

Training Package	Rural Production (RTE03)	HSC Requirements and Advice
Title	Pen sheep	
Unit code RTE2117A	<p>This competency standard covers the process of penning up sheep and keeping the fleeces as uncontaminated as possible while ensuring a continuous and timely supply of sheep to the shearers. It requires the application of skills and knowledge to move, handle and pen up sheep, and requires skills and knowledge to identify differences between different mobs, and to recognise their different behaviours. Competency requires an awareness of enterprise and legislative requirements with regard to animal handling methods, shearing shed procedures and workplace safety. The work functions in this standard involve the application of some judgement and discretion, and would be carried out within enterprise guidelines and within specified timeframes.</p> <p>The continuous supply of sheep with uncontaminated wool to shearers is an essential factor towards the efficiency of a wool harvesting operation.</p>	HSC Indicative Hours 15

<p>Evidence Guide</p> <p>What evidence is required to demonstrate competence for this standard as a whole?</p> <p>Competence in penning up sheep requires evidence that sheep are supplied continuously, in good time, and with minimal contaminants to the shearers. The skills and knowledge required to pen up sheep must be transferable to a different work environment. For example, across the range of shed types, mob sizes, and sheep breeds.</p>
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What specific knowledge is needed to achieve the performance criteria?	What specific skills are needed to achieve the performance criteria?	Are there other competency standards that could be assessed with this one?	Assessment guide	HSC Requirements and Advice
<p>Knowledge and understanding are essential to apply this standard in the workplace, to transfer the skills to other contexts, and to deal with unplanned events. The knowledge requirements for this competency standard are listed below:</p> <ul style="list-style-type: none"> • types of shearing sheds, boards and catching pens • gates and catches in shearing sheds • safe handling techniques for catching, dragging, and releasing sheep • animal welfare requirements in relation to sheep • sheep behaviour in the shearing 	<p>To achieve the performance criteria, appropriate literacy and numeracy levels as well as some complimentary skills are required. These include the ability to:</p> <ul style="list-style-type: none"> • accept and interpret advice from the shed supervisor • observe differences between mobs of sheep • observe shearers workflow and estimate rates for refilling the catching pens and for mob cutout • move sheep in a shed and pen them up • use the accepted communications signals in the 	<p>This competency standard <u>could</u> be assessed on its own or in combination with other competencies relevant to the job function.</p>	<p>There is essential information about assessing this competency standard for consistent performance and where and how it may be assessed, in the Assessment Guidelines for this Training Package. All users of these competency standards must have access to the Assessment Guidelines. Further advice may also be sought from the relevant Sector Booklet.</p>	<p>Key Terms and Concepts</p> <ul style="list-style-type: none"> • animal welfare • communication • gate and latch design • hazard identification • legislation • livestock handling practices • mob cut-out • mob delineation • occupational health and safety (OHS) • pen design • pen stain • personal protective equipment (PPE) • safe work practices • shearing board

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<p>sheds and yards</p> <ul style="list-style-type: none"> • hazards associated with handling livestock • personal protective equipment and clothing, and when and how it should be used • industry awards and conditions • relevant State/Territory legislation, regulations and codes of practice with regard to workplace OHS, animal welfare, and the use and control of hazardous substances • communication signals used in the particular shed when shearing and sheep movement is in operation. 	<p>shed when shearing and sheep movement is in full force.</p>			<ul style="list-style-type: none"> • shearing sheds • shed staff • sheep behaviour • sheep flow • sheep yards • supervisor • wool contaminants • wool harvesting quality assurance systems • wool lines • wool types

