



ASSESSOR GUIDE

ACMGEN201

Work in the animal care industry

Assessment 2 of 2

Short answer questions



Assessment Instructions

Task overview

This assessment task includes 30 short answer questions. Read each question carefully before typing your response in the space provided. To achieve a satisfactory for this assessment, all 30 questions must be answered correctly.

This unit of competency consists of 2 knowledge assessments completed in this module, in addition to the Structured Workplace Learning and Assessment (SWLA) completed in Module 7.

You must complete both sets of assessments related to this unit to be deemed competent.



Assessment Information

Submission

You are entitled to three (3) attempts to complete this assessment satisfactorily. Incomplete assessments will not be marked and will count as one of your three attempts.

All questions must be responded to correctly to be assessed as satisfactory for this assessment.

Answers must be typed into the space provided and submitted electronically via the LMS. Hand-written assessments will not be accepted unless previously arranged with your assessor.

Reasonable adjustment

Students may request a reasonable adjustment for assessment tasks.

Reasonable adjustment usually involves varying:

- the processes for conducting the assessment (e.g. allowing additional time)
- the evidence gathering techniques (e.g. oral rather than written questioning, use of a scribe, modifications to equipment)

However, the evidence collected must allow the student to demonstrate all requirements of the unit.

Refer to the Student Handbook or contact your Trainer for further information.



Please consider the environment before printing this assessment.

SHORT ANSWER QUESTIONS

Question 1

Choose two (2) of the animals below and identify the animal classification for each based on the taxonomical system of the animal kingdom.

You need to include all 8 categories of classification and the appropriate formatting for the scientific names of each.

- Cat (Domestic)
- Horse
- Fox
- Orangutan

Students must choose **2** of the animals identified above. Student answers for the 2 animals they have chosen must reflect the answers below for each category. Students must put the genus and species in italics.



Common names →	Cat (Domestic)	Horse	Red Fox	Orangutan
Scientific names:↓				
Domain	Eukarya	Eukarya	Eukarya	Eukarya
Kingdom	Animalia	Animalia	Animalia	Animalia
Phylum	Chordata	Chordata	Chordata	Chordata
Class	Mammalia	Mammalia	Mammalia	Mammalia
Order	Carnivora	Perissodactyla	Carnivora	Primates
Animal Families	Felidae	Equidae	Canidae	Hominidae
Genus	<i>Felis</i>	<i>Equus</i>	<i>Vulpes</i>	<i>Pongo</i>
Species	<i>Felis catus</i>	<i>Equus ferus</i>	<i>Vulpes vulpes</i>	<i>Pongo pygmaeus</i>

Question 2

Complete the table below using the cat images provided.

(Word count: 15-25 words per breed)

Benchmark answers are provided below.



Features and characteristics ↓		
Species:	Feline	Feline
Breed:	Domestic or Domestic Short hair	Persian
Colour:	Brown, black and cream tabby	White
Coat length:	Short	Medium or long hair – both are acceptable
Coat pattern and features:	Sleek and soft and tabby	Solid colour, Silky
Body size and weight: (Small/Medium/Large)	Medium	Small in weight (smaller than a domestic short-hair)
Tendency to shed: (High/Moderate/Low)	High	Low
Social characteristics:	Playful, affectionate, quiet, vocal, docile or calm and are often social.	affectionate, quiet and beautiful creatures of habit

Question 3

Complete the table below using the dog images provided.

(Word count: 25-45 words per breed)

Benchmark answers are provided below.



Features and characteristics ↓		
Species:	Canine	Canine
Breed:	Maltese Terrier	Border Collie
Colour:	Pure white	Black and white
Group:	Toy breeds	Working dogs
Coat pattern and features:	Coat has a silky texture, not woolly and is straight. There can be slight lemon markings on the coat.	Moderately long, medium-textured topcoat and a short dense undercoat.
Body size, height and appearance:	Well balanced, short and cobby.	The body is moderately long with well sprung ribs tapering to a fairly deep and moderately broad chest
Social characteristics:	Sweet tempered and very intelligent Smart, lively and alert.	Highly intelligent, keen, alert generally fit and active.

Question 4

Describe the characteristics and features of the fish species below based on the images provided and listed criteria.

