

► Harmonized minimum occupational standards for poultry farming

Ghana, Nigeria and Togo



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I. Context and history of the development of the standards

In September 2016, Heads of States at the United Nations (UN) General Assembly adopted the New York Declaration for Refugees and Migrants. The Declaration sought to ensure fair migration for all and strengthen the global governance of migration through the development of a Global Compact for Migration and a Global Compact for Refugees. Subsequently, in 2017–18, a range of intergovernmental consultations occurred for the planned adoption of the Global Compact for Safe, Orderly, and Regular Migration, which was adopted by the UN General Assembly on 9 December 2018.

Notably, the highest incidences of low- and semi-skilled migration within the African continent are found in the West African, Central African, and Sahel regions. To ensure the context-sensitive design and genuine grounding of the global skills partnership at the country, corridor, and regional levels, the International Labour Organization (ILO) conducted two tripartite regional workshops in close collaboration with the respective sub-regional economic communities (RECs) under the umbrella of its existing SKILL-UP project. These workshops, along with other suggested interventions, triggered tripartite constituents from Nigeria, Ghana and Togo to pledge to strengthen efforts for the mutual recognition of each other's training certificates, as well as harmonize curricula in sectors and occupations affected most strongly by migration amongst the three countries. Five occupations were selected in the agriculture and construction sectors as the most relevant to migrant workers. The selection was done through a participative and inclusive process that involved a tripartite group of national constituents in the three countries. Occupational standards and qualifications in the agriculture and construction sectors were then mapped and compared for commonalities and differences. Two phases were agreed upon with constituents ensuring the relevance of mutually recognized and harmonized education and training programmes in the context of migration between the three countries.

Occupational standards are a set of benchmarks that define the skills, knowledge, and attributes people need to perform a work role. They are developed in consultation with industry to ensure they reflect the needs of the workplace. This collaboration forms the basis upon which training and assessment can be implemented to a standard that industry sectors can recognize and trust. These standards are primarily used to develop and implement training, assess the outcomes of training, and to assess the level of a person's existing skills and competencies.

During the period 2021–2022, and with support from the ILO, tripartite technical committees in each country jointly developed a harmonized occupational minimal standard for Poultry Farming for Ghana, Nigeria, and Togo. The harmonized occupational minimal standards have been developed and validated based on the national occupational standards provided by the three countries, with a target of 70 to 80 per cent commonality. The present harmonized occupational minimal standard was designed as the evidence-based benchmark of competent performance in the construction sector which has been agreed by the three countries.

It will benefit those countries that are in the process of developing standards or reviewing existing national standards through comparison and consideration of similar standards available in the region. It can also be utilized in vocational education and training (VET) for the development of standards-based curricula, and skill assessments for completers of training modules, etc. The harmonized minimal standards can provide a basis for developing national occupational standards and help to avoid duplication of efforts. By providing a regional reference for this occupation, the harmonized

minimal standards can provide assistance to the integration of sub-regional economic communities (RECs) by facilitating skills recognition of migrant workers across borders.

This process was supported by the ILO as part of the SKILL-UP Project¹ financed by the Norwegian Agency for Development Cooperation.

¹ More information on this project can be found at: <https://www.ilo.org/skills/projects/skill-up/lang--en/index.htm>, and in ILO, Ghana, Nigeria and Togo: Towards mutual recognition of skills in the agriculture and construction sectors, 2021.

II. Members of the technical skills committee²

Name	Organization/Branch	Country
Theophilus Zogblah	Council for Technical and Vocational Education and Training (COTVET)	Ghana
Emmanuel Cherry	Ghana Chamber of Construction and Industry	Ghana
Prosper Ledi	Association of Building and Civil Engineering Contractors of Ghana (ABCECG)	Ghana
William Agyei-Manu	Vice Chairman, Agribusiness Sector of the Association of Ghana Industries, General Secretary of the Agriculture and Agribusiness Sector Skills Council, Executive Director of Ghana Cassava Centre of Excellence	Ghana
Divine Morny	GSM Centre of Entrepreneurship and Technology – Chief Executive Officer	Ghana
Dr Charles Yaw Brempong-Yeboah	University College of Agriculture and Environmental Studies – Agricultural Rector	Ghana
Anthony S. K. Morrison	Chamber of Agribusiness Ghana (CAG) - CEO Chairman Ghana Agriculture Sector Skills Council	Ghana
Edward Ekareweh	General Secretary – General Agricultural Workers' Union (GAWU)	Ghana
Kenneth Nii Addy	RMG Ghana Limited - Chief Technical Officer	Ghana
Anselme Afo	Directeur des Examens, Concours et Certifications, Ministère De l'Enseignement Technique, de la Formation et de l'Insertion Professionnelles	Togo
Prosper Soou	Ministère De l'Enseignement Technique, de la Formation et de l'Insertion Professionnelles	Togo
Etienne Atcholahie	Directeur de la Pédagogie et des Programmes (DPP) au Togo	Togo
Atama Gnamkoulamba	Directeur des Études de l'Institut National de Formation Agricole (INFA)	Togo
Kokouvi Soedji	Directeur général de INFA de Tove	Togo
Ambroise Fantchede	Directeur de la Formation Agricole/Ministère de l'Agriculture	Togo
Kokou Adomayakpor	Méthodologue	Togo
Komi Aziaba	Eleveur	Togo
Kamala Bidialou	Directeur Relations International	Togo

² Members of the Technical Skills Committee that reviewed and validated the harmonized minimum occupational standards.

Name	Organization/Branch	Country
Enyoman Womitso	Directrice des études de population et migration	Togo
Kwami Kpogo	Eleveur	Togo
Jacque Ayite	Ministre de l'Agriculture, de la Production Animale et Halieutique	Togo
Kabassima Bararmna	Directeur Adjoint Formation Professionnelle	Togo
Malalibè Koumayi	Eleveur	Togo
Kokou Senam Degli	Eleveur	Togo
Minga Sanan	Eleveur	Togo
Kokou Dokpo	Eleveur	Togo
Eustace A. Iyayi	Nigerian Institute of Animal Science (NIAS) Abuja	Nigeria
Peter Alike	NIAS Abuja	Nigeria
Ifeanyi Harry Njoagwuani	NIAS Abuja	Nigeria
Saria Mohammed	NIAS Abuja	Nigeria
Samuel Soga	NIAS Abuja	Nigeria
Francis C. Elile	NIAS Abuja	Nigeria
Suliman M. Mobolaji	NIAS Abuja	Nigeria
Donald Odiyoma	National Bureau for Technical Education (NBTE) Kaduna, Nigeria	Nigeria
Olubode D. Majiyagbe	NBTE Kaduna	Nigeria
S.M Yusuf	NBTE Kaduna	Nigeria

III. Description and scope of poultry farming

This occupational standard is designed for persons who are desirous to make a career in poultry farming. The key function for a poultry farmer is to rear the birds (chickens and turkey, etc.) for optimal productivity through the provision of adequate housing, environment, nutrition, health care and recordkeeping throughout the different stages of poultry life.

