

Competency framework model (Livestock export supply chain)

Role descriptions

Sector	Role	Role definition
Domestic transport	Truck driver (Livestock)	<p>Livestock truck drivers are responsible for transporting livestock from one destination to another. Livestock primarily consists of cattle, sheep or goats and may be transported over long distances. Truck drivers are responsible for loading, unloading, and ultimately delivering livestock safely between specific destinations. Truck drivers are also required to feed livestock and monitor the well-being of the animals throughout the journey.</p> <p>Additionally, livestock drivers are also responsible for their vehicle. This includes making pre-trip inspections, conducting basic maintenance and repairs, refuelling, and cleaning. Livestock drivers are required to manage paperwork, including documenting the inventory of livestock before, throughout the journey and upon arrival at their destination.</p>
Ports	Stevedore	<p>Stevedores are primarily responsible for loading and unloading livestock from ships docked in port. Additionally, experienced stevedores handling livestock are required to prepare and comply with safe operating procedures. The procedures will be discussed and agreed upon at the livestock pre-loading briefing convened prior to the vessel arriving. Furthermore, stevedores are also required to operate equipment such as cranes, livestock loading gear and safety equipment.</p>
Producer	Livestock farmer	<p>Livestock farmers raise animals for profit. Livestock primarily consists of cattle, sheep, and goats. While formal qualifications are not typically required, undertaking a vocational education and training course in agriculture is often beneficial. Farmers typically undertake duties such as maintaining the health and condition of livestock, providing pastures and fodder to maintain appropriate nutritional levels, and moving livestock to optimise opportunities for feeding. Additionally, farmers conduct operations such as mustering, as well as overseeing activities such as maintaining paddocks, pens, and sheds.</p>
Exporter	Operations supervisor	<p>Livestock export supervisors are involved with ensuring that daily operations are conducted in a safe, timely and efficient manner. Typical responsibilities include the coordination of livestock staff, coordinating animal inductions, capturing data and other relevant documentation as well as and reporting on training programs.</p>
Registered Enterprises	Stockpersons	<p>Stockpersons are responsible for the provision of care of livestock while they are in Registered Enterprises. This encompasses administering appropriate treatment of injuries and/or illnesses. The most common duties include feeding, watering, sorting, ear tagging and vaccinating livestock.</p>
Shipboard transport	Accredited Stockperson	<p>Accredited Stockpersons are responsible for the management of the health and welfare of Australian livestock exported by sea during loading, voyage, and discharge. Industry regulations (ASEL) require all stockpersons accompanying livestock on sea voyages be accredited by LiveCorp.</p>