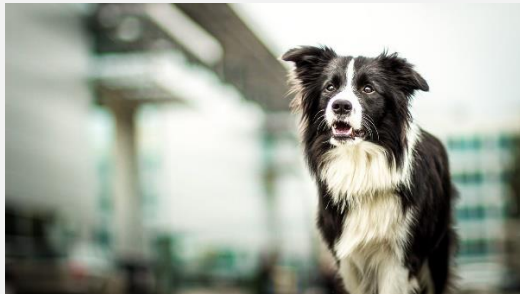
(Word count: 50-70 words per species)

Student answers will vary but should identify the main features and characteristics of fish species.

<p>Images →:</p> <p>Criteria ↓:</p>		
<p>Common name:</p>	<p>Clown fish</p>	<p>Gold fish</p>
<p>Habitat:</p>	<p>Warm saltwater fish. Lives in coastal seaward reefs and in shallow and sheltered lagoons. Often lives in anemones for protection.</p>	<p>Freshwater fish.</p>
<p>Appearance, features or markings:</p>	<p>They are covered in scales and is orange, black and white in colour. These colours/patterns can change depending on the species.</p>	<p>They are covered in scales and can be orange, white, black or a mixture of each.</p>
<p>Body shape and tail:</p>	<p>Their body shape is perch-like—oval and laterally compressed with an interrupted lateral line. The fins of this species have black tips.</p>	<p>Their body shape is either streamlined or egg-shaped having either a single or a double tail.</p>
<p>Other unique characteristics</p>	<p>Clownfish are immune to anemone tentacles</p>	<p>Can survive in cold and warm waters</p>

Read the scenario carefully and answer questions **5 to 7**.

SCENARIO: This is Max. Max is a 2-year-old male Border Collie. He is approximately 60cm tall and weighs 21kgs.



Max has been neutered and microchipped. Max is an extremely friendly dog and is gentle with children. However, Max sustained a serious injury when he was a puppy and was cared for in a veterinary hospital for a few weeks. During this time Max became aggressive and reactive to invasive treatments with the incident leaving him with a visible 6 cm scar on his left hind leg.

Max is due for his annual vaccination and has an appointment at 2 pm today. Using the information and photo provided of Max, answer questions 5 to 7 below.

Question 5

As Max is new to the clinic you have been asked to fill in a Client Registration form for him. Complete the missing details in Max's Client Registration Form using information from the scenario and identifiable characteristics from the image above.

Students need to complete the table accurately using the information above. Please see answers in the form below.

CLIENT REGISTRATION FORM	
CLIENT DETAILS	
Client:	Mr. Border Collie Lover
Address:	24 BC Lane, Canine Park 2589
Phone:	0408 956 235
Email:	MR_BC_lover@bigpond.com
How did you hear about us?	<input type="checkbox"/> Google search <input type="checkbox"/> Social media advertisement <input type="checkbox"/> Radio <input checked="" type="checkbox"/> Word of mouth <input type="checkbox"/> Signs out the front <input type="checkbox"/> Other:

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ANIMAL DETAILS	
Name:	Max
Age:	2 years old
Gender:	Male
Neutered:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Breed/species:	Dog – Border Collie
Colour:	Black and white
Coat:	Long
Weight: (kg)	21
Height: (cm)	60
Behaviour/ temperament	Generally friendly and good with kids. Has a history of aggressive behaviour in vet clinics.
Markings/ patterns/ scars:	Max a white line down his face and a white snout. Max has a white chest and belly. Max has three white paws. His front right paw is white and continues part way up his leg. Max has a white tail tip. Max has a 6cm scar on his left hind leg.
Additional comments or information:	

Question 6

What Work, Health & Safety precautions need to be taken with Max during his visit? What are the potential risks to this consult?

(Word count: 60-100 words)

Student answers will vary but should address Max's temperament and behaviour in veterinary clinics. Student must identify the risk of being bitten and must provide at least 1 WH&S precaution they can take to reduce this risk.

A benchmark answer has been provided below.

- Max has a history of being aggressive and could potentially bite the vet or one of the nurses.
- A muzzle should be used to protect the staff from being bitten.
- Less is more approach.
- Max may benefit from having his consultation outside in a non-hospital environment. Ensure reception area is quiet without too many people/animals.

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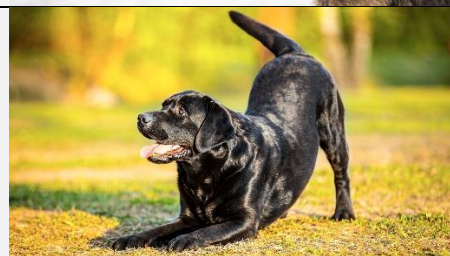


Question 7

Max jumped over the fence and was found wandering the streets by a member of the public. The member of the public has brought Max into your clinic. How could you identify Max and be able to contact his owners?

