

4th December 2023

Australian Bureau of Statistics
Updating Australian and New Zealand Standard Classification of Occupations
E: updating.anzsco@abs.gov.au

Response ID: ANON-XFVQ-MB62-V.

RE: Updating ANZSCO

Animal Care Australia (ACA) is a national incorporated association established to consult with government in advocating for real animal welfare by those who keep, breed and care for animals. Our goal is to promote and encourage high standards in all interactions with the animals in our care.

Committee members of Animal Care Australia have experience in and carry out the training of individuals who occupy the occupations being reviewed. Our feedback relates to occupations within the Agriculture, Forestry and Fishing category of the review.

In the attached report Animal Care Australia has responded to each occupation with the following:

- Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?
- Do you recommend any changes to title description, or specialisations?

Should you require further information, please do not hesitate to make contact me.

Kind regards,



Michael Donnelly
President
0400 323 843

About Animal Care Australia

As a nationally recognised animal welfare organisation, Animal Care Australia encourages continued development of animal welfare standards and Codes of Practice for animal husbandry, breeding, training, sale, and sporting exhibitions for a wide range of animal species, including pets, animals used for educational or entertainment purposes or kept for conservation, and in particular native birds, reptiles, and mammals.

Animal Care Australia was founded in early 2018 to establish an organisation run solely by volunteers to lobby for real animal welfare. With extreme animal rights and animal liberationist ideologies influencing government legislation, regulation, and policy at our expense and to the detriment of our animals and pets, it has become necessary to provide government with a balancing voice.

By uniting the broad spectrum of animal groups, collectively we offer an experienced, sensible approach to animal welfare. We estimate our foundation Animal Care Australia's member clubs currently represent well over 150,000 members and that is just in NSW alone!

By educating our members and the public about the importance of treating animals with kindness and respect for their needs and promoting the humane treatment of animals to improve animal welfare outcomes, Animal Care Australia is in the unique position of lobbying and advocating for all animals within our care.

Animal Care Australia provides priority to the following:

- lobbying government for stronger welfare outcomes
- lobbying government to increase education of the public in animal welfare and best care techniques
- educate the public on handling their animals with kindness & respect and the importance of their needs
- educate the public in the differences between animal welfare and animal rights

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Animal Care Australia submission

Approved: 4th December 2023
“Animal welfare is animal care”



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ACA Background

Animal Care Australia Inc. (ACA) represents the interests of all hobbyist and pet animal keepers nationally. Our members are comprised of most major animal keeping representative bodies including those representing dogs, cats, birds, horses, small mammals, reptiles, fish and exhibited animals. Some individual members also work in the rescue, care, and rehabilitation sectors.

Supporting statement

As a nationally recognised animal welfare organisation, committee members of Animal Care Australia have experience in and carry out the training of individuals who occupy the occupations being reviewed. Our feedback relates to occupations within the Agriculture, Forestry and Fishing category of the review.

Responses to ANZSCO (coded) occupations under review

ANZSCO occupation under review	Animal Care Australia's feedback	
149911 Boarding Kennel or Cattery Operator	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: None	...	...
Description: Organises and controls the operations of an establishment which offers temporary boarding for dogs and cats.	A Certificate IV in Facility Management, including animal management units including behaviour so that they understand the animals their staff are looking after	Specilisation in animal management and staff management also focusing on compassion fatigue
Specialisations: None		
Skill level: 2 (Associate degree, Advanced Diploma or Diploma)		

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311113 Animal Husbandry Technician	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: None	...	...
Description: Assists Livestock Farmers and Farm Managers in breeding, raising and managing livestock by undertaking technical animal husbandry tasks such as pregnancy testing, artificial insemination, lactation management and providing nutrition assessment and advice.	In order to maintain herds including breeding and raising livestock a minimum cert III in the given specialisation should be required, if they are not working under supervision then a cert IV	Genetic techniques, breeding management including pregnancy and lactation and care of young animals
Specialisations: None	If species specific Animal Behaviour modules are not included in the qualifications, then additional training is required	
Skill level: 2 (Associate degree, Advanced Diploma or Diploma)		
361113 Pet Groomer	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: None	...	...
Description: Washes, dries, brushes, combs, cuts and styles pets' coats, clips their nails and cleans their ears.	A cert III in animal studies including the grooming specialisation, but it has to be delivered as an on the job qualification to ensure students get hands on experience not just theory components	Animal behaviour, breed specification, equipment management

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Specialisations: None		
Skill level: 4 (Cert II or Cert III)		
361114 Zookeeper	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: None	...	...
Description: Feeds, provides water for and monitors the health of animals in zoos, aquaria and wildlife parks, cleans, fixes and maintains animal cages, and informs visitors about animals.	A cert III in animal studies as an introduction to the industry but ultimately a Cert IV in captive animals, the issues is the lack of available placement opportunities to ensure success in the course and increase in intake numbers to help with staff shortages	
Specialisations:		
Aquarist		
Skill level: 3 (Cert IV/Cert III+2 years' on-the-job training)		
361115 Kennel Hand	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: None	...	...
Description: Provides routine care for dogs, including feeding, exercising, monitoring their health and cleaning kennels.	Cert II in animal studies if undertaking general pet welfare duties under supervision but a Cert III or Cert IV in progressing	

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	through the company into senior roles	
Specialisations: None		
Skill level: 4 (Cert II or Cert III)		
361311 Veterinary Nurse	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: Animal Nurse, Veterinary Assistant	...	...
Description: Cares for animals under treatment or in temporary residence at veterinary facilities and assists Veterinarians to perform procedures and operations.	Cert IV in Veterinary nursing, this qualification needs to be made a traineeship again to ensure students are given on-the-job-training including hands on training so that they are able to fill the skills gaps in industry. Fee free TAFE has done nothing for the skills shortage as there are huge gaps in the level of education students are obtaining depending on providers' facilities	
Specialisations: None		
Skill level: 3 (Cert IV/Cert III+2 years' on-the-job training)		
452313 Horse Riding Coach or Instructor	Is this the skill level required to competently perform the job role? If	Do you recommend any changes to title description, or specialisations?