Competency groups and required skills

Sector	Role	Competency groups and key skills					Skills and experience required	
		Teamwork	Preparedness to learn	Individual effectiveness	Achieve timely delivery	Compliance and administration	Technical	Soft
Domestic transport	Truck driver (Livestock)	<p>Supporting other drivers decreases delays. Thereby, reducing likelihood of animal stress.</p> <p>Verbal communication facilitates increased likelihood of drivers reporting any specific welfare issues</p> <p>Listening skills ensures drivers are aware of any specific welfare issues</p> <p>Drivers with greater loyalty are less likely to take shortcuts with managing animals. This leads to enhanced health and wellbeing outcomes for the animals.</p>	<p>Greater receptiveness to feedback leads to correct procedures and practices for managing animals</p> <p>Embracing changes facilitates increased driver acceptance of ongoing animal health and welfare improvements</p> <p>Listening skills ensures drivers are aware of any specific welfare issues</p> <p>New skill development ensures that drivers are focused on adoption of 'best practices'</p> <p>Applying new skills leads to a reduction in animal stress and increased efficiency</p>	<p>Improving driver resilience (hours, conditions) reduces overall risk to animals on lengthy journeys</p> <p>Effective driver time management minimises exposure of animals to transportation delays</p> <p>Preparedness to ask questions facilitates greater certainty that drivers understand health and welfare risks</p> <p>Decision-making skills and the ability to think quickly throughout long journeys leads to improved safety outcomes for animals</p>	<p>Effective driver time management minimises time animals are confined to enclosed space whilst in transit</p> <p>Improved consistency in communications reduces likelihood of mistakes. This reduces risk of mortality and/or injury to animals</p> <p>Focusing upon results minimises delays and possibility of injury to animals</p>	<p>Attention to detail minimises errors handling livestock. Leads to stress reduction, and reduced risk of injury</p> <p>Improved literacy and numeracy leads to greater likelihood drivers will complete livestock documentation accurately. Reduces scope for errors</p> <p>Communicating effectively (writing) improves clarity of any health and welfare issues to other stakeholders</p> <p>Increased focus on driver safety reduces overall risk to livestock and driver throughout journey.</p>	<p>Safe driving</p> <p>Mechanical knowledge</p> <p>Animal handling</p> <p>Illness/injury identification</p> <p>Animal feeding</p> <p>Knowledge of relevant legislation</p> <p>Using and maintaining equipment</p> <p>Workplace Health and Safety</p>	<p>Communication</p> <p>Self-awareness</p> <p>Self-motivation</p> <p>Resilience</p> <p>Teamwork</p> <p>Flexibility</p>
Ports	Stevedore	<p>Effective communication minimises delays to loading and unloading. Minimal delays reduces animal stress and potential for errors.</p> <p>Listening improves likelihood that safety instructions are properly heard and understood</p> <p>Increased loyalty facilitates greater commitment to ensuring that correct procedures for handling and managing livestock are followed</p>	<p>Receptiveness to feedback enhances performance. Improved performance reduces errors and improves efficacy loading/unloading livestock</p> <p>Embracing new skills leads to greater efficiency and opportunities for stevedores learn</p> <p>Listening minimises likelihood of miscommunications occurring between stevedores. This reduces risk of injury to livestock</p>	<p>Greater resilience improves stevedores' capacity to work under variable conditions, e.g. extreme temperatures</p> <p>Ability to make decisions facilitates degree of autonomy for stevedores to act in circumstances when livestock may be at risk</p> <p>Proactiveness enables stevedores to identify and act when infrastructure is no longer fit for purpose, e.g. ramps</p> <p>Preparedness to ask questions about existing practices facilitates a culture of continuous improvement. This leads to more positive outcomes for the health, welfare, and safety of livestock</p>	<p>Focusing upon results leads to timely completion of work. This reduces risk of delays and minimises stress upon livestock</p> <p>Concentration on safety minimises risk of physical injury to livestock and stevedores</p> <p>Improved time management reduces delays and stress upon livestock</p>	<p>Attention to detail and safety both ensure that all animal health and welfare procedures are accurately adhered to. Also, minimises risk of injury to animals, stevedores, and prospect of damaging safety equipment</p> <p>Owning mistakes avoids facilitating a culture of 'blame'. Owning mistakes is also a step towards improving own performance when working with livestock</p>	<p>Animal handling</p> <p>Illness/injury identification</p> <p>Operating heavy machinery</p> <p>Workplace Health and Safety</p> <p>Using and maintaining equipment</p> <p>Ability to complete and understand ship-related documentation</p>	<p>Communication</p> <p>Teamwork</p> <p>Flexibility</p> <p>Self-awareness</p>