Student answers must identify using Max's microchip details.
Students may reference that the microchip is found on the neck using a handheld scanner.

Question 8

For each of the images below, identify the animals' body language and signs of communication.

		Aggression
		Play bow
		Relaxed
		Aggressive

Question 9

Collect information from popular jobs advertising websites such www.indeed.com or www.seek.com on three (3) job roles, each from a different animal care sector. Interpret this information and list your findings for each criterion using the table below.

Assessor guidelines: The student's answer will vary based on the job roles chosen. Ensure that the job roles chosen are from a range of animal care sectors. Sample benchmark answer is provided below for assessor reference.

Criterion:	Job role 1	Job role 2	Job role 3
Name of the job role:	Animal attendant	Animal caretaker	Animal care technician
Animal care industry sector the job belongs to: Note: Each job role must be from a different animal care sector.	Veterinary practices sector	Companion animal sector	Animal technology sector
Work functions and general responsibilities related to the job role: Note: List 3 for each job role.	<ol style="list-style-type: none"> 1. Monitor and report animal health 2. Upkeep and clean the facilities 3. Feed and water animals and monitor weight and health 	<ol style="list-style-type: none"> 1. Assisting other employees in their duties 2. Basic animal care; grooming, feeding, cleaning and restraint as instructed; and/or 3. Basic clerical and/or reception duties and telephone skills under veterinary supervision. 	<ol style="list-style-type: none"> 1. Basic animal husbandry 2. Ensuring animals have food, water and their bedding is clean 3. Promoting animal health and wellbeing <p>May also include functions such as:</p> <ol style="list-style-type: none"> 4. Carrying out tasks in accordance with animal welfare requirements 5. Maintenance of animal facility 6. Following quarantine guidelines

Question 10

List three (3) services available in each of the following animal care sectors using the table below.

Assessor guidelines: Student answers will vary slightly but should demonstrate a basic understanding of the services offered by each animal care sector.

Animal care sectors	Services available in each sector (List 3 for each row)
a) Animal technology, including biomedical research:	<ol style="list-style-type: none">1. Breeding and care of research animals2. Cleaning and disinfecting cage, holding pens and other equipment.3. Animal quarantine.
b) Animal regulation and management	<ol style="list-style-type: none">1. Monitor and enforce animal regulations and registrations.2. Capture/restraint animals that are lost or stray.3. Promote responsible animal ownership in the community
c) Exhibited/captive animals	<ol style="list-style-type: none">1. Animal conservation and rehabilitation in Zoos and wildlife parks.2. Train captive/exhibited animals in an ethical manner for public performances.3. Run sessions to educate the public about animals and conservation.
d) Companion animal services	<ol style="list-style-type: none">1. Animal grooming2. Animal training3. Selling animal care products, equipment and materials
e) Veterinary practices	<ol style="list-style-type: none">1. Diagnosis and treatment of animal illness, injury, and disease2. Animal vaccinations and microchipping procedures3. Offer animal wellness plans
f) Wildlife care and rehabilitation	<ol style="list-style-type: none">1. Rescue, care and rehabilitation of injured or young wildlife2. Fostering stray or injured native wildlife.3. Releasing animals back into the wild when they are recovered.

Using the [Animal Care and Veterinary Services award](#), answer questions **11 to 12**.

Question 11

What is the minimum weekly pay rate for a full-time Animal Attendant – level 1 as of 1 July 2023?

As at 01/7/2023 the rate is \$882.80

Question 12

When is an employee under the Animal Care and Veterinary Services Award entitled to an unpaid meal break and how long is this meal break?

Employees are entitled to a 30-minute unpaid meal break during the fourth and fifth hour of a shift.

Question 13

Identify the physical and social environmental needs of animals by referring to the animal welfare legislation requirements and complete the following table.

(Word count: 30-75 words per column.)

Student answers will vary but should demonstrate a basic understanding of the housing, exercising and social requirements for each species. Benchmark answers have been provided below.