Element	Performance Criteria	Range of Variables	HSC Requirements and Advice
1 Provide continuous supply of sheep to shearers	1.1 Potential and existing hazards in the workplace are identified and reported to the supervisor .	<p>The Range of Variables explains the range of contexts within which the performance and knowledge requirements of this standard may be assessed. The scope of variables chosen in training and assessment may depend on the work situations available.</p> <p>For more information on contexts, environment and variables for training and assessment refer to the Sector Booklet.</p> <p>What measures might be taken to ensure that OHS hazards are identified and risks assessed and controlled?</p> <p>Systems and practices could be put in place that ensure:</p> <ul style="list-style-type: none"> • safe manual handling systems and procedures are being used • safe systems and procedures in maintaining hygiene to reduce slip and trip hazards are in place • safe livestock handling systems and procedures are in place, including the provision of additional caution when handling rams • appropriate clothing and foot wear is worn to prevent feet crushing and skin abrasions • yards and gates are in good working order, i.e. gates swing and latch freely. <p>Consideration of OHS issues for this standard may also include consideration of any national codes of practice in the industry.</p> <p>Who might the supervisor be?</p> <p>It may be the manager, classer, owner or overseer.</p>	<p>Learning experiences for the HSC must address:</p> <p>Design features of shearing sheds including:</p> <ul style="list-style-type: none"> • raised board • raised curved board • front fill catching pens • circular wool tables • lighting in the wool working area • hydraulic woolpresses • flow of wool from the board to the press. <p>An awareness of potential hazards including:</p> <ul style="list-style-type: none"> • physical hazards <ul style="list-style-type: none"> – unsafe tools and equipment – uneven surfaces/trip hazards – fatigue – noise – dust – vehicles – exposed moving machinery parts – obstacles – impaling on wool hooks – unsafe handling of sheep • biological <ul style="list-style-type: none"> – hazardous substances – infection of open cuts/wounds • ergonomic <ul style="list-style-type: none"> – inappropriate use of tools/equipment – poor manual handling • environmental <ul style="list-style-type: none"> – climate – solar radiation – dehydration/heat stress • psychological <ul style="list-style-type: none"> – dealing with emergencies. <p>Knowledge of the roles and responsibilities of various shed staff including:</p> <ul style="list-style-type: none"> • owner/manager • contractor • expert • shearer • presser

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			<ul style="list-style-type: none"> • classer • shed hand • penner. <p>Industry award regarding rights and responsibilities:</p> <ul style="list-style-type: none"> • <i>Pastoral Industry Award 1998.</i>
	<p>1.2 Suitable personal protective equipment is selected, used and maintained in line with OHS and workplace procedures.</p>	<p>What measures might be taken to ensure that OHS hazards are identified and risks assessed and controlled?</p> <p>Systems and practices could be put in place that ensure:</p> <ul style="list-style-type: none"> • safe manual handling systems and procedures are being used • safe systems and procedures in maintaining hygiene to reduce slip and trip hazards are in place • safe livestock handling systems and procedures are in place, including the provision of additional caution when handling rams • appropriate clothing and foot wear is worn to prevent feet crushing and skin abrasions • yards and gates are in good working order, i.e. gates swing and latch freely. <p>Consideration of OHS issues for this standard may also include consideration of any national codes of practice in the industry.</p> <p>What personal protective equipment and clothing might be required for penning sheep?</p> <p>Boots, overalls, protective eyewear, hearing protection, respirator or face mask, and protective equipment for working in exposed conditions.</p>	<p>Learning experiences for the HSC must address:</p> <p>Selection, use, maintenance and storage of personal protective equipment (PPE) appropriate to the work task including:</p> <ul style="list-style-type: none"> • footwear • head protection – hard hat, sun hat and helmet • gloves • overalls • respirator • face mask • hearing protection • eye protection – goggles and safety glasses • sunscreen. <p>An awareness of appropriate OHS strategies including:</p> <ul style="list-style-type: none"> • select, use and maintain appropriate PPE • sufficient drinking water • basic first aid training • access to first aid kits • safe work practices and procedures • emergency plan • inspection and repairs of sheds prior to commencement of shearing <ul style="list-style-type: none"> – protruding objects – damaged flooring – trip hazards • wetting of yards to reduce dust • provision of washing facilities and eating areas • maintenance of personal tetanus vaccination booster shots • restriction of access to the grinding area and guards around grinding area • restriction of access to the shearing work area.

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	1.3 Sheep are penned in their separate mobs according to the instructions of the supervisor.	Who might the supervisor be? It may be the manager, classer, owner or overseer.	Learning experiences for the HSC must address: Knowledge of procedures to keep mobs separate including: <ul style="list-style-type: none"> • clear communication between all shed hands • gates to be latched to prevent mob boxing • mob identification through ear tags, ear marks, sex and age to be noted • clear instructions on the order of mobs to be shorn.
	1.4 Gates are secured to prevent sheep escaping on to the board.	What measures might be taken to ensure that OHS hazards are identified and risks assessed and controlled? Systems and practices could be put in place that ensure: <ul style="list-style-type: none"> • safe manual handling systems and procedures are being used • safe systems and procedures in maintaining hygiene to reduce slip and trip hazards are in place • safe livestock handling systems and procedures are in place, including the provision of additional caution when handling rams • appropriate clothing and foot wear is worn to prevent feet crushing and skin abrasions • yards and gates are in good working order, i.e. gates swing and latch freely. Consideration of OHS issues for this standard may also include consideration of any national codes of practice in the industry.	Learning experiences for the HSC must address: An awareness of the risks associated with sheep escaping onto the board including: <ul style="list-style-type: none"> • risk of injury to shearer and shed hand • conflict between workers • contamination of wool.
	1.5 The speed of shearers is observed and numbers of sheep in catching pens arranged so that shearers all complete shearing at or near mob cutout.	How might mob cutout be communicated to the shed supervisor? The supervisor may be communicated to either verbally or by using hand signals.	Learning experiences for the HSC must address: Awareness of procedures to manage the mob cut-out including: <ul style="list-style-type: none"> • estimating numbers to put in catching pens for each shearer to ensure even cut-out • avoid swapping sheep between catching pens.