These functions involve the combined skills of poultry attendant, technician, supervisor and manager through the application of technology and manual labour. Being a poultry farmer requires compassion, attention to detail, self-motivation, and the ability to work both independently and in a team. Poultry farmers can be employed by grandparent stock farms, parent stock farms, hatcheries, poultry farms, processing plants, and as poultry product distributors and marketers, irrespective of farm size (micro, small, medium and large).

Generally, a poultry farmer, either paid or self-employed, will be responsible for the effective running of farm operations within assigned responsibilities as stated in the poultry farm organigram. It is hoped that in future these standards will include a career advancement component for practitioners and a register of practitioners that would aim to engender practice regulation.

A person who has achieved this Qualification is competent to be:

- Poultry farmer
- Broiler raiser
- Poultry farm worker
- Layer raiser
- Poultry farm assistant
- Poultry breeder
- Poultry farm caretaker
- Flock man
- Poultry service crew

IV. Mapping of harmonized minimum occupational standards for poultry farmers

Main objective	Units of competence	Elements of competence
To enable poultry farmers carry out Good Animal Husbandry Practices (GAHP) ³ for optimal productivity and safe poultry products and environment	1. Operate and maintain poultry housing, accessories and equipment	1.1. Demonstrate knowledge of housing poultry birds 1.2. Demonstrate knowledge of brooding of equipment/materials 1.3. Demonstrate knowledge of poultry housing, accessories and equipment 1.4. Practice occupational health and safety procedures
	2. Manage broilers, layers or breeder's poultry	2.1. Receive and stabilize chicks/birds according to species and age 2.2. Maintain standard environmental conditions 2.3. Handling of breeder birds and eggs
	3. Perform poultry feed and feeding	3.1. Provide feed and water for broilers 3.2. Provide feed and water for chicks 3.3. Provide feed and water for breeding stock 3.4. Provide feed and water for laying birds 3.5. Store poultry feed and finished feed
	4. Maintain poultry flock health	4.1. Poultry farm vaccination and medication schedules 4.2. Apply biosecurity measures 4.3. Provide care for broiler birds 4.4. Provide care for laying birds 4.5. Provide care for breeding stock 4.6. Monitor birds on health-related parameters 4.7. Assist during vaccination and treatment
	5. Manage a poultry farm	5.1. Draw up a standard operating procedures (SOPs) 5.2. Implement vaccination and medication schedules of the poultry farm 5.3. Implement a marketing strategy 5.4. Establish strong contracts with partners
	6. Prepare poultry products	6.1. Process poultry birds 6.2. Harvest poultry eggs

³ An example of GAHPs from Australian Aid is available at: [ASEAN Good Animal Husbandry Practices \(GAHP\) Animal Welfare and Environmental Sustainability Module, Layers, Broilers and Ducks](#), 2008.

V. General description of units of competence

Relevant Occupations	Poultry Farmer		
Sector	Agriculture	Countries	Nigeria, Ghana, Togo
ISCO Code	6122-Poultry producers		
Developed by	Approved by		
Date of Approval	Indicative review date	2021–2022	

VI. Description of units and elements of competence

► Unit 1. Operate and maintain poultry housing, accessories and equipment

Occupation	Poultry Attendant
Title of the unit	Operate and maintain poultry housing, accessories and equipment
Description of the unit	The Poultry Attendant is able to prepare, use and maintain poultry housing, its accessories and equipment, according to poultry species
Elements of competence within the unit of competence	
1.	Demonstrate knowledge of housing poultry birds
2.	Demonstrate knowledge of brooding equipment/materials
3.	Demonstrate knowledge of poultry housing, accessories and equipment

Element 1.1. Demonstrate knowledge of housing poultry birds

Element 1.1.	Demonstrate knowledge of housing poultry birds
Unit 1	Operate and maintain poultry housing, accessories and equipment
Skill level	1

Performance indicator: the poultry farmer is competent when:

1.	The housing requirements of the various bird species are discussed
2.	The choice of housing site/location is selected in accordance with the requirements of the bird species and climatic conditions of the area
3.	The housing materials are selected according to standard requirements
4.	The orientation and dimensions of the housing is determined according to species and number requirements
5.	The conditions for good housing hygiene is observed in accordance to Good Hygiene Practice (GHP)

Evidence by process:

1.	Discuss housing requirements of the various bird species
2.	Select housing site/location
3.	Select housing materials
4.	Determine orientation and dimensions of poultry housing
5.	Observe good housing hygiene

Evidence by product:	
1.	The choice of housing site/location is selected in accordance with the requirements of the bird species and conditions of the area
2.	The housing materials is selected according to the standard requirements
3.	The orientation and dimensions of the housing is determined according to species and number requirements
4.	The conditions for good housing hygiene is observed in accordance to Good Hygiene Practice (GHP)
Evidence by knowledge:	
1.	The housing requirements of the various bird species are discussed
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 1.2. Demonstrate knowledge of brooding equipment/materials

Element 1.2.	Demonstrate knowledge of brooding equipment/materials
Unit 1	Operate and maintain poultry housing, accessories and equipment
Skill level	1

Performance indicator: the poultry farmer is competent when

1.	The preparation of the brooding/starting material is carried out according to the species and number of birds
2.	The orientation and size of the brooder/keeper ring is determined according to the size of the species and number of birds
3.	The installation of equipment in the brooder/guard ring (lamp, thermometer, litter, drinkers, feeders, etc.) is in accordance with species requirements and number of birds
4.	The heating method is determined according to the species, climatic conditions of the area and materials

Evidence by process:

1.	Prepare brooding/starting material
2.	Determine the orientation and size of the brooder/keeper ring
3.	Install equipment in the brooder/guard ring
4.	Determine the heating method

Evidence by product:	
1.	The preparation of the brooding/starting material is conducted according to the species and number of birds
2.	The orientation and size of the brooder/keeper ring is determined according to the size of the species and number of birds
3.	The installation of the equipment in the brooder/guard ring (lamp, thermometer, litter, drinkers, feeders, etc.) is in accordance with species requirements and number of birds
4.	The heating method is determined according to the species, climatic conditions and materials
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 1.3. Demonstrate knowledge of poultry housing accessories and equipment

Element 1.3.	Demonstrate knowledge of poultry housing accessories and equipment
Unit 1	Operate and maintain poultry housing, accessories and equipment
Skill level	1

