

1XXXXX**Supervise and train pig farm staff**

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|---------------------------|---|
| Kaupae Level | 4 |
| Whiwhinga Credit | 10 |
| Whāinga Purpose | <p>People with this skill standard will be able to lead and instruct farm staff. Learners who are awarded this standard will assign tasks, demonstrate procedures, give feedback, and ensure team members understand pig husbandry practices and safety protocols. This covers training in daily routines and responding to questions to achieve farm objectives.</p> <p>This skill standard has been developed to align with the New Zealand Certificate in Pork Production (Management) with an optional strand in Pig Farm Production Planning (Level 4) [Ref: 4222]</p> |

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

| Hua o te ako Learning outcomes | Paearu aromatawai Assessment criteria |
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| 1. Plan and allocate daily tasks to team members, ensuring clarity of roles and responsibilities. | a. Document a daily work schedule for a pig farming team, matching tasks to skill levels and farm priorities. |
| | b. Assign the documented tasks to staff and verify understanding of expectations. |
| 2. Communicate procedures and instructions effectively for various tasks, including biosecurity, feeding, reproduction and health routines. | a. Explain and demonstrate standard operating procedures to team members. |
| | b. Provide instructions appropriate to the tasks. |
| 3. Provide on-the-job training and instruction to team members, demonstrating techniques and correcting performance as needed. | a. Train a team member in a specific task, providing constructive feedback on their performance. |
| | b. Assess staff learning needs and ensure they receive necessary training or supervision, in line with Code of Welfare standards for competent handlers. |
| 4. Demonstrate teamwork and respectful communication to contribute to workplace safety and collaboration. | a. Apply interpersonal skills to engage respectfully with others and handle feedback. |
| | b. Recognise and manage conflict in line with farm procedures. |
| | c. Contribute to teamwork by cooperating, being dependable, and recognising others. |

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria***Assessment specifications:***

All evidence presented in this skill standard must be in accordance veterinary guidelines and farm procedures.

Ākonga/learners' evidence must be collected using naturally occurring evidence, behaviours through real, simulated, or scenario-based examples appropriate to the farm setting.

All activities and evidence must meet the requirements of farm procedures, accepted industry practice, legislation and any subsequent amendments.

All activities relevant to this standard should reflect ngā kaupapa (the principles) o te Tiriti o Waitangi.

All activities should, as relevant to ākonga/learners' and/or this standard, reflect the peoples of other cultures, and their world views.

Range

Role-play or actual workplace environment where the ākonga/learners' acts as team lead or trainer among peers or staff.

Learners should have scenarios or real tasks to assign, with access to communication tools (whiteboard, checklists, simple reports). Feedback sessions and safety briefings should be part of assessment.

Observation of the learner giving instructions and training, review of created schedules or instructions, interviews on supervisory decisions, and feedback from team members on clarity.

Definitions

Veterinary guidelines advice received directly from veterinarians, or literature recommended by veterinarians.

Farm procedures refer to the policies and procedures set out in a verbal or written form by the employer or organisation.

Accepted industry practice refers to approved codes of practice and standardised procedures accepted by the wider industries as examples of best practice.

Recommended skills and knowledge

It is recommended that people complete New Zealand Certificate in Pork Production (Stockperson) with an optional strand in Farrowing Care (Level 3) [Ref: 2525]

Ngā momo whiwhinga | Grades available

Achieved

Ihirangi waitohu | Indicative content**Plan & Allocate Tasks**

- Assign daily duties by matching duties/tasks to team members' skills and experience.
- Create clear schedules for biosecurity checks, feeding, cleaning, health and other routines.
- Monitor completion and adjust allocations to address gaps or overlaps.

Communicate Procedures

- Deliver verbal briefings and toolbox talks on key tasks and protocols.
- Provide concise written guides (checklists, logs, posters) for various routines and tasks.
- Verify understanding through questions and confirm receipt of instructions.

Train On-the-Job

- Demonstrate techniques (e.g., disinfection, feeding, medication, SOPs) and supervise staff practice.
- Offer immediate corrective feedback and reinforcement.
- Document skill development and address learning needs promptly.

Team building

- Respectful communication: active listening, clear verbal and non-verbal communication, giving and receiving feedback.
- Interpersonal skills: building rapport, showing reliability, adapting communication to different roles and workplace cultures.
- Conflict resolution: recognising early signs of conflict, applying basic resolution strategies, knowing when to escalate.
- Team contribution: taking responsibility, supporting others, sharing tasks, acknowledging good performance.
- Workplace contexts: applying these behaviours in small or large teams, or through scenarios when direct evidence is not available.
- Promoting a safe and cooperative environment: supporting team wellbeing, contributing to psychological safety, reducing conflict-related risks.

Rauemi | Resources

Legislation relevant to this skill standard includes but is not limited to:

- NZ Pork Guidelines are available on request from NZ Pork. www.nzpork.co.nz.
 - NZPork Guidelines for developing Biosecurity farm plans
 - NZPork Transport Biosecurity Guidelines
- Agricultural Compounds and Veterinary Medicines Act 1997 [Agricultural Compounds and Veterinary Medicines Act 1997 No 87 \(as at 30 November 2022\), Public Act Contents – New Zealand Legislation](#)
- MPI Code of Welfare: Pigs 2018 [Code of Welfare – Pigs](#)
- Biosecurity Act 1993 [Biosecurity Act 1993 No 95 \(as at 05 April 2025\), Public Act Contents – New Zealand Legislation](#)
- Health and Safety at Work Act 2015 [Health and Safety at Work Act 2015 No 70 \(as at 05 April 2025\), Public Act Contents – New Zealand Legislation](#)
- Biosecurity (Meat and Food Waste for Pigs) Regulations 2005
- Animal Status Declaration forms for pigs

and any subsequent amendments or replacements.

Pārongo Whakaū Kounga | Quality assurance information

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| Ngā rōpū whakatau-paerewa Standard Setting Body | Muka Tangata – People Food and Fibre Workforce Development Council |
| Whakaritenga Rārangi Paetae Aromatawai DASS classification | Pork Production > Pig Husbandry |
| Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR | 0052 |

| Hātepe Process | Putanga Version | Rā whakaputa Review Date | Rā whakamutunga mō te aromatawai Last date for assessment |
|--|--|-----------------------------------|--|
| Rēhitatanga Registration | <type here> | [dd mm yyyy] | [dd mm yyyy] |
| Arotakenga Review | <type here> | [dd mm yyyy] | [dd mm yyyy] |
| Kōrero whakakapinga Replacement information | This skill standard will replace Unit standard | | |
| Rā arotake Planned review date | 31 December 2030 | | |

Please contact Muka Tangata – People Food and Fibre Workforce Development Council at qualifications@mukatangata.nz to suggest changes to the content of this skill standard.