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	1.6 Sheep numbers are checked in catching pens and pens are filled as they empty to ensure continuous supply to shearers.	What might catching pens include? They might be front fill, back fill or side fill pens.	Learning experiences for the HSC must address: Catching pen designs and process for filling pens including: <ul style="list-style-type: none"> • back fill • side fill • front fill. Procedures to maintain the supply of sheep to shearers including: <ul style="list-style-type: none"> • keeping catching pens adequately filled • listening for shearers' call when last sheep is taken from the catching pens.
	1.7 Other pens are refilled as required.		Learning experiences for the HSC must address: Procedures to keep flow of sheep and mobs consistently moving through yards and sheds to keep pace with shearers. An awareness of procedures to minimise stress and injury to sheep including: <ul style="list-style-type: none"> • appropriate use of dogs • avoidance of use of coaxing aids such as sticks and polypipe.
2 Keep mobs separate	2.1 Gates are secured to prevent mixing of mobs.		Learning experiences for the HSC must address: Types of gates used in shearing sheds including: <ul style="list-style-type: none"> • lift swing • slide swing • slide lift with counter balance • swing. Common types of latches including: <ul style="list-style-type: none"> • chain • sliding bolt • sliding board • gate channel • loose bolt. Understanding of the consequences of not securing gates.

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	2.2 Pens are filled with sheep from only one mob at any given time to avoid mixing mobs and wool types.		<p>Learning experiences for the HSC must address:</p> <p>Processes for mob delineation in the shed:</p> <ul style="list-style-type: none"> • clear instructions from the shed manager • clear communication between shed staff • identification of mobs by breed, ear tag, ear mark, age, sex and brand markings.
	2.3 Mob cutout is communicated to shed supervisor.	<p>How might mob cutout be communicated to the shed supervisor?</p> <p>The supervisor may be communicated to either verbally or by using hand signals.</p> <p>Who might the supervisor be?</p> <p>It may be the manager, classer, owner or overseer.</p>	<p>Learning experiences for the HSC must address:</p> <p>Knowledge of shed activities that require planning prior to mob cut-out including:</p> <ul style="list-style-type: none"> • shearers' mob finish time • clearing of wool working area • wool presser to be notified of wool lines about to be finished • sheep counted from the counting out pen • mob details, wool lines and bale numbers recorded in the wool book • wool fleece lines and other oddments lines including pieces, bellies, locks, stains are cleaned up and pressed to create space in the wool working area. <p>Interpretation of communication by supervisors including:</p> <ul style="list-style-type: none"> • verbal • hand signals.
	2.4 Sheep are moved to other catching pens to ensure that mob cutout is simultaneous.		<p>Learning experiences for the HSC must address:</p> <p>An awareness of potential hazards associated with moving sheep between catching pens including:</p> <ul style="list-style-type: none"> • physical strain • injury risk to sheep. <p>Awareness of problems caused by shearers habitually leaving the easiest sheep to shear last.</p>
	2.5 Safe workplace practices with regard to livestock handling are observed and implemented in line with OHS, animal welfare and organisation requirements.	<p>What measures might be taken to ensure that OHS hazards are identified and risks assessed and controlled?</p> <p>Systems and practices could be put in place that ensure:</p>	<p>Learning experiences for the HSC must address:</p> <p>Safe livestock work practices including:</p> <ul style="list-style-type: none"> • minimising stress and injury to sheep by appropriate use of dogs • understanding sheep behaviour