	Housing needs/ requirements	Exercise needs/ requirements	Social & behavioural needs/ requirements
2-year-old desexed, male Border Collie	<ul style="list-style-type: none"> • Enclosed backyard • Access to shade and shelter to protect the dog from the elements. • Access to fresh water • Bedding off the floor • If a dog is housed in an enclosure, it must be big enough for the dog to stand and move around, allow the dog to express normal behaviour, be easy to clean and provide adequate ventilation. 	<ul style="list-style-type: none"> • 30-60 minutes of physical activity per day. For example, walking on the lead. • Access to move, play and run around. Especially if owners are not home during the day 	<ul style="list-style-type: none"> • Dogs are social animals and need physical and emotion social bonding. • Other dogs and human contact • Provide enrichment activities. • Examples of activities beneficial for dogs include walking, playing fetch, playing at the dog park
16-week-old Domestic kitten	<ul style="list-style-type: none"> • Ideally cats should be kept inside but it is not illegal for cats to be outside. • Outdoor enclosures can be used for cats however they must be big enough for the cat to stand up and move around in, allow the cat to express 	<p>There are no specific exercise requirements for a kitten/cat. Kittens/cats generally sleep 20 or more hours per day. Generally speaking, 2 sessions of 15-20minutes of exercise or play is suitable.</p>	<ul style="list-style-type: none"> • Socialisation with other animals and humans is extremely important at this age. • Cats can be solitary animals.

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	Housing needs/ requirements	Exercise needs/ requirements	Social & behavioural needs/ requirements
	<p>normal behaviour, be easy to clean and provide adequate ventilation.</p> <ul style="list-style-type: none"> • Access to fresh water • Litter trays 		<ul style="list-style-type: none"> • Enrichment and toys are beneficial
Female Guinea Pig	<ul style="list-style-type: none"> • Enclosure that is no smaller than 1m by 0.7m and 0.7m tall. • If there is more than one Guinea pig than this space will need to be doubled • Grassy areas in the enclosure • Untreated wood • Boxes to hide in (1 per Guinea pig) • Protection from flies and mosquitoes • Kept out of direct sunlight and strong wind. • Well ventilated • Temperature to be kept between 18-26 degrees. • Adequate shade • Access to fresh water 	<ul style="list-style-type: none"> • It is important to provide a large space for exercise. • The enclosure should include different levels, ramps and opportunities to run and play. 	<ul style="list-style-type: none"> • Guinea pigs are happiest when they are housed/kept with other guinea pigs. • Forging opportunities and untreated wood to chew on is beneficial.

Read the scenario carefully and answer question 14.

SCENARIO: You are an employee at Bray's K9 Rescue & Rehabilitation. Buddy is a 16-week-old puppy that was placed in quarantine. Buddy tested positive for parvo virus. Buddy is now heading into general population after receiving treatment and re-testing as negative.

Question 14

Describe the process and the steps you would take to clean Buddy's enclosure.

You must include:

- All materials and equipment you used as well as how it was used.
- The detergent and disinfectant you would use. Including the concentration and contact time required.
- Any specific cleaning techniques you used,
- Safety procedures followed in line with the Work Health and Safety Act for your state.
- How the waste was disposed of according to The Environmental Protection Act.

(Word count: 100-130 words)

Student answers will vary but must demonstrate an understanding of:

- safety requirements relating to personal protection equipment and use of chemicals,
- equipment and materials used,
- the name, concentration and contact time of the detergent and must identify the disinfectant that will kill paravovirus, the dilution rate to be used for parvo and cleaning techniques used.
- legislation applied (The Environmental Protection Act relating to how waste is disposed, Work Health and Safety Act 2011 relating to safety procedures etc.).

A benchmark answer has been provided.

- Animal removed
- All bedding, bowls, toys etc removed and placed in the appropriate washing cycle or discarded as biological waste
- All biological waste such as faeces is removed and placed into the biological waste bin
- Detergent is applied to the cage. The cage is then scrubbed using a sponge or scrubbing brush depending on the size of the cage
- The cage is then washed out
- Disinfectant should then be applied to the entire cage. Example: F10 made to 1:250 and left on for 10 minutes
- The cage should then be reset for the animal or left empty until next use.
- Students need to mention cleaning of all surfaces including the door.

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Question 15

Choose three (3) different species (eg. dog, cat, bird etc.) and identify two (2) common diseases/ailments and two (2) common injuries for each.

Student answers will vary depending on the species chosen. Benchmark answers have been provided for 3 common species. Students may choose specific breeds within a species. This is also accepted.

