

LANNCU51v2 - SQA Unit Code F8HP 04

Determine, monitor and evaluate policies for the management of animals



Overview

This standard describes the competences required by those whose work role is to set and agree policies for the management of animals, and monitor and evaluate how the policies are implemented.

The elements are:

1. Determine and agree policies for the management of animals
2. Monitor and evaluate the implementation of animal management

Element 1 involves the setting of policy objectives. You will need to identify feasible and viable options and develop arrangements for reviewing policy. You will also have to communicate agreed policy to key interest groups.

Element 2 relates to the monitoring and evaluating of the implementation of policy. You will be able to obtain information on the implementation of policy, evaluate this against policy and take appropriate action.

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Performance criteria

You must be able to:

Determine and agree policies for the management of animals

- P1 clearly establish the intended purposes for keeping the animals
- P2 identify and evaluate **opportunities and constraints** relevant to animal
- P3 review the policy options available for animal management to determine the preferred option
- P4 identify a preferred option which is feasible and viable striking the optimum balance between the **animal characteristics**
- P5 specify arrangements for reviewing policies
- P6 agree policies with the appropriate people in accordance with organisational
- P7 communicate agreed policy to **key interest groups** in an appropriate way

You must be able to:

Monitor and evaluate the implementation of animal management

- P8 obtain **data and information** from the implementation of animal management policies in a form which allows their effectiveness to be evaluated
- P9 monitor **external conditions** regularly to determine the effect which they may have on policies and the effectiveness of animal management
- P10 take appropriate action where there are **variations from plans**
- P11 evaluate management systems and methods to confirm they comply with legal requirements and promote good practice
- P12 keep records that are accurate, legible and complete and comply with relevant legislation
- P13 take action appropriate to the evaluation conclusions

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Knowledge and understanding

You need to know and understand:

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- K1 the intended purpose(s) for keeping the animals and whether any of the purposes takes primacy
- K2 the nature of the various opportunities and constraints
- K3 how to assess opportunities and constraints and how these might be used to the organisation's benefit
- K4 how to evaluate the opportunities and constraints to determine a course of action
- K5 the different aspect of animal health and well-being and how they interrelate
- K6 how to facilitate animal health and well-being for the animals concerned
- K7 the ways in which optimisation of health and well-being may differ slightly from one animal to another
- K8 the resources which the organisation currently has available to put the policies into effect
- K9 the factors within and the interrelationships between: environmental impact of keeping animals, the surrounding area and the wider community of people, flora and fauna; resource implications in keeping animals; needs of key interest groups, who they are, their legitimacy and sources of influence; external opportunities and constraints relating to policies, legislation, regulations and designations; organisational policies and objectives
- K10 the interrelationships between the different animal characteristics
- K11 the rationale for reviewing policies and how this can best be achieved
- K12 effective means of communicating agreed policy/policies to interest groups
- K13 the legislation, regulations and codes of conduct affecting the keeping and management of animals

You need to know and understand:

Monitor and evaluate the implementation of animal management

- K14 the data and information which the management system should produce
- K15 how to assess the difference between the information which the management system produces
- K16 the different ways of presenting qualitative and quantitative data and information and those which might be most useful for the organisation or activity concerned
- K17 how changes in public opinion, markets and competitor activity, legislation, knowledge and practice and technology may affect management systems and practice

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- K18 how public pressure and lobbying may affect how people think about the management of animals and the knock-on effect this may have on the organisation
- K19 methods available for effectively monitoring external conditions
- K20 the sort of variances which may occur and how to assess the seriousness of them
- K21 how to determine the appropriate action which should be taken when there is variance
- K22 the relevant legal requirements for animal management and how to apply these to the setting up and running of such establishments
- K23 the records which are necessary for internal purposes and external regulations for animal management
- K24 how long records should be stored for to allow the effective functioning of the organisation and to comply with relevant legislation
- K25 the action which may be necessary having completed an evaluation and how to decide the timing of action

Additional Information

Scope/range related to performance criteria

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1. **opportunities and constraints:**
 - 1.1. environmental impact
 - 1.2. resource implications
 - 1.3. needs of key interest groups
 - 1.4. external opportunities and constraints
 - 1.5. other organisational policies and objectives
 - 1.6. new knowledge and ideas which open up new possibilities
 - 1.7. resources
2. consider the following **animal characteristics** in your selection of policy options:
 - 2.1. purposes for which the animals are being kept
 - 2.2. types and mix of animals
 - 2.3. numbers of animals
 - 2.4. quality of animals
3. **key interest groups:**
 - 3.1. directly involved
 - 3.2. affected by the site

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4. **external conditions:**
 - 4.1. changes in public opinion, markets and competitor activity
 - 4.2. legislation
 - 4.3. advances in knowledge and practice
 - 4.4. lobbying/public pressure
 - 4.5. technology
5. **data and information:**
 - 5.1. quantitative
 - 5.2. qualitative
6. dealing with the following **variations from plans:**
 - 6.1. financial resource use
 - 6.2. physical resource use
 - 6.3. human resource use
 - 6.4. working methods and systems

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