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		<ul style="list-style-type: none"> • safe manual handling systems and procedures are being used • safe systems and procedures in maintaining hygiene to reduce slip and trip hazards are in place • safe livestock handling systems and procedures are in place, including the provision of additional caution when handling rams • appropriate clothing and foot wear is worn to prevent feet crushing and skin abrasions • yards and gates are in good working order, i.e. gates swing and latch freely. <p>Consideration of OHS issues for this standard may also include consideration of any national codes of practice in the industry.</p>	<ul style="list-style-type: none"> – movement of sheep towards each other – reluctance of sheep to move from light to dark – easy movement of sheep up hills – sheep behave erratically in small groups or as individuals – better movement of sheep in a circular path. <p>Knowledge of inappropriate sheep handling practices including:</p> <ul style="list-style-type: none"> • grabbing and pulling sheep by their wool • coaxing sheep with instruments such as sticks and polypipe • kicking and punching sheep • allowing dogs to bite sheep • overcrowding sheep in pens leading to suffocation. <p>Awareness of young sheep crowding each other in pens resulting in suffocation.</p> <p>A basic understanding of animal welfare legislation requirements including:</p> <ul style="list-style-type: none"> • <i>Prevention of Cruelty to Animals Act 1979</i> (NSW) (as amended) • <i>Prevention of Cruelty to Animals (General) Regulation 1996</i> (NSW) • Australian code of practice for the care and use of animals for scientific purposes. <p>A basic understanding of the role of the:</p> <ul style="list-style-type: none"> • Animal Welfare Unit, NSW Agriculture • Royal Society for the Prevention of Cruelty to Animals (RSPCA) NSW • Animal Welfare League (AWL) NSW • Rural Lands Protection Board.
3	Prevent contamination of wool	3.1 Pen density is arranged and monitored to avoid crushing, trampling or soiling of wool.	<p>How might the wool be contaminated?</p> <p>Amongst the contaminants are lamb pouches, maggot affected wool, urine stains, dung stains, skin pieces, black fibres, loose woolpack fibres, baling twines, man-made fibres and clothing,</p> <p>Learning experiences for the HSC must address:</p> <p>Knowledge of pen contaminants and their effect on the quality of the wool including:</p> <ul style="list-style-type: none"> • dung • burrs

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		dermatitis, branding dyes, dags, grease locks, burrs and vegetable matter, shed debris, and wet fibre or water stains.	<ul style="list-style-type: none"> • vegetable matter • shed debris • hairs from other animals. <p>An awareness of pen stain caused by sheep lying on the floor of the pens.</p>
	3.2 Pens are monitored to maintain sheep in standing position to avoid soiling of wool.		
	3.3 Potential contaminants within pens are minimised and removed.	<p>What contaminants can be removed from pens?</p> <p>Such things as burrs and vegetable matter, shed debris, hairs from other animals, twine and dung.</p>	<p>Learning experiences for the HSC must address:</p> <p>An awareness of procedures for removing potential wool clip containments from the shearing shed and sheep yards including:</p> <ul style="list-style-type: none"> • common physical contaminants <ul style="list-style-type: none"> – baling twine – fertiliser bags – bale fasteners – fencing wire – human clothing – wool hooks – boots – bolt latches for gates – cigarette butts • common wool contaminants <ul style="list-style-type: none"> – vegetable matter – urine stain – dung stain – flystrike stain – unscourable branding stain – water stains – black wool – foreign fibres from other animals that have been in the shed including cashmere, angora and alpaca. <p>A basic understanding of wool harvesting quality assurance systems and procedures to minimise contamination of the wool clip including:</p> <ul style="list-style-type: none"> • pre-shearing audit • instructions and procedures to follow during shearing

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			<ul style="list-style-type: none"> • separate meal areas from the wool working area • no smoking in the shed • dogs kept out of the wool working area • cleaning boots before entering the wool working area.

What processes should be applied to this competency standard?

There are a number of processes that are learnt throughout work and life, which are required in all jobs. They are fundamental processes and generally transferable to other work functions. Some of these are covered by the **key competencies**, although others may be added. The questions below highlight how these processes are applied in this competency standard. Following each question a number in brackets indicates the level to which the key competency needs to be demonstrated where

0 = not required 1 = perform the process 2 = perform and administer the process 3 = perform, administer and design the process

1. How can communication of ideas and information (1) be applied?	Using hand and verbal signals with the shearers and supervisor.
2. How can information be collected, analysed and organised (2) ?	In arranging sheep according to different mobs and wool types.
3. How are activities planned and organised (1) ?	In ensuring that sheep are continuously fed to the shearers.
4. How can team work (1) be applied?	In working with other workers and the supervisor to handle and move sheep.
5. How can the use of mathematical ideas and techniques (1) be applied?	In monitoring and estimating sheep numbers for movement into and out of the catching pens.
6. How can problem-solving skills (1) be applied?	In co-ordinating shearing operations with mob cutout.
7. How can the use of technology (0) be applied?	Not applicable.