Species	Common diseases/ailments, injuries and other impacts	
Dog	Disease	Heartworm Parvovirus Kennel cough Ear infections Vomiting and diarrhea Overweightness Distemper Flea and allergy dermatitis Brachycephalic breeds commonly have breathing issues and are susceptible to heat stroke.
	Injury	Breeds such as dachshunds commonly sustain spinal injuries. Short legged and obese dogs commonly sustain patella injuries.
Cat	Disease	Cat flu Ringworm Lower urinary tract infections Fleas Kidney disease FIV FELV Abscesses
	Injury	Cat fight wounds and abscesses are commonly seen in cats that are allowed to roam outside.
Birds	Disease	External parasites such as mites or lice Internal parasites such as roundworm or tapeworm Beak and feather disease Nutrient related diseases
	Injury	Birds often have broken bones from being hit by cars. Birds can have burn injuries on their feet from landing on BBQs and other hot surfaces.

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Species	Common diseases/ailments, injuries and other impacts	
		Birds can sustain bite wounds from cats and dogs or other wildlife.

Question 16

List three (3) other industries that work with the animal care sector and outline the purpose of the relationships.

Assessor guidelines: Student answers may vary but should identify the relationships of three (3) other industries with the animal care sector. Benchmark answers are provided below for assessor reference.

	Name of industry or sector	Purpose of the relationship with animal care industry
1.	Equipment manufacturers, suppliers	To provide equipment, materials and resources used in the animal care industry. E.g. harnesses, housing etc.
2.	Councils, regulatory agencies	To manage pet ownership registration
3.	Education industry such as agricultural training colleges	To educate and train the future workforce of the animal care industry
	Medical supply companies	To provide necessary medication and other medical equipment and resources required to provide health care for animals.
	Transport companies	To provide transport, with the required equipment (cages, housing, harnesses) for safe transport of animals.

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Question 17

You are an Animal Attendant at the local pound. Describe your daily responsibilities. You must include at least 10 daily responsibilities.

(Word count: 100 words.)

Student answers will vary slightly but should demonstrate a basic understanding of the daily tasks undertaken by an Animal Attendant.

A benchmark answer has been provided.

1. Confirm responsibilities/tasks with your supervisor
2. Count and check on the animals you are responsible for
3. Clean each cage. Cleaning requirements may depend on the animal, health of the animal and if the animal is being discharged
4. Dispose of all rubbish
5. Clean and pack away any equipment used.
6. Provide fresh water and food according to each animal needs
7. Provide enrichment, walk each animal, or place them in a large play pen
8. General cleaning duties – washing up, washing and drying clothes, spot cleaning animal cages
9. Restock equipment and products as needed
10. Return animals to cages and clean up the yard
11. Any additional activities such as grooming animals
12. Any additional cleaning tasks requested by your supervisor such as making up chemicals, changing all bins, cleaning front of house/reception.

Question 18

Complete the table below by reading the scenario and then identifying the potential risk and control methods for each.

(Word count: 30-50 words per scenario.)

Scenario:	Risk/s to yourself, other staff or bystanders	Control methods to prevent or minimize this risk
You work as an Animal Attendant Level 1 at the local pound and see hundreds and cats and dogs come through the doors every week. Each animal needs a health check and behaviour assessment. A lot of the animals are scared, feral or aggressive.	Animal bites or scratches due to trips, being knocked over or pulled.	Wear PPE Appropriate handling methods and restraint Observe and read body language. Ask for help. Take it slow and build trust with the animal. Treats if allowed