Performance indicator: the poultry farmer is competent when

1.	The different types of poultry house accessory needs are identified according to species and number of birds
2.	The various poultry house accessories are installed according to species and bird age, taking into account the orientation and distance between them
3.	The poultry house accessories are maintained according to species requirements
4.	The poultry house equipment is identified in accordance with specific standards
5.	The poultry house equipment is used in accordance with the specific standards
6.	The poultry house equipment is stored in accordance with the specific standards
7.	The poultry house equipment is maintained in accordance with standard practices
8.	Appropriate poultry tools are identified according to requirements and use
9.	Poultry housing tools are checked for faults and defective tools reported in accordance with poultry housing SOPs
10.	Appropriate poultry housing tools and equipment are safely used according to job requirements and manufacturers' conditions

Evidence by process:	
1.	Identify different types of poultry house accessories
2.	Install poultry house accessories
3.	Maintain poultry house accessories
4.	Identify poultry house equipment
5.	Use of equipment is carried out in accordance with specific standards
6.	Store poultry house equipment
7.	Maintain poultry house equipment
Evidence by product:	
1.	The various poultry house accessories are installed according to species and bird age taking into account the orientation and distance between them
2.	The poultry house accessories are maintained according to species requirements
3.	The poultry house equipment is used in accordance with the specific standards
4.	The poultry house equipment is stored in accordance with the specific standards
5.	The poultry house equipment is maintained in accordance with standard practices
Evidence by knowledge:	
1.	The different types of poultry house accessories are identified according to species
2.	The poultry house equipment is identified in accordance with specific standards
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail
8.	Time consciousness and management
9.	Cost consciousness and effectiveness

Element 1.4. Practice occupational health and safety procedures

Element 1.4.	Practice occupational health and safety (OSH) procedures
Unit 1	Operate and maintain poultry housing, accessories and equipment
Skill level	1
Performance indicator: the poultry farmer is competent when:	
1.	Personal hygiene is ensured by using of gloves, masks, goggles, boots, etc., whenever required
2.	Use appropriate PPE as and when required
3.	Perform all procedures and follow work instructions for controlling operational risks
4.	Understand the hazards of use and contamination mentioned on labels of vaccines, medications, pesticides, or fumigant bottles
5.	Follow safety measures when handling chemicals used for disinfection
6.	Use safety equipment, such as fire extinguishers, first aid kits and eye-wash stations when required
7.	Check all tools and equipment before operating them
8.	Perform duties in a manner which minimizes environmental damage
9.	Report any accidents, incidents or problems without delay to the farm supervisor and take necessary immediate action to reduce further danger
10.	Clean, maintain and monitor poultry shelters and equipment periodically
11.	Ensure proper disposal of waste and other potentially hazardous materials
12.	Identify, document and report problems, such as rodents and pests, to management
13.	Conduct workplace checklist audits before and after work to ensure safety and hygiene
14.	Follow the procedures for dealing with accidents, fires and emergencies
15.	Ensure that first aid treatment is provided to any injured person in case of an accident
16.	Ensure that emergency equipment is in place and in proper working condition
Evidence by process:	
1.	Properly store hazardous equipment and chemicals
2.	Demonstrate compliance with OSH regulations applicable to worksite operations
3.	Use adequate Personal Protective Equipment (PPE)
Evidence by product:	
1.	Develop an OSH plan for the poultry business
2.	Maintain and follow safety checklists for all equipment
Evidence by knowledge:	
1.	State possible OSH hazards in poultry production
2.	State personal hygiene requirements
3.	Explain the different OSH signs and symbols
4.	Explain different types of sanitizers used in storage areas and equipment, and provide procedures for their use
5.	Understand storage norms for produce, chemicals, insecticides, etc.

Evidence by attitude:

1. Responsibility: exercises caution and does not put colleagues in dangerous situations
2. Order: properly stores dangerous chemicals and equipment
3. Communication: informs colleagues when identifying hazards and using dangerous chemicals and equipment
4. Adaptability: identifies and reacts to changing hazards

► Unit 2. Manage broilers, layers or breeder's poultry

Occupation	Poultry Farmer
Title of the unit	Manage broilers, layers or breeders poultry
Description of the unit	The Poultry Attendant is able to receive and stabilize birds after arrival, administer feed and handle birds and eggs in accordance with species requirement and trade standards

Elements of competence within the unit of competence

1. Receive and stabilize chicks/birds according to species and age
2. Maintain standard environmental conditions
3. Handle breeder birds and eggs

Element 2.1. Receive and stabilize chicks/birds according to species and age

Element 2.1.	Receive and stabilize chicks/birds according to species and age
Unit 2	Manage broilers, layers or breeders poultry
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The brooding pen is prepared before arrival of birds
2. The chicks/day-old for broiler, layer and breeder poultry are received according to age and species
3. The sick, deformed and healthy birds are identified during sorting
4. The birds are stabilized after arrival
5. Preparatory activities are conducted
6. Placing of brooders
7. Provision of a growing house
8. Feeding plan for the birds
9. Provision of an optimum environment for the birds

Evidence by process:

1. Prepares a brooding pen
2. Receives chicks/day-old for broiler, layer and breeder poultry

3.	Identifies sick, deformed and healthy birds
4.	Stabilizes birds
Evidence by product:	
1.	The brooding pen is prepared before arrival of birds
2.	Chicks for broiler, layer and breeder poultry are received according to age and species
3.	The sick, deformed and healthy birds are identified during sorting
4.	The birds are stabilized after arrival
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 2.2. Maintain standard environmental conditions

Element 2.2.	Maintain standard environmental conditions
Unit 2	Manage broiler, layer or breeder poultry
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The dry and dust free litters are observed in the pen
2.	The factors that determine environmental condition of birds are discussed
3.	The standards for stocking density are followed
4.	The standard practices for ventilation and lighting are followed

Evidence by process:

1.	Observe dry and dust free litters
2.	Discuss factors that determine environmental conditions for the birds
3.	Observe standards for stocking density
4.	Observe standard practices for ventilation and lighting

Evidence by product:

1.	The dry and dust free litters are observed in the pen
2.	The standards for stocking density are followed
3.	The standard practices for ventilation and lighting are followed

Evidence by knowledge:	
1.	The factors that determine environmental condition of birds are discussed
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail
8.	Personal integrity in conducting routine management

Element 2.3. Handling of breeder birds and eggs

Element 2.3.	Handle breeder birds and eggs
Unit 2	Manage broilers, layers or breeder's poultry
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The behaviour of poultry birds is discussed
2.	The breeding stocks are fed and cared for in accordance with stipulated guidelines
3.	The regular monitoring of the birds is demonstrated
4.	Biosecurity and hygiene is observed for housing poultry according to standard requirements for breeder birds
5.	The hatchable eggs are collected and sorted
6.	The sorted hatchable eggs are cleaned and stored
7.	The use of equipment/tools required in the breeder house (heaters, nest, feeder, extractors etc) is demonstrated

