping</li> </ul> </li> <li>• role of the Zoo and Aquarium Association in population management</li> <li>• working knowledge of international agreements, conventions and conservation status categories, including: <ul style="list-style-type: none"> <li>• World Zoo Conservation Strategy</li> <li>• International Union for Conservation of Nature and Natural Resources</li> </ul> </li> <li>• animal welfare principles and ethics related to population management, including: <ul style="list-style-type: none"> <li>• Australian Animal Welfare Standards and Guidelines for Exhibited Animals</li> <li>• state/territory regulations (including native wildlife protection)</li> </ul> </li> <li>• features of facility population planning policies and procedures</li> <li>• principles of taxonomy and relevance to population management</li> <li>• animal identification techniques to the sub-species level</li> <li>• reproductive behaviour, physiology and needs of species relevant to section</li> <li>• facility approved breeding and population control methods, including: <ul style="list-style-type: none"> <li>• fertility control - permanent or temporary; removal of nesting opportunities, removal or manipulation of eggs</li> <li>• separation of males/females during breeding; keeping single sexes</li> <li>• approved transfer of animals; euthanasia</li> </ul> </li> <li>• breeding and genetic concepts <ul style="list-style-type: none"> <li>• concepts of inbreeding and outbreeding</li> <li>• species-specific phenotype in natural state</li> <li>• genetic principles for the management of captive animal populations</li> <li>• importance of breeding coefficients</li> <li>• small population biology</li> </ul> </li> <li>• record keeping requirements for population management, including: <ul style="list-style-type: none"> <li>• animal husbandry manual/s</li> <li>• database programs and data analysis</li> <li>• report formats for captive animal management plans.</li> </ul> </li> </ul>	

<b>Assessment Conditions</b>	
<p>Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>• physical conditions:</li> </ul>	

<b>Assessment Conditions</b>	
<ul style="list-style-type: none"><li>• a captive animal workplace or an environment that accurately reflects a real workplace setting</li><li>• resources, equipment and materials:<ul style="list-style-type: none"><li>• a range of animals for covered in population management plan</li><li>• equipment and resources appropriate to work undertaken in an animal care environment</li></ul></li><li>• specifications:<ul style="list-style-type: none"><li>• access to facility policies and procedures, population plans, husbandry manuals and studbooks</li></ul></li><li>• relationships (internal and/or external):<ul style="list-style-type: none"><li>• interactions with team members.</li></ul></li></ul> <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.</p>	
<b>Links</b>	Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103">https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103</a>