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Scenario:	Risk/s to yourself, other staff or bystanders	Control methods to prevent or minimize this risk
A member of the public has bought in a Red Belly Black Snake that has been attacked by a cat. It is only a baby but no one on site has the credentials to handle or treat a poisonous snake.	Envenomation Animal bites	Do not touch the snake as you are not trained to do so. Advise the member of public that you cannot legally provide care or take the snake. Give them a list of vets from the WIRES website that they can take it to.
You are going to a house call with the Vet to treat an abscess on a horse. The abscess has burst, and the horse appears to be in pain. The horse is in its stable.	Kicks or crush injuries Animal bites Scratches	Avoid standing behind the horse or close to legs. Make sure there is a point of escape and room to move. Listen to the Vet
You work as a trainee Veterinary nurse in a busy hospital. You have been asked to clean up the theatre, ready for the next patient. The previous patient was desexed. There is bodily waste such as tissue and testes. There is an open scalpel blade among the instruments used. There are also blood-soaked swabs.	Biological hazardous waste handling and disposal, Needle pricks and cuts from other sharps	Wear PPE Use appropriate bags and place waste in the correct bin. Biological waste needs to go in the yellow bin. Place sharps in biohazardous sharps bin
Your supervisor has given you a list of tasks to complete today. Two of these tasks are: 1. Make up the F10 solution for the spray bottles. 2. Medicate the boarding animals	Handling of chemicals and medicines, Animal bites and scratches during medication.	Wear PPE Follow Safety data sheets. Do not handle chemicals or medicines if you have not been trained to do so.
An order has arrived, and you have been asked to pack it away. The order contains 30 bags of 20KG dog food as well as 25L drums of Viral Control Sanitiser and a cold box of animal vaccines chemicals.	Manual handling, including carrying, lifting and shifting Handling of chemicals and medicines.	Use appropriate lifting techniques. Use trolleys. Ask for help if items are too heavy and trolleys are not available

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Scenario:	Risk/s to yourself, other staff or bystanders	Control methods to prevent or minimize this risk
You are observing another nurse give an animal an injection. As you watch, you notice she re-caps the needle after it has been used instead of just immediately throwing it in a biohazardous bin.	Risk of needle pricks for the person re-capping the needle. Biological hazardous waste handling and disposal.	Never re-cap needles Put needles immediately in biohazardous sharps bin.
A dog has urinated in the reception area. You clean it up and then mop the area using a disinfectant solution.	Slippery surfaces	Put out wet floor sign. Do not use excessive amounts of water.
Your shift supervisor has asked you to clean and feed the animals in the quarantine area. There is a litter of kittens with ringworm.	Zoonoses	Wear appropriate PPE Hand hygiene before and after touching animals
A dog comes into a veterinary clinic for a consultation. The owner has just purchased the puppy. During the consultation, the puppy has explosive diarrhea. It splatters on to your mouth and around the room. You are not wearing PPE. Later, you discover the puppy is infected with hookworm.	Zoonoses Release of an infective agent	Ensure all possible risks are communicated Wear PPE Use isolation/quarantine rooms

Question 19

Identify the identification methods pictured in the table below.

	Identification method
	Ear Tag

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Tattoo



Markings



Leg bands

Read the scenario carefully and answer questions **20 to 26**.

You are a trainee animal carer at the local **Zoo and Wildlife Park** in NSW.

Your main responsibilities involve:

- tending to basic care and welfare of animals held at the zoo according to relevant codes of practice and ethics in the industry
- working under supervision in breeding programs, helping animals, especially endangered species, return to the wild
- assist in animal examinations using ethical and humane procedures
- facilitate the scientific research and recording of results for endangered animal species according to animal welfare requirements as outlined in the [Australian code for the care and use of animals for scientific purposes](#).

As part of this role, you are required to:

- meet the expectations of the industry's code of conduct as outlined in [Code of Conduct \(aza.org\)](#).
- comply with principles of animal welfare requirements by using assessment frameworks such as the *Three Rs* as outlined by the [Animal Ethics Committees](#) (Long URL: <https://www.dpi.nsw.gov.au/about-us/research-development/animal-ethics-committees>) and the *Five Freedoms* model.
- comply with the animal care and ethics when conducting/facilitating any animal research tasks as outlined by the [NSW Department of Primary Industries](#) (Long URL: <https://www.dpi.nsw.gov.au/fishing/aquaculture/publications/general/animal-care-and-ethics>)
- comply with animal welfare legislation as outlined by the [NSW Department of Primary Industries](#) (Long URL: <https://www.dpi.nsw.gov.au/animals-and-livestock/animal-welfare/exhibit>).

Question 20

Provide a basic overview of the term 'ethics' as it applies to animal welfare requirements applicable to your role, especially when having to facilitate scientific research tasks for endangered animal species according to the [Australian Code for the care and use of animals for scientific purposes](#).

(Word count: 15 – 25 words)

A framework in which actions can be considered as good or bad, right or wrong.

OR

A method applied to evaluate what should or should not be done when animals are proposed for use, or are used, for scientific purposes.

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Question 21

List two (2) legislation that applies to the work conducted at the *Zoo and Wildlife Park*.