Evidence by process:

1.	Discuss the behaviour of poultry birds
2.	Demonstrate feeding and care of breeding stocks
3.	Demonstrate ability to conduct monitoring of the birds
4.	Observe poultry housing biosecurity and hygiene
5.	Collect and sort hatchable eggs
6.	Clean and store the sorted hatchable eggs
7.	Demonstrate the use of equipment/tools in the breeder house

Evidence by product:

1. Demonstrate feeding and care for breeding stocks
2. Demonstrate regular knowledge of monitoring the birds
3. Observe poultry housing biosecurity and hygiene
4. Collect and sort hatchable eggs
5. Clean and store the sorted hatchable eggs
6. Demonstrate the use of equipment/tools in the breeder house

Evidence by knowledge:

1. Discuss the behaviour of poultry birds

Evidence by attitude:

1. Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2. Cooperation: supports and works with others in the execution of a teamwork task
3. Order: establishes and/or respects priorities and procedures in carrying out tasks
4. Appreciation: appreciates the input of other team members for enhancing productivity
5. Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6. Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7. Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

► Unit 3. Perform poultry feeding tasks

Occupation	Poultry Farmer
Title of the unit	Perform poultry feeding tasks
Description of the unit	The Farm Attendant is able to feed birds according to species needs using the livestock tools and equipment

Elements of competence within the unit of competence

1. Provide feed and water for broiler birds
2. Provide feed and water for chicks
3. Provide feed and water for breeding stock
4. Provide feed and water for laying birds

Element 3.1. Provide feed and water for broiler birds

Element 3.1.	Provide feed and water for broiler birds
Unit 3	Perform poultry feed preparation and feeding
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The feeds recommended for broilers of different ages are identified
2. Feed mixture/formulation meets nutritional requirements according to bird species and age
3. The daily feed consumption for broilers is provided, as recommended by a breeder manual and for different stages of growth
4. Feed storage conditions comply with required standards
5. The distribution of the feed to the broilers is undertaken in accordance with standards established for the species and age
6. Daily water intake is observed and provided within standard/given time intervals
7. The tools and equipment required are used based on the species needs and as stipulated by existing regulations
8. Tools and equipment are maintained in accordance with health, safety and environmental (HSE) protection rules
9. The waste from feeding and watering systems is disposed of appropriately
10. Waste handling needs are identified, appropriately segregated and disposed of
11. Housekeeping and general order are maintained in the provision of feeding and watering
12. PPE is used when appropriate

Evidence by process:

1. Identify broiler feeds
2. Determine feed mixture/formulation for broilers
3. Provide daily feed consumption for broilers
4. Apply conditions for broiler feed storage
5. Distribute feed to the broilers
6. Observe daily water intake
7. Use of tools and equipment
8. Maintain tools and equipment
9. Dispose waste from feeding and watering systems

Evidence by product:

1. Feed mixture/formulation meets nutritional requirements according to species and age
2. The daily feed consumption for broilers is provided, as recommended by a breeder manual and for different stages of growth
3. Feed storage conditions comply with required standards
4. The distribution of feed to the broilers is undertaken in accordance with standards established for species and age
5. Daily water intake is observed and provided within standard/given time intervals
6. The tools and equipment required are used based on the species and as stipulated by existing regulations

7.	Tools and equipment are maintained in accordance with (HSE) protection rules
8.	Waste handling needs are identified, appropriately segregated and disposed of
Evidence by knowledge:	
1.	Feeds recommended for different ages of the broilers are identified
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 3.2. Provide feed and water for chicks

Element 3.2.	Provide feed and water for chicks
Unit 3	Perform poultry feeds and feeding
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The appropriate mash of chick feed is identified as recommended by existing standards, and for different species and age
2.	The daily feed consumption of birds is met, as recommended by a chicks' manual for the species and for different ages
3.	The daily feed consumption of birds is met, as recommended by a chicks' manual for the species and for different ages
4.	The conditions for feed storage meets required standards
5.	The distribution of feed to chicks is in accordance with the standards established for species and age
6.	The daily water intake is observed within the given time intervals
7.	The tools and equipment are used according to the species and as stipulated by existing regulations
8.	The tools and equipment are maintained in accordance with HSE protection rules
9.	Waste handling needs are identified, appropriately segregated and disposed of

Evidence by process:

1.	Identify the different mash of chicks feeds
2.	Determine feed mixture/formulation for chicks
3.	Provide daily feed consumption for chicks
4.	Apply conditions for chick feed storage
5.	Distribute feed to the broilers
6.	Observe daily water intake

7.	Use of tools and equipment
8.	Maintain tools and equipment
9.	Disposed waste from feeding and watering systems
Evidence by product:	
1.	Feed mixture/formulation meets the nutritional requirements based on species needs
2.	The appropriate mash of chick feed is identified as recommended by existing standards, and for different species and age
3.	The conditions for feed storage meet the required standards
4.	The distribution of feed to chicks is in accordance with standards for species and age
5.	The provision of feed in troughs at all times meets the quality standards required for optimum feeding
6.	The daily water intake is observed within the given time intervals
7.	The tools and equipment required are used according to species and as stipulated by existing regulations
8.	The tools and equipment are maintained in accordance with HSE protection rules
9.	Waste handling needs are identified, appropriately segregated and disposed of
Evidence by knowledge:	
1.	The different mash of chick feed is identified as recommended by existing standards at different species
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 3.3. Provide feed and water for laying birds

Element 3.3.	Provide feed and water for laying birds
Unit 3	Perform poultry feeds and feeding
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The specific feed is provided for layers and the production of table eggs
2.	The feed composition meets nutritional requirements specific for laying birds at different ages
3.	The daily feed consumption index is implemented according to the specificities of laying birds
4.	The conditions for feed storage are applied according to required standards

5.	The distribution of feed in troughs is carried out in accordance with quality standards for good feeding
6.	The daily water intake is observed within the given time intervals
7.	The tools and equipment required are used based on the species and as stipulated by existing regulations
8.	The tools and equipment are maintained in accordance with HSE protection rules
9.	The waste from feeding and watering systems are disposed of appropriately
Evidence by process:	
1.	Provide feeds for production of table eggs
2.	Prepare feed composition for laying birds
3.	Implement daily feed consumption index
4.	Apply conditions for storage of laying birds feed
5.	Distribute feed to the laying birds
6.	Observe daily water intake
7.	Use of tools and equipment
8.	Maintain tools and equipment
9.	Disposed waste from feeding and watering systems
Evidence by product:	
1.	The feed for the production of table eggs is provided
2.	The feed composition prepared meets nutritional requirements specific for laying birds at different ages
3.	The daily feed consumption index is implemented according to the specificities of laying birds
4.	The conditions for feed storage are applied according to required standards
5.	The distribution of feed in troughs is carried out in accordance with the quality standards required for good feeding
6.	The daily water intake is observed within the given time intervals
7.	The tools and equipment required are used based on the species and as stipulated by existing regulations
8.	The tools and equipment are maintained in accordance with HSE protection rules
9.	The waste from feeding and watering systems are disposed of appropriately
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 3.4. Provide feed and water for breeding stock

