## ACMVET4X06 Develop knowledge of the veterinary industry and apply to veterinary nursing practice

#### Unit outcomes

This unit describes the foundational professional knowledge and skills required to work effectively, safely and ethically in the veterinary industry as a veterinary nurse.

It covers veterinary industry sector information, legal scope of practice and ethical responsibilities of veterinary nurses, animal welfare principles and frameworks and fundamental workplace health and safety (WHS) obligations. It also includes veterinary nursing professional practices such as working in multidisciplinary teams, reflective practice and professional conduct.

The unit is predominantly knowledge-based, supporting effective performance across all other veterinary nursing tasks by developing the professional standards, behaviours and cognitive skills expected of a veterinary nurse.

The unit is practically applied in veterinary practice settings, animal care facilities and related service environments where veterinary nurses contribute to patient care, client support, animal welfare decisions and daily operational routines under the supervision of a registered veterinarian.

**Licensing, legislative, regulatory requirements**

Legislative and regulatory requirements apply to the scope of practice of veterinary nurses but vary according to state/territory jurisdictions. Users must check with the relevant regulatory authority before delivery.

#### Knowledge

* career pathways, employment conditions, workplace expectations and professional codes of conduct relevant to veterinary nursing
* roles, responsibilities and limitations of veterinary nurses, including legal scope of practice and requirements for supervision
* principles of animal (patient) advocacy, animal ethics, duty of care and professional accountability in veterinary settings
* animal welfare and animal/human health frameworks and concepts, including how cultural beliefs, diversity, client values and community expectations influence animal welfare perspectives and veterinary decision-making
* relevant legislation, standards and codes including those relating to animal welfare, veterinary practice, drugs and poisons, workplace health and safety, and privacy/confidentiality
* fundamental WHS rights and responsibilities of employees and employers in veterinary workplaces, including maintaining physically and psychosocially safe workplaces
* characteristics, benefits and challenges of multidisciplinary teams in veterinary practice
* purpose and processes of reflective practice for improving clinical practices, wellbeing and professional growth

#### Skills

* adhere to scope of practice, legal obligations and professional standards when performing delegated veterinary nursing tasks
* apply ethical reasoning, patient advocacy and welfare principles when contributing to animal care decisions and interactions
* identify and manage risks by following WHS procedures, and identify and act in relation to employee or employer non-compliance with WHS legislative responsibilities
* participate constructively in multidisciplinary teamwork, support quality practice, contribute to workflow efficiency and assist in problem solving
* engage in reflective practice, seek and respond to feedback, and participate in activities that support ongoing professional learning

#### Application of knowledge & skills

The individual applies knowledge and skills in professional veterinary nursing contexts with autonomy, accountability for their own work and responsibility for meeting ethical, legal and safety requirements.

They consistently apply professional foundations when contributing to patient care, assisting veterinarians, interacting with clients and participating in daily clinical operations. They have a sound understanding of, and operate within their scope of practice, follow organisational procedures, recognise when to seek direction or escalate concerns, and use sound judgement when managing competing priorities or responding to unpredictable animal or workplace situations.

The individual demonstrates ethical behaviour, patient advocacy and integrates welfare frameworks and welfare-oriented decision making into daily practice. They uphold WHS responsibilities, participate and communicate effectively in a multidisciplinary team and use reflective practice to guide development and improve performance. Their application of knowledge and skills supports safe, effective and professional veterinary nursing across a range of veterinary contexts.

#### Pre-requisite unit

Nil

#### Unit sector Veterinary Nursing (VET)

#### Foundation skills

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Learning** | **Reading** | **Writing** | **Oral communication** | **Numeracy** |
| 4 | 4 | 3 | 3 | 3 |

**Assessment Requirements**

**Performance evidence**

Individuals must apply the knowledge and skills specified in the unit of competency to:

* apply scope of practice and professional standards to a minimum of four veterinary nursing tasks, either in a workplace or in realistically simulated scenarios
* apply animal ethics and at least one welfare framework to support decision-making and patient care in at least three different workplace situations
* collaborate effectively and professionally with a multidisciplinary team inclusive of at least one veterinarian and/or specialist veterinarian and at least one veterinary nursing colleague, in a minimum of three scenarios involving coordination of care, information exchange or resolving a workplace issue
* reflect on at least one of the scenarios above, seek feedback from at least one team member and identify at least one relevant issue for individual development.

**Knowledge evidence**

To demonstrate the application of the knowledge specified in this unit of competency, individuals must have knowledge of:

* legislation and regulations relevant to veterinary practices and veterinary nursing:

veterinary practice/surgeons acts of veterinary medicine/science

drugs and poisons

animal welfare

privacy

WHS

* WHS obligations, risks and risk management strategies specific to veterinary workplaces, including:

increased risks associated with handling sick, injured, anxious or frightened animals especially wildlife

psychosocial hazards associated with compassion fatigue

obligations to report non-compliance

* range of veterinary service providers and specialist services
* career pathways for veterinary nurses
* animal (patient) advocacy, duty of care and principles of animal ethics in a veterinary context
* Animal welfare concepts, including:

One Welfare

One Health

Five Domains / Five Freedoms

* cultural beliefs, diversity, client values and community expectations about animal welfare and links between violence against animals and humans
* principles of effective multidisciplinary work
* reflective practice activities such as case reviews, journaling, supervision meetings or self-assessment tools

**Assessment conditions**

Skills must be demonstrated in a veterinary practice, or in an environment that represents a veterinary practice, and can include the application of scenarios and case studies of workplace situations.

Assessment must ensure access to:

* cases involving ethical or welfare considerations, including euthanasia decisions, resource limitations or conflicting stakeholder expectations
* animal welfare legislation, veterinary practice acts, drugs and poisons legislation, workplace health and safety legislation, regulations and standards, privacy and information management requirements
* professional codes of conduct, organisational policies, ethical guidelines and relevant industry standards
* interaction with multidisciplinary team members

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

#### Unit mapping information

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| --- | --- | --- | --- |
| **Code and title current version** | **Code and title previous version** | **Equivalence status** | **Comments** |
| ACMVET4X06 Develop and apply knowledge of the veterinary industry and apply to veterinary nursing practices | Not applicable | Newly created | The Skills Review of veterinary nursing identified a gap in the training provided specifically about careers pathways, the veterinary industry as a whole and roles/responsibilities and requirements of veterinary nursing (compared to general animal care). |

### Overview information

#### Modification History

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| --- | --- |
| **Release** | **Comments** |
| 1 | This unit of competency was first released in ACM Animal Care and Management Training Package Release 7.0. |

**Mandatory workplace requirements:**

Assessment of performance evidence may be in a workplace setting or an environment that accurately represents a real workplace.