Exhibited Animals Protection Act 1986

Exhibited Animals Protection Regulation 2021

Question 22

List the 'Five Freedoms' framework used for assessing animal welfare and outline how it can be applied in your work role.

(Word count: 20 – 30 words)

Students must identify the following 5 freedoms.

Answers to how they are met may vary, however should demonstrate an understanding of how we can meet them. A benchmark answer for each is provided below.

#	Five Freedoms	How is it applied in the workplace?
1.	Freedom from hunger and thirst	Access to fresh water Appropriate diet to maintain health and vigor. Diet appropriate to species, breed, reproductive status, and age
2.	Freedom from discomfort	Providing an environment with access to shelter and protection from the elements Providing a comfortable resting area including soft bedding Appropriate temperature and noise levels
3.	Freedom from pain, injury or disease	Prevention Rapid diagnosis and treatment Providing appropriate medications
4.	Freedom to express normal behaviour	Providing sufficient space Toileting area Social interactions with people and other animals of the same species
5.	Freedom from fear or distress	Living conditions and treatment of animal avoid mental suffering. Hiding places appropriate for the animal Enrichment Sufficient space – no overcrowding

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Question 23

Outline the 'Three Rs' framework used for assessing ethical decision making when using animals in research as outlined by the [Animal Ethics Committees](#).

(Word count: 15 – 25 words)

Replacement of animals with other methods

Reduction in the number of animals used

Refinement of techniques used to minimise the adverse impact on animals

Question 24

Identify the nine (9) areas of misconduct as outlined in the [Code of Conduct \(aza.org\)](#) by the Association of Zoos and Aquariums that would impact your role as an animal carer at the *Zoo and Wildlife Park*.

- Harassment, intimidation, or discrimination in any form.
- Any abuse, including physical, verbal or non-verbal abuse, of any attendee, speaker, volunteer, exhibitor, AZA staff member, service provider, or any other meeting guest.
- Disruption of presentations at any sessions, in the exhibit hall, or at any events organized by AZA at the meeting venue, hotels, or other AZA-contracted facilities and online platforms.
- Harassing photography.
- Photographing slides of oral presentations, taking screen shots of chat room/Q&A activity and taking photos of posters without permission from presenter – with intent to distribute.
- Recording of presentations and other sessions without permission from presenter and with intent to distribute.
- Violating the rules and regulations of the conference venue.
- Retaliation against individuals for reporting unacceptable conduct.
- Examples of unacceptable behavior include comments related to gender, gender identity or expression, age, sexual orientation, disability, physical appearance, body size, race, religion, national origin, political affiliation; inappropriate use of nudity and/or sexual images in public spaces or in presentations; or threatening or stalking any attendee, speaker, volunteer, exhibitor, AZA staff member, service provider, or other meeting guest.

Question 25

Outline nine (9) responsibilities that you are expected to perform in your role at an Animal Care worker.

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(Word count: 55 – 75 words)

- Cleaning and maintenance of animal housing
- Feeding and watering animals
- Handling and/or restraining animals for treatment or medications
- Exercising animals
- Developing and implementing enrichment strategies
- General cleaning and maintenance of the animal care facility
- Laundry
- Client interactions including the admission and discharge of animals into the facility
- Restocking including making up chemicals or solutions.

Question 26

How should you present yourself at the Zoo and Wildlife Park as appropriate to your role as an animal carer? Identify five (5) components that are important when it comes to appearance.

(Word count: 30-50 words)

Students must identify at least 5 elements of how to present themselves in the workplace. Some examples may include but are not limited to the following:

- Appropriate uniform/clothes and other personal protective outerwear worn over street clothes.
- Other relevant PPE when entering the research facility laboratory - Dust/vapor masks, gloves, shoe covers, rubber boots
- Hair tied back and off my face
- Short and clean nails
- Minimal and natural make-up
- No strong perfume or body odour
- Appropriate closed-toe, flat shoes
- No loose sleeves
- No loose or long jewellery

Question 27

For the types of species (horse, reptile, bird, livestock) captured in the table below, identify two (2) examples of animal breeds within each species and outline their features and characteristics for each criterion.

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(Word count: 15-30 words for each animal.)

Student answers may vary but should provide answers for each criterion (cell in the table) for each animal. Sample answers are as follows.