Element 3.4.	Provide feed and water for breeding stock
Unit 3	Perform poultry feeds and feeding
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The appropriate feed for the production of hatchable eggs is provided
2. The feed composition meets the nutritional requirements specific for breeding birds
3. The daily feed consumption index is observed, taking species into account
4. The conditions for feed storage are applied according to the required standards
5. The distribution of feed using troughs is in accordance with the quality standards for optimum feeding
6. The daily water intake is observed within the given time intervals
7. The tools and equipment required are used based on the species and as stipulated by existing regulations
8. The tools and equipment are maintained in accordance with HSE protection rules
9. The waste from feeding and watering systems are disposed of appropriately

Evidence by process:

1. Provide feed for production of hatchable eggs
2. Prepare feed composition for breeding birds
3. Observe daily feed consumption index for breeding birds
4. Apply conditions for breeding stock feed storage
5. Distribute feed to the breeding stocks
6. Observe daily water intake
7. Use of tools and equipment
8. Maintain tools and equipment
9. Waste from feeding and watering systems is disposed of appropriately

Evidence by product:

1. The feed for the production of hatchable eggs is provided
2. The feed composition meets the nutritional requirements specific to breeding birds
3. The daily feed consumption index is observed taking the species into account
4. The conditions for feed storage are applied according to required standards
5. The distribution of the feed using troughs is in accordance with the quality standards required for optimum feeding
6. The daily water intake is observed within the given time intervals
7. The tools and equipment required are used based on the species and as stipulated by existing regulations
8. The tools and equipment are maintained in accordance with HSE protection rules
9. The waste from feeding and watering systems are disposed of appropriately

Evidence by knowledge:

1. Not required

Evidence by attitude:

1. Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2. Cooperation: supports and works with others in the execution of a teamwork task
3. Order: establishes and/or respects priorities and procedures in carrying out tasks
4. Appreciation: appreciates the input of other team members for enhancing productivity
5. Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6. Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7. Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 3.5. Store poultry feed and finished feed

Element 3.5.	Handle poultry feed
Unit 3	Perform poultry feeds and feeding
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The storage equipment and materials are selected according to standard practices
2. The storage equipment and materials are used according to standard practices
3. The storage equipment and materials are maintained according to standard practices
4. The different types of feeds are identified based on age and species
5. The feeding schedules are explained as per standard practices
6. The feed delivery system is determined according to standard practices
7. The feed is packaged according to Good Warehousing Practice (GWP)
8. Records are maintained as per enterprise practices

Evidence by process:

1. Selects storage equipment and materials
2. Uses storage equipment and materials
3. Maintains storage equipment and materials
4. Identifies different types of feeds
5. Explains feeding schedules
6. Determines feed delivery system
7. Handles packaged feeds appropriately
8. Maintains records

Evidence by product:

1. The storage equipment and materials are selected according to job requirements
2. The storage equipment and materials are used according to standard practices
3. The storage equipment and materials are maintained according to standard practices

4.	The different types of feed are identified based on age and species
5.	The feed delivery system is determined according to standard practices
6.	Feeds is packaged according to Good Warehousing Practice (GWP)
7.	Records are maintained as per enterprise practices
Evidence by knowledge:	
1.	The feeding schedules are explained according to standard practices
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

► Unit 4. Maintain poultry flock health

Occupation	Poultry Farmer
Title of the unit	Maintain poultry flock health
Description of the unit	The poultry farmer can apply biosecurity, provide care, monitor birds, and assist during vaccination and treatment of birds

Elements of competence within the unit of competence

1.	Apply biosecurity measures
2.	Provide care for broiler birds
3.	Provide care for laying birds
4.	Provide care for breeding stock
5.	Monitor birds based on health-related parameters
6.	Assist during vaccination and treatment

Element 4.1. Poultry farm vaccination and medication schedules

Element 4.1.	Implement vaccination and medication schedules of the poultry farm
Unit 4	Manage of a poultry farm
Skill level	3

Performance indicator: the poultry farmer is competent when:

1. The different types of vaccines and appropriate timelines are discussed
2. The different poultry diseases and their management are discussed
3. The physical condition of the birds at intervals is monitored and recorded
4. The vaccines and medications schedule is carried out according to Good Veterinary Practice (GVP)
5. The vaccines and medications are stored according to Good Veterinary Practice (GVP)
6. Administration for vaccines and medications is carried out according to trade and HSE procedures
7. The administration equipment is used according to Good Veterinary Practice (GVP)
8. The complete medication/treatment report is maintained

Evidence by process:

1. Discusses different types of vaccines and the relevant timelines
2. Discusses different poultry diseases and their management
3. Monitors physical condition of the birds
4. Carries out the vaccines and medications schedules
5. Stores vaccines and medications
6. Administration for vaccines and medications is carried out according to trade and HSE procedures
7. Uses administration equipment
8. Maintains complete medication/treatment report

Evidence by product:

1. The physical condition of the birds are monitored and recorded at intervals
2. The vaccines and medications schedules are carried out according to Good Veterinary Practice (GVP)
3. The vaccines and medications are stored according to Good Veterinary Practice (GVP)
4. Administration for vaccines and medications is carried out according to trade and HSE procedures
5. The administration equipment is used according to Good Veterinary Practice (GVP)

Evidence by knowledge:

1. Discuss different types of vaccines and the relevant timelines
2. Discuss different poultry diseases and their management

Evidence by attitude:

1. Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2. Cooperation: supports and works with others in the execution of a teamwork task
3. Order: establishes and/or respects priorities and procedures in carrying out tasks
4. Appreciation: appreciates the input of other team members for enhancing productivity
5. Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions

6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.2. Apply biosecurity measures

Element 4.2.	Apply biosecurity measures
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The importance of biosecurity in poultry can be explained and discussed
2. Able to describe the potential outcomes of biosecurity failure in terms of the consequences for the operation, e.g. flock disease, threat to public health, flock destruction, loss of production and sales

The Farmer must also be able to:

3. Describe the biosecurity rules and procedures, and the possible outcomes of biosecurity breakdown in simple terms
4. Ensure that hygiene in poultry housing is applied in accordance with the standards enforced for the species
5. Maintain the poultry housing in accordance with the rules of the trade
6. Maintain the poultry house equipment in accordance with the rules of the trade
7. Ensure house equipment is used in accordance with the standards for the species of poultry
8. Store feeds and other inputs in accordance with current standards
9. Manage the timely disposal of litter is applied in accordance with current standards
10. Establish the prophylactic schedule of care in accordance with relevant standards
11. Execute the prophylactic schedule of care in accordance with relevant standards
12. Keep abreast of, and demonstrate knowledge on the use of technical documents established for monitoring poultry health conditions

