

**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.

<b>ACMCAN404</b>	<b>Develop, monitor and review behavioural management strategies</b>
<b>Application</b>	<p>This unit of competency describes the skills and knowledge required to develop, monitor and review behavioural management strategies including <a href="#">behavioural conditioning and enrichment activities</a> for animals. It incorporates implementing short-term and long-term objectives requiring the involvement and cooperation of a range of staff within the facility.</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. Analyse animal data profiles	1.1 Analyse and collate animal behaviour data 1.2 Create individual animal profiles and compare against known normal behaviour patterns in captivity and in the wild
2. Develop behavioural management strategies	2.1 Conduct research and consult others to determine appropriate strategies for particular animals 2.2 Develop strategies incorporating animal welfare and safety considerations 2.3 Finalise strategies and seek approval <a href="#">following facility policies and procedures</a>
3. Monitor and review strategies	3.1 Disseminate strategies to relevant staff, and implement action plans 3.2 Review short-term and long-term objectives on a regular basis according to facility policies and procedures
4. Communicate effectively with others on behavioural management strategies	4.1 Contribute to animal behavioural management policy 4.2 Assist with training for keepers/carers in animal behaviour strategies <a href="#">including behavioural conditioning</a> and enrichment programs 4.3 Maintain coordination of projects and communication with internal and external personnel 4.4 Prepare and present reports to supervisor according to facility policies and procedures 4.5 Update animal husbandry manuals 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>
Writing	<ul style="list-style-type: none"> <li>Plan and develop reports using industry accepted terminology to describe animal behavioural signs and symptoms</li> </ul>
Oral communication	<ul style="list-style-type: none"> <li>Communicate information clearly and interact effectively with colleagues</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>
ACMCAN404 Develop, monitor and review behavioural management strategies	ACMCAN404 Develop, monitor and review behavioural management strategies	Minor edits for clarity Updated Assessment Requirements	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 ACMCAN404 Develop, monitor and review behavioural management strategies</b>
--------------	--

**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:

- researched, **created** and analysed a profile for **one** animal or **one** species
- developed, monitored and reviewed one behavioural conditioning and one enrichment program including two short-term and one long-term objective **for one animal or a species**
- maintained records for each animal/species
- provided support and advice to two staff members on behavioural management issues
- contributed one recommendation to the facility behaviour management policy.

**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:

- **specific behavioural needs of an animal or species, including:**
  - **how to collect information via detailed observation, research and/or discussions with others**
  - **natural habitat - environment and diet**
  - **normal and **abnormal** behaviour and behavioural patterns**
  - **housing, nutrition/feeding, enclosure/exhibit and breeding requirements**
  - **socialisation and conspecific interactions**
  - **anatomy and physiology including reproductive behaviour**
- **types of animal behaviour management, including:**
  - **behavioural conditioning training**
  - **enrichment programs**
- **key purpose, features and techniques used in behavioural conditioning training, including:**
  - **assisting with husbandry activities**
  - **accessing animals for health and veterinary checks**
  - **interpretative programs**
- **key purpose, features and strategies used in enrichment programs, including**
  - **encouraging natural behaviours**
  - **promoting wellbeing / animal welfare**
- **animal welfare principles and ethics related to behaviour management, including:**
  - **Australian Animal Welfare Standards and Guidelines for Exhibited Animals**
  - **animal welfare assessment frameworks - 5 Domains, Quality of Life, 5 Freedoms**
  - **state/territory regulations.**
- **relevant facility policies and procedures, including:**
  - **managing animal behaviour**
  - **health and safety and emergency procedures**
  - **animal handling**
- **facility record keeping requirements relevant to behaviour management, including:**
  - **information management software**
  - **animal husbandry manuals**
  - **observation and monitoring records.**

**Assessment Conditions**

Assessment of skills must take place under the following conditions:

- **physical conditions:**
  - **a workplace or an environment that accurately reflects a real workplace**
- **resources, equipment and materials:**
  - **a range of animals**
  - **equipment and resources appropriate to work undertaken in an animal care facility**
- **specifications:**

<b>Assessment Conditions</b>	
<ul style="list-style-type: none"><li>• access to facility policies and procedures relating to behavioural management</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>