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	no, what is an appropriate skill level?	
Alternative title: None
Description: Coaches, trains and instructs participants in horse riding by analysing their performances and developing their abilities. Registration or licensing is required.		
Specialisations:	The skill level is appropriate but the courses do not contain adequate training in learning theory, equine behaviour and biomechanics. Currently the focus is on teaching people to ride, without considering how horses need to be trained in a healthy way to ensure their longevity. Animal Care Australia does NOT support the adoption of Equitation Science modules to fill these gaps.	
Dressage Instructor		
Show Jumping Instructor		
Skill level: 3 (Cert IV/Cert III+2 years' on-the-job training)		
843911 Hunter-Trapper	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: Hunter, Shooter

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Description: Hunts, traps and shoots animals for food, pelts, research and for pest control. Registration or licensing may be required.		
Specialisations: None	Skill level should be higher to do this professionally and/ or commercially (ie to earn money from it). A cert 1 is barely a token gesture to educate anyone and should only be for people hunting/trapping on their own land, for their own purposes.	Yes, more extensive training is required to raise welfare standards to a minimum acceptable level.
Skill level: 5 (Cert I or compulsory secondary education)		
843411 Pest Control Technician	Is this the skill level required to competently perform the job role? If no, what is an appropriate skill level?	Do you recommend any changes to title description, or specialisations?
Alternative title: Pest Controller; Pest Management Technician	...	...
Description: Applies pest management techniques to manage and control animal and invertebrate pests inside and outside domestic, commercial and industrial premises. Registration or licensing may be required.		
Specialisations: None		
Skill level: 4 (Cert II or Cert III)		

Additional responses to (uncoded) occupations under review

Animal Management Officer
'Animal Management Officer' is listed in the group '599599 Inspectors and Regulatory Officers not elsewhere classified'. The skill level of this occupation category is: 4 (Cert II or Cert III)
Do you have feedback on separating 'Animal Management Officer' as an occupation?
An inspector is different under the legislation and requires extra education as they have a role in prosecutions and investigations and is generally given special powers under the legislation so yes they should be separate
Animal Management Officers must have animal behaviour certifications that are species specific to the animals they are working with, in addition to regulatory certification
Animal Nutritionist
'Animal Nutritionist' is listed as a specialisation in the group '234115 Agronomist'. The skill level of this occupation is: 1 (Bachelor degree or higher)
Do you have feedback on separating 'Animal Nutritionist' as an occupation?
This is a lacking specialisation, as in order to gain the knowledge it is currently undertaken via private providers. Nutrition is not included in a veterinary qualification and most recommendations currently are given based on supplier rebates, with an increase in animal diseases which can be improved by improved diets an increase in education in this space would be ideal
Animal Trainer and Animal Welfare Officer
'Animal Trainer' and 'Animal Welfare Officer' are both listed in the group '361199 Animal Attendants and Trainers not elsewhere classified'. The skill level of this occupation group is: 4 (Cert II or Cert III)
Do you have feedback on separating 'animal trainer' and/or 'animal welfare officer' as an occupation?

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<p>These need to be separated. An animal trainer is someone who undertakes modifications and conditioning on animals to change behaviours where welfare officers are there to ensure the welfare of the animals in a given business</p>		
Animal training certification needs to be species specific		
Dog Breeder		
<p>'Dog Breeder' is listed in the group '121399 Livestock Farmers not elsewhere classified'. The skill level of this occupation group is: 1 (Bachelor degree or higher)</p>		
Do you have feedback on separating 'Dog Breeder' as an occupation?		
<p>With the current climate of legislative change in which breeding is a huge topic, there is always a need to ensure education is available and should be mandatory as a way of improving overall welfare of animals and breeding practices</p>		
Dog Walker		
<p>'Dog Walker' is listed in the group '451899 Personal Service Workers not elsewhere classified'. The skill level of this occupation group is: 4 (Cert II or Cert III)</p>		
Do you have feedback on separating 'Dog Walker' as an occupation?		
<p>Yes it should due to an increase in businesses in this sector</p>		
Horse Trekking Guide		
<p>'Horse Trekking Guide' is listed in the group '452299 Outdoor Adventure Guides not elsewhere classified'. The skill level of this occupation group is: 3 (Cert IV/Cert III+2 years' on-the-job training)</p>		
Do you have feedback on separating 'Horse Trekking Guide' as an occupation?		
<p>This should be a separately recognised occupation, however access to training needs to be made more accessible - such as by online learning with on the job practical assessments. Like a mini apprenticeship. This would help with staff retention, and recruitment.</p>		
Horse Hoof Carer		

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'Horse Hoof Carer' is listed as a specialisation in the group '842314 Livestock Husbandry Worker'. The skill level of this occupation is: 4 (Cert II or Cert III).

Do you have feedback on separating 'Horse Hoof Carer' as an occupation?

This is in the Horse Industry. This occupation has in recent years seen a division in the industry, with farriers and blacksmiths continuing in apprenticeship style education pathways, and podiotherapists undertaking university or private college education. These 2 fields have a lot of cross over and need to be standardised to resolve the confusion this is causing to horse owners.

Animal Care Australia welcomes any questions you may have as you continue to finalise this review. This submission can be publicly listed.

On behalf of the Animal Care Australia Committee,

A handwritten signature in black ink that reads 'M Donnelly'.

Michael Donnelly
President
Animal Care Australia