Evidence by process:

1. Explains and discusses the importance of biosecurity in poultry
2. Applies hygiene in poultry housing
3. Maintains poultry house
4. Maintains poultry house equipment
5. Uses poultry house equipment
6. Stores poultry feed and other inputs
7. Manages and disposes of litter appropriately
8. Establishes prophylactic schedule of care
9. Executes prophylactic schedule of care
10. Uses technical documents for monitoring poultry health conditions

Evidence by product:

1. Hygiene for poultry housing is applied according to relevant standards for the species
2. The poultry house is maintained in accordance with standards

3.	The poultry house equipment is maintained in accordance with standards
4.	The poultry house equipment is used in accordance with relevant standards, and based on the poultry species
5.	The feeds and other inputs are stored in accordance with current standards
6.	The disposal of litter is routinely undertaken and in accordance with current standards
7.	The prophylactic schedule of care is executed in accordance with the relevant standards
8.	The knowledge of the use of technical documents established for monitoring the health conditions of poultry is demonstrated
Evidence by knowledge:	
1.	The importance of biosecurity in poultry is explained and discussed
2.	The prophylactic schedule of care is established in accordance with relevant standards
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.3. Provide care for broiler birds

Element 4.3.	Provide care for broilers
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The symptoms related to the different diseases in broiler birds are identified
2.	The use of different conventional veterinary products is in accordance with the diseases presented (type of product, dosage; period, method of administration, etc.)
3.	Use of natural/herbal products for broiler birds is in line with diseases for different species
4.	The prophylaxis schedule for different species of broiler birds is applied
5.	The specific broiler care equipment (syringes; debeaking machines, etc.) is used

Evidence by process:

1.	Identifies symptoms of different diseases in broiler birds
2.	Uses of different conventional veterinary products
3.	Uses of different natural/herbal products for broiler birds
4.	Applies prophylaxis schedule for broiler birds
5.	Uses equipment specific to broiler care

Evidence by product:	
1.	The symptoms related to the different diseases in broiler birds are identified
2.	The use of different conventional veterinary products is in accordance with the diseases presented (type of product; dosage; period, method of administration, etc.)
3.	The use of different natural/herbal products meant for broiler birds is done according to type of disease and as for appropriate for different species
4.	The prophylaxis schedule for different species of broiler birds is applied
5.	Specific broiler care equipment (syringes; debeaking machines, etc.) is used
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.4. Provide care for layer birds

Element 4.4.	Provide care for layer birds
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	Symptoms related to different diseases of laying birds are identified
2.	The use of different conventional veterinary products for common poultry diseases of laying birds is in accordance to relevant trade rules (type of product; dosage; period, method of administration, etc.)
3.	The use of different natural/herbal products meant for layers is in line with the diseases for different species
4.	The prophylaxis schedule for different species of layers is applied according to species
5.	The specific laying care equipment (syringes; debeaking machines, etc.) is used

Evidence by process:

1.	Identifies symptoms of different diseases in layers
2.	Uses different conventional veterinary products
3.	Uses different natural/herbal products for layers
4.	Applies prophylaxis schedule for layers
5.	Uses specific care equipment for layers

Evidence by product:	
1.	The symptoms related to the different diseases in laying birds are identified depending on the species
2.	The use of different conventional veterinary products for common poultry diseases of laying birds is in accordance to relevant trade rules (type of product; dosage; period, method of administration, etc.)
3.	The use of different natural/herbal products meant for laying birds is in line with the diseases for different species
4.	The prophylaxis schedule for laying birds is applied according to the specificities of the species
5.	Specific care equipment (syringes; debeaking machines, etc.) for layers is used
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.5. Provide care for breeding stock start

Element 4.5	Provide care for breeding stock
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The symptoms related to different diseases in breeding stock are identified, depending on the species
2.	The use of different conventional veterinary products for common poultry diseases of breeding stock is in accordance to relevant trade rules (type of product; dosage; period and method of administration, etc.)
3.	The use of different natural/herbal products meant for breeding stock is in line with the diseases for different species
4.	The prophylaxis schedule for different species of breeding stock is applied according to the species
5.	Breeding care equipment specific to breeding stock is used (syringes; debeaking machines, etc.)
Evidence by process:	
1.	Identifies symptoms of different diseases in breeding stock
2.	Uses different conventional veterinary products
3.	Uses different natural/herbal products for breeding stock
4.	Applies a prophylaxis schedule for breeding stock
5.	Uses specific breeding care equipment

Evidence by product:	
1.	The symptoms related to the different diseases in breeding stock are identified according to species
2.	The use of different conventional veterinary products for common poultry diseases of breeding stock is in accordance to relevant trade rules (type of product; dosage; period and method of administration, etc.)
3.	The use of different natural/herbal products meant for breeding stock is in line with the diseases for different species
4.	The prophylaxis schedule for different species of breeding stock is applied according to species
5.	Breeding care equipment specific to breeding stock is used (syringes; debeaking machines, etc.)
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.6. Monitor birds on health-related parameters

Element 4.6.	Monitor birds on health-related parameters
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	The administration of medications and vaccines is explained according to the relevant species
2.	The storage of medications and vaccines are discussed
3.	The health-related parameters are identified (e.g., weight, temperature, density, feed and water consumption, etc.,) are identified for birds, according to species and age. identified
4.	The normal and abnormal levels of health-related indices are identified for birds at different ages and species
5.	The different techniques/practices to adjust and obtain the required parameter levels for the good health status of birds are applied, according to current standards, and depending on species and age
6.	The use of equipment, such as thermometers and hygrometers, meant to measure some health parameters are adopted based on species and according to relevant trade rules

Evidence by process:

1.	Explains the administration of medications and vaccines
2.	Discusses the storage of medications and vaccines
3.	Identifies the health-related parameters of birds by species and age

4.	Identifies the normal and abnormal levels of health-related indices for birds
5.	Uses different techniques/practices to adjust and obtain the required and optimum levels of health-related parameters
6.	Uses equipment to measure health parameters
Evidence by product:	
1.	The health-related parameters like weight, humidity, temperature, density, feed and water consumption, etc. of birds are identified, according to species and age
2.	The normal and abnormal levels of health-related indices for birds are identified for species and by age
3.	The different techniques/practices to adjust and obtain the required parameter levels for the good health status of birds are applied, according to current standards, and depending on species and age
4.	The use of equipment, such as thermometers and hygrometers, meant to measure some health parameters are adopted based on species and according to relevant trade rules
Evidence by knowledge:	
1.	Explains the administration of veterinary medications and vaccines
2.	Discusses the storage of veterinary medications and vaccines
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 4.7. Assist during vaccination and treatment

