

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.

ACMCAS404	Develop enrichment strategies for animals
Application	<p>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.</p> <p>This unit applies to individuals with responsibility for developing and providing enrichment activities for animals in various facilities, including but not restricted to animal trainers, pet shops; boarding, day care or breeding facilities; veterinary clinics; stables and captive animal establishments. They analyse information and exercise judgement to complete a range of skilled activities and demonstrate in depth knowledge in a specific technical area. They generally have accountability for the work of others and communicate solutions to a range of problems.</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>
Prerequisite Unit	Nil
Unit Sector	Companion Animal Sector (CAS)

Commented [SH1]: Stakeholder advice sought. This unit has been broadened to be applicable to all animals i.e. companion animal deleted from title/text. Are there any concerns about this change?

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. Develop enrichment strategies	1.1 Conduct research and consultation to determine appropriate strategies for particular animal species or breeds, ages, behaviour and/or special needs 1.2 Develop enrichment strategies against known animal behaviour traits 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 behavioural management budget allocation to short-term and longer-term strategies
2. Implement enrichment programs	2.1 Communicate enrichment strategies and procedures to staff, and provide required training 2.2 Adjust animal husbandry regimes to incorporate enrichment strategies 2.3 Provide assistance to staff in implementing physical, social and food-related enrichment programs appropriate to the target species 2.4 Supervise staff members providing enrichment to animals according to workplace policies and procedures 2.5 Assess short-term management of animals exhibiting undesirable behaviour, and implement strategies to reduce or manage behaviours

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Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
3. Monitor and review enrichment strategies	3.1 Monitor 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 staff, 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 behavioural management budget allocation to reviewed and updated strategies

Foundation Skills	
<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>	
Skill	Description
Reading	<ul style="list-style-type: none"> Interpret biological information from scientific texts about species, breeds and their behaviours
Writing	<ul style="list-style-type: none"> Use industry and scientific terminology when completing records
Oral communication	<ul style="list-style-type: none"> Determine enrichment needs and strategies through open-ended questioning, active listening, paraphrasing and summarising Explain strategies and procedures to staff and engage their cooperation using language appropriate to audience
Numeracy	<ul style="list-style-type: none"> Calculate volume, weight, area, ratio, time and application rates Interpret numerical information provided with animal enrichment products and equipment

Unit Mapping Information			
Code and title current version	Code and title previous version	Comments	Equivalence status
ACMCAS404 Develop enrichment strategies for animals	ACMCAS404 Development enrichment strategies for companion animals	Title revised Minor changes to performance criteria for clarity Changes to assessment requirements	Equivalent unit

Links	Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103
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TITLE	Assessment requirements for ACMCAS404 Develop enrichment strategies for animals
Performance Evidence	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.</p> <p>There must be evidence that the individual has:</p> <ul style="list-style-type: none"> developed enrichment strategies for at least three animals, including: <ul style="list-style-type: none"> observed animals and maintained individual records modified behaviour enrichment programs as required communicated enrichment strategies and provided training and supervision for at least two team members 	
Knowledge Evidence	
<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"> 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 methods of modifying animal behaviour patterns animal health and behavioural signs and patterns, including: <ul style="list-style-type: none"> desirable and undesirable behaviour species compatibility indicators of stress and wellbeing in animals common indicators of compromised health, disease, injury or distress housing, exercise, social and activity needs of animals a variety of physical, social and food-related enrichment activities animal husbandry regimes and relationship to enrichment programs safe and humane animal handling techniques organisational procedures and systems relevant to own work responsibilities, including workplace health and safety practices principles of animal welfare and ethics and key animal welfare legislative requirements. 	
Assessment Conditions	
<p>Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> physical conditions: <ul style="list-style-type: none"> skills must be demonstrated in a workplace setting or an environment that accurately represents workplace conditions resources, equipment and materials: <ul style="list-style-type: none"> live animals housing for animals resources to implement enrichment strategies Relationships: <ul style="list-style-type: none"> team members <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.</p>	
Links	Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=b75f4b23-54c9-4cc9-a5db-d3502d154103