Producer	Livestock farmer	<p>Effective communication ensures that instructions relating to animals are communicated clearly and understood</p> <p>Listening skills facilitate greater awareness and comprehension of feedback from staff</p> <p>Delegation improves efficiency. Animal health and welfare can be prioritised</p>	<p>Embracing new skills leads to greater efficiency and opportunities for livestock farmers and their staff to learn</p> <p>Preparedness to change facilitates greater adoption of 'best practices' in animal health and welfare</p>	<p>Observation skills increase the prospect of identifying injuries and/or diseases early</p> <p>Decision making facilitates efficiency in the treatment of animals and/or reduces potential delays when contemplating impact of environmental conditions</p>	<p>Focusing upon results leads to timely completion of work. This reduces risk of delays and minimises stress upon livestock</p> <p>Improved time management reduces delays and potential impact of adverse conditions upon livestock</p>	<p>Attention to detail and safety both ensure that all animal health and welfare procedures are accurately adhered to. Also, it minimises risk of injury to animals, in addition to ensuring that legislative obligations are fulfilled.</p>	<p>Animal handling</p> <p>Injury/illness identification</p> <p>Operating and repairing farm equipment</p> <p>Workplace Health and Safety</p> <p>Ability to understand weather patterns</p> <p>Understanding livestock behaviour</p>	<p>Communication</p> <p>Teamwork</p> <p>Delegation</p> <p>Problem solving capabilities</p> <p>Organisational skills</p> <p>Computer skills</p> <p>Leadership skills</p>
Exporter	Operations supervisor	<p>Effective communication with staff ensures that everyone is aware of expectations pertaining to animals</p> <p>Effective listening skills ensures that any issues relating to animal health and welfare are correctly understood.</p>	<p>Embracing change facilitates increased acceptance of improvements in animal health and welfare initiatives.</p> <p>Embracing new skills leads to greater efficiency and opportunities for learning</p> <p>Acceptance of advice from others promotes a culture whereby staff will report any welfare issues</p>	<p>Leadership ensures staff are appropriately motivated to manage animal welfare</p> <p>Decisiveness facilitates greater efficiency with addressing animal welfare issues</p> <p>Delegation ensures that individual has appropriate time to address animal welfare issues</p>	<p>A safety focus ensures that health and safety of animals is prioritised</p> <p>Process efficiencies promote efficacy dealing with animal welfare issues</p>	<p>Focusing upon details minimises errors completing export related documentation</p> <p>Increased safety awareness promotes greater uptake of animal health and safety protocols</p> <p>Increased legislative awareness ensures that any updates or changes to animal health regulations are known and adopted</p> <p>Strong written language skills facilitates greater clarity of instructions relating to animal health and welfare for those Accredited Stockpersons on board vessels</p>	<p>Leadership capabilities</p> <p>Workplace Health and Safety</p> <p>Legislative awareness</p> <p>Ability to prepare instructions and documentation for export</p> <p>Ability to identify animal injury/illness</p> <p>Animal handling skills</p>	<p>Communication</p> <p>Team work</p> <p>Delegation</p> <p>Problem solving capabilities</p>
Exporter	Livestock Assistant	<p>Verbal communication between colleagues ensures that threats to animal health and welfare are minimised</p> <p>Greater trust facilitates more effective working relationships. This positively impacts animal health and welfare</p> <p>Listening ensures that instructions relating to animal health and welfare are heard and understood</p>	<p>Having a positive attitude facilitates greater likelihood that animal health and welfare taken seriously</p> <p>Learning new skills promotes improves livestock handling and ability to read animals</p> <p>Accepting advice from others demonstrates motivation to adopt best practices</p>	<p>Acute observation skills increases propensity to identify sick and/or injured animals</p> <p>Critical awareness is important to understand how changing conditions can impact upon animal health and welfare</p>	<p>Openness to ask questions demonstrates willingness to continuously improve own animal health and welfare practices</p> <p>Following instructions carefully demonstrates diligence towards ensuring correct animal health and welfare protocols are adhered to</p>	<p>Focus upon safety leads to greater precautions taken to ensure animals are not exposed to unnecessary risks or danger</p> <p>Focus upon details ensures that Livestock assistants report any injuries or health concerns to appropriate personnel</p>	<p>Ability to understand livestock behaviour and respond accordingly</p> <p>Animal handling skills</p> <p>Ability to identify injury/illness</p> <p>Ability to render appropriate first-aid treatment if injured</p>	<p>Communication</p> <p>Ability to work effectively as part of a team</p> <p>Proactiveness</p> <p>Adaptability</p>