Species:	Name and type of breed	Size, height, weight and appearance	Coat/skin/shell/feather colour/s and features or markings:	Other unique characteristics
a. Horse	1. Shetland pony	Compact body, broad head, thick neck, Short legs	Lush mane and tail Heavy coat Comes in a variety of colours.	Short and tiny stature
	2. Clydesdale	Short-coupled, having broad sloping shoulders. Tallest breed. Average weight.	Most commonly gray or brown in colouring. White markings on the face, legs and sometimes on the body.	Large, broad feet with massive springy heels. It is also the tallest breed.
b. Reptile	1. Bearded dragon - a type of dragon lizard.	Smaller species are from 4-6 inches and larger species are about 24 inches maximum.	Greyish or brownish in colour. It has strong spikes along the side of its body.	They have a triangular head and 'eyelashes' along their lower eyelids and a "beard" of spikes under its chin that puffs up depending on its mood.
	2. Hawksbill – a type of sea water turtle.	Large and heavy. Having an elongated, tapered head ends in a beak-like mouth.	Has a two-part shell with enlarged scales. Olive green/brown with brown/black markings and have cream coloured underside.	It has an upper jaw that looks like a bird's beak. They have thick, overlapping scutes (scales) on their upper shell (carapace).
c. Bird	1. Emu - type of flightless running bird.	Large and tall in size.	They have soft, long, brown feathers on their plumage which has a	They have strong long legs. Although

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Species:	Name and type of breed	Size, height, weight and appearance	Coat/skin/shell/feather colour/s and features or markings:	Other unique characteristics
			shaggy appearance and shorter downy feathers on their heads.	they cannot fly, they can run at fast speeds.
	2. Silkie Bantam - an ornamental breed of chicken	Small stature.	Cream to brown in colour. Feathers are fluffy and silky.	They have a very unique appearance and a friendly nature.
d. Livestock	1. Angus - cattle breed	Moderate in size and muscular	Solid black. Some breeds have a small amount of white on the underline.	They are used widely in crossbreeding to improve carcass quality and milking ability.
	2. Duroc – Pig breed	Large framed. The fourquarters, particularly the head and neck are light and it has small lop ears.	Skin is solid reddish colour, varying from gold to a deep, brick red.	It is not a good maternal sire. Male Durocs are found to be aggressive.

Question 28

Identify the purpose of each of the following policies and procedures as they apply to the workplace. Provide one example of a procedure included in these documents.

(Word count: 10-20 words each.)

The purpose of the policy is captured below. Students need to include one example but a range have been included below.

Policies and Procedures	Purpose of the policy	Example procedures
a. Animal Welfare	This relates to the application of the 5 freedoms of animal welfare.	Practices that ensure an animal has: <ul style="list-style-type: none"> • Freedom from hunger • Freedom from discomfort • Freedom from pain, injury or disease • Freedom to express normal behaviour • Freedom from fear or distress

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Policies and Procedures	Purpose of the policy	Example procedures
b. Environmentally Sustainable Practices	This sets out the sustainability practices as they relate to the workplace and/or the animal care.	<ul style="list-style-type: none"> • How to operate a sustainable office (energy use, recycling etc.) • How to dispose of waste per the EPA guidelines
c. Infection Control	The processes followed to minimise risk of infection from animal to human, human to animal and animal to animal.	<ul style="list-style-type: none"> • How to clean animal shelters • How to treat infectious animals • Quarantine protocols • Health and safety measures such as hand washing
d. Privacy and Confidentiality	How client and animal information must be handled and stored.	<ul style="list-style-type: none"> • Process for collecting payments • Process for storing information • Process for destroying confidential information

Question 29

What are the Australian animal welfare standards and guidelines that apply to animal care?

Note: Ensure that you provide any website link/s of the standards and guidelines you've referred to as part of your answer.

Example answer:

The standards are the legal requirements for livestock welfare and provide the basis for developing and implementing consistent legislation and enforcement across Australia. These standards and guidelines are further outlined in the Department of Agriculture, Water and Environment official website.

[Australian Animal Welfare Standards and Guidelines - DAWE](https://www.awe.gov.au/agriculture-land/animal/welfare/standards-guidelines) (Long URL: <https://www.awe.gov.au/agriculture-land/animal/welfare/standards-guidelines>)

Question 30

Identify one (1) environmental sustainable practice that applies to animal care.

Students must provide one example of environmentally sustainable practices in animal care. Some examples of this may include:

- Using environmentally friendly cleaning products for the animals and/or their enclosures.
- Apply energy efficient use of resources in animal care facilities.

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