Element 4.7.	Assist during vaccination and treatment
Unit 4	Maintain poultry flock health
Skill level	2

Performance indicator: the poultry farmer is competent when:

1.	Poultry vaccines and medications are identified according to specificities of the species
2.	The administration of poultry vaccines and medications for the prevention and treatment of common diseases depending on the age and species is in line with the current standards
3.	The poultry vaccines and medications are handled according to trade prescriptions
4.	The poultry vaccines and medications are stored according to trade prescriptions
5.	The administration of vaccination and treatment of poultry animal by veterinary expert is supported
6.	The vaccine failure/damage and medications damage is identified according to the prescriptions of existing standards
7.	Any vaccine/medication abuse is identified according to trade prescriptions

Evidence by process:	
1.	Identifies poultry vaccines and medications
2.	Administers poultry vaccines and medications
3.	Handles poultry vaccines and medications
4.	Stores poultry medications
5.	Supports administration of vaccination and treatment of poultry animal
6.	Identifies vaccine failure/damage and medication damage
7.	Identifies poultry medication abuse
Evidence by product:	
1.	Poultry vaccines and medications are identified according to species
2.	The administration of poultry vaccines and medications for the prevention and treatment of common diseases depending on the age and species is in line with current standards
3.	The poultry vaccines and medications are handled according to relevant trade rules
4.	The poultry vaccines and medications are stored according to relevant trade rules
5.	The administration of vaccination and treatment of poultry animal by veterinary expert is supported
6.	Vaccine failure/damage and medications damage are identified according to the prescriptions and existing standards
7.	Any vaccine/medication abuse is identified according to trade prescriptions
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

► Unit 5. Manage a poultry farm

Occupation	Poultry Manager
Title of the unit	Management of a poultry farm
Description of the unit	The manager can run farm activities in accordance with the standard operating procedures

Elements of competence within the unit of competence

1. Draw up standard operating procedures (SOPs)
2. Implement vaccination and medication schedules for a poultry farm
3. Implement a poultry marketing strategy
4. Establish strong contracts with partners

Element 5.1. Draw up a standard operating procedures (SOPs)

Element 5.1.	Draw up a standard operating procedures (SOPs)
Unit 5	Manage of a poultry farm
Skill level	3

Performance indicator: the poultry farmer is competent when:

1. Ability to stick to a defined schedule
2. Ability to assist in training employees
3. Guarantee of meeting compliance standards
4. Certifying that procedures will not negatively impact the environment
5. Ensuring the safety of all employees
6. Avoiding potential failures

Evidence by process:

1. Establishes operating procedures in line with SOPs
2. Maintains product consistency
3. Demonstrates reduction in manpower drudgery
4. Ascertains quality and timely production of poultry products
5. Develops cost-effective production process
6. Maintains records per farm activities

Evidence by product:

1. The operating procedure is established in line with SOPs
2. Production efficiency is attained
3. A reduction in manpower drudgery is demonstrated
4. The quality and timely production of poultry products are established
5. Cost-effective production processes are developed
6. Routine operations and activities on the farm are documented by SOPs

Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail
8.	Teamwork: demonstrates ability to work harmoniously with others

Element 5.2. Implement a marketing strategy

Element 5.2.	Implement a marketing strategy
Unit 5	Management of a poultry farm
Skill level	3

Performance indicator: the poultry farmer is competent when:

1.	The categories for marketing poultry products are identified
2.	The importance of a poultry marketing plan is stated
3.	Poultry business and marketing tips are discussed
4.	Advertising tips are discussed, focusing on modern means of communication
5.	Poultry products are of good quality
6.	The practice of pricing policy is established by taking into account the price-quality ratio
7.	The business strategy is established in accordance with commercial procedures
8.	Tips for building relationships with clients and poultry consumers are discussed
9.	The target market is defined
10.	Opportunities and threats are taken into consideration
11.	The buyers are chosen within the appropriate defined parameters
12.	Customer requirements and priorities are understood and taken into consideration
13.	Methods for the optimum setting of market prices for poultry products is established
14.	Opportunities and threats are taken into consideration

Evidence by process:

1.	Lists categories for marketing poultry products
2.	States the importance of a poultry marketing plan
3.	Discusses the poultry business and marketing tips

4.	Discusses advertising tips based on modern communication methods
5.	Produces quality poultry products
6.	Establishes practice of pricing policy
7.	Establishes a business strategy
8.	Discusses tips for building relationships with clients and poultry consumers
Evidence by product:	
1.	The unit's products are of good quality
2.	The practice of pricing policy is established by taking into account the price-quality ratio
3.	The business strategy is established in accordance with procedures
Evidence by knowledge:	
1.	The categories of marketing poultry products are listed
2.	The importance of a poultry marketing plan is stated
3.	The poultry business/marketing tips are discussed
4.	The advertising tips is discussed based on modern means of communication
5.	Discuss tips for building relationship with client/poultry consumer
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 5.3. Establish strong contracts with partners

Element 5.3.	Establish strong contracts with partners
Unit 5	Management of a poultry farm
Skill level	3

Performance indicator: the poultry farmer is competent when:

1.	The main types of partnership agreements are discussed
2.	The benefits of a partnership agreement are discussed
3.	The potential consequences of the contract are stated
4.	The elements of a partnership agreement are listed
5.	The choice of supplier(s) is established in accordance with the terms of the contract
6.	The importance of supplier diversity are discussed

7.	The supplier diversification is developed
8.	The terms of the contract are clearly documented
9.	A valid offer is developed which must have clear communication, definite terms and commitment from both parties
10.	Discussion is established amongst the signing parties to ensure agreement on the terms of the contract
11.	Understanding of how to negotiate an offer is reached
12.	A written contract is established in writing
Evidence by process:	
1.	Discusses the main types of partnership agreements
2.	Discusses the benefits of a partnership agreement
3.	States the potential consequences of the firm
4.	Lists the elements of a partnership agreement
5.	Establishes choice of supplier(s)
6.	Discusses the importance of supplier diversity
7.	Develops supplier diversification
8.	Develops and documents terms of the contract
Evidence by product:	
1.	The choice of supplier(s) is established in accordance with the terms of the contract
2.	The supplier diversification is developed
3.	The terms of the contract are clearly documented
Evidence by knowledge:	
1.	The main types of partnership agreements are discussed
2.	The benefits of a partnership agreement are discussed
3.	The potential consequences of the firm are stated
4.	The elements of the partnership agreement are listed
5.	The importance of supplier diversity is discussed
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail
8.	Honesty in undertaking record keeping