Registered Enterprises	Stockpersons	<p>Verbal communication between colleagues ensures that threats to animal health and welfare are minimised</p> <p>Effective listening minimises potential of misinterpreting animal health and welfare instructions</p>	<p>Accepting advice and feedback demonstrates propensity to learn from colleagues</p> <p>Owning mistakes leads to a reduction of similar errors or omissions relating to animal health and welfare</p> <p>Embracing new skills improves efficiency and leads to greater animal health and welfare outcomes</p>	<p>Greater awareness and observation facilitates ability to identify when animals may not be fit to load for transportation</p> <p>Intuition can lead to identifying potentially adverse conditions for animal health and welfare</p>	<p>Focus upon safety minimises risk of injury to livestock. This facilitates greater commercial outcomes</p> <p>Intrinsic motivation assists staff to direct effort and attention on what's in the best interest of the animal. This leads to greater benefits overall for animal health and welfare</p>	<p>Greater attention to detail ensures that livestock are fed appropriate types and quantity of food</p> <p>Propensity to follow instructions ensures that livestock are appropriately handled and managed in accordance with correct protocols</p>	<p>Ability to understand livestock behaviour and respond accordingly</p> <p>Ability to identify livestock which are injured and unfit for load</p> <p>Workplace Health and Safety</p> <p>Ability to correctly administer appropriate medication and/or treatments</p> <p>Ability to correctly and humanely euthanise livestock when required</p> <p>Animal handling skills</p>	<p>Communication</p> <p>Proactiveness</p> <p>Flexibility</p> <p>Resilience</p> <p>Willingness to learn</p> <p>Acceptance of change</p> <p>Time management</p>
Shipboard transport	Accredited Stockperson	<p>Remaining calm minimises impact of stress upon livestock. Stress can lead to adverse health and behavioural problems</p> <p>Non-verbal communication skills improve likelihood of understanding and working effectively with staff from diverse cultures</p> <p>Managing conflict appropriately facilitates productive working relationships between all stakeholders. Particularly relevant for crews working together from diverse cultural backgrounds</p>	<p>Listening and responding to feedback from other crew members increases prospect of identifying injured / sick animals</p> <p>Embracing new skills improves likelihood that injuries can be treated more efficiently</p> <p>Asking questions when uncertain reduces prospect of errors occurring managing and/or treating animals</p>	<p>Resilience improves ability to cope with difficult conditions on board vessels. Clarity and/or mental strength promotes focus upon the health and welfare of the livestock</p> <p>Remaining calm (patience) with the animals also minimises stress. Stress can lead to unforeseen injuries to crew and animals because of unpredictable behaviour</p>	<p>Focus upon safety minimises risk of injury to livestock on board the vessel</p> <p>Timely deliveries minimise the amount of time livestock spend on board the vessel. This reduces the risk of animals contracting diseases and/or exposure to heat</p>	<p>Literacy/ numeracy/ computer skills ensures that accurate records are maintained and reported. Staff on board are required to LIVEXCollect a digital platform recently introduced which documents and records multiple data points pertaining to animal health and welfare issues.</p> <p>Attention to detail facilitates improvements in data accuracy. This data is captured within a digital platform and shared with other stakeholders including regulators</p>	<p>Ability to identify injuries and illnesses and apply appropriate treatment</p> <p>Workplace Health and Safety</p> <p>Computer literacy to utilise LIVEXCollect</p> <p>Understanding how to handle animals</p> <p>Ability to read and interpret livestock behaviour</p>	<p>Teamwork</p> <p>Cultural sensitivity</p> <p>Communication (verbal and non-verbal)</p> <p>Self-awareness</p> <p>Conflict management</p> <p>Decision-making</p> <p>Resilience</p>