► Unit 6. Prepare poultry products

Occupation	Poultry Attendant
Title of the unit	Prepare poultry products
Description of the unit	The Poultry Attendant is able to carry out the activities of processing and storage of poultry products

Elements of competence within the unit of competence

1. Process poultry birds
2. Pick/collect poultry eggs
3. Implement a marketing strategy
4. Help farm managers establish strong contracts with partners

Element 6.1. Process poultry birds

Element 6.1.	Process poultry birds
Unit 6	Prepare poultry products
Skill level	2

Performance indicator: the poultry farmer is competent when:

1. The tools and equipment are selected according to job requirements
2. The tools and equipment are used according to standard practices
3. The stunning of birds is demonstrated according to standard practices
4. The bleeding is demonstrated according to standard practices
5. The singeing is demonstrated according to standard practices
6. The evisceration is demonstrated according to standard practices
7. The cleaning and chilling is carried out as per standard practices
8. The inspection of products is determined according to standard practices
9. The poultry products are packaged following standard practices
10. The poultry products are stored following standard practices
11. The records are maintained according to SOPs and enterprise practice

Evidence by process:

1. Selects processing tools and equipment
2. Uses processing tools and equipment
3. Demonstrates stunning of the birds
4. Demonstrates bleeding of the birds
5. Demonstrates singeing of the birds
6. Demonstrates evisceration of the birds
7. Cleans and chills birds
8. Inspects poultry products

9.	Packages poultry product
10.	Stores poultry product
11.	Maintains records
Evidence by product:	
1.	The tools and equipment are selected according to job requirements
2.	The tools and equipment are used according to standard practices
3.	The stunning of the bird is demonstrated according to standard practices
4.	The bleeding is demonstrated according to standard practices
5.	The singeing is demonstrated according to standard practices
6.	The evisceration is demonstrated according to standard practices
7.	The cleaning and chilling is carried out according to standard practices
8.	The inspection of the product is determine according to standard practices
9.	The poultry product is packaged following standard practices
10.	The poultry product is stored following standard practices
11.	Records are maintained according to SOPs and enterprise practice
Evidence by knowledge:	
1.	Not required
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

Element 6.2. Harvest of poultry eggs

Element 6.2.	Pick/collect poultry eggs
Unit 6	Prepare poultry products
Skill level	2
Performance indicator: the poultry farmer is competent when:	
1.	The features of good eggs are discussed
2.	Wholesome table eggs are picked according to standard practices
3.	The picked eggs are cleaned according to standard practices
4.	Table eggs are sorted according to sizes and weight

5.	Table eggs are graded according to quality
6.	Table eggs are stored according to standard practices
7.	Table eggs are packed according to standard practices
8.	The records are maintained according to SOPs and enterprise practice
Evidence by process:	
1.	Discusses features of good eggs
2.	Picks wholesome table eggs
3.	Cleans poultry eggs
4.	Sorts eggs by sizes and weight
5.	Grades eggs
6.	Stores table eggs
7.	Packs table eggs
8.	Maintains records
Evidence by product:	
1.	The wholesome table eggs are picked according to standard practices
2.	The picked eggs are cleaned according to standard practices
3.	Table eggs are sorted by sizes and weight
4.	Table eggs are graded according to quality
5.	Table eggs are stored according to standard practices
6.	Table eggs are packed according to standard practices
7.	Records are maintained as per the enterprise practices
Evidence by knowledge:	
1.	The features of good eggs are discussed
Evidence by attitude:	
1.	Responsibility: takes ownership for good welfare practice, and the care of birds' integrity/ethics in processes and site standards
2.	Cooperation: supports and works with others in the execution of a teamwork task
3.	Order: establishes and/or respects priorities and procedures in carrying out tasks
4.	Appreciation: appreciates the input of other team members for enhancing productivity
5.	Communication: enables clear and direct communication, uses questioning to identify and confirm requirements, shares information, listens and understands, reports hazards and follows instructions
6.	Adaptability: demonstrates willingness to adapt when conditions, technologies, situations and working environments change
7.	Work Ethic: exercises punctuality, consistent standards, diligence in the quality of work and pays attention to detail

VII. General guidelines for assessment

Knowledge

Questions and answers, multiple choice, Interviews, assignments, personal statements, witness testimony, RPL

Skills⁴

Direct observation, work product, RPL, witness testimony, personal statements

Attitude

Direct observation, work product, witness testimony, personal statements

VIII. Glossary

Area of application	The industry's area of expertise, specialization or function associated with the unit
Category	Specifies the area of training to be provided
Class	The grouping and classifying of jobs and occupations
Competence	The ability to perform tasks and duties to the level expected in the workplace, applying all relevant skills, knowledge and attitudes consistently over time in the required work situations
Competence standards	These consist of several units of competences, each of which describes a key function or role in a particular job or profession
Description of the competence elements	A competency element can be described by its title, the task to be performed, the performance criteria and the underlying knowledge and skills
Description of the units of competence	A brief statement giving a more detailed description of the job function covered by the unit which helps clarify the title of the unit and links with other units of competence
Elements of competence	These are the main functions and tasks comprising competence
Evidence of attitude	<ul style="list-style-type: none"> This enables people to work more effectively in all jobs/occupations and sectors, regardless of the content of the job These may include: <ul style="list-style-type: none"> basic skills – reading, writing and basic numeracy interpersonal skills – teamwork, communication, planning and organizing, problem solving thinking skills – learning, and computer skills personal skills – autonomy and integrity
Evidence of knowledge	<ul style="list-style-type: none"> Knowledge identifies what a person needs to know in order to do their job in an informed and effective manner Knowledge can be theoretical and/or factual Underlying knowledge may involve knowledge of theory, processes, technologies, codes of practice, legislation, etc.
Evidence of the process	<ul style="list-style-type: none"> Knowledge and skills and responsibilities required for the competent performance of job functions The demonstration of performance criteria
General guidelines for assessment	<ul style="list-style-type: none"> Evidence guidelines provide information to the assessor on how competences are demonstrated, such as the conditions and context of the assessment, appropriate assessment methods and resource implications It should be read in conjunction with the performance criteria, the range statement and the unit content
Performance criteria	<ul style="list-style-type: none"> The performance standard or tasks that are involved in each relevant job function Critical terms or phrases may be written in bold italics and then defined in a range statement in the order in which they appear in the performance criteria
Product evidence	<ul style="list-style-type: none"> How knowledge is converted into results in the workplace Demonstrates how abilities lead to the competent use of know-how, operational guidelines, machines, working and communication methods, techniques, etc.
Title of the item	A short title that summarises the tasks to be performed, the performance criteria and the underlying knowledge and skills
Title of the unit of competence	A short title that summarises the main occupational function covered by the unit and accompanied by an alphanumeric code that follows ILO guidelines
Unit of competence	An agreed statement of the skills and knowledge required for the effective performance of a particular job or function



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