



PIG GUIDANCE – TRAINING AND COMPETENCY.

There are numerous requirements around staff training and competency in the Red Tractor Pigs Standards, which are covered across many different standards. This guidance has been produced in order to improve clarity around what is required.

Although every effort has been made to ensure this guidance is comprehensive, members should still refer to the latest version of the Pigs Standards to ensure they are aware of **all** requirements, as the information below is only a summary and some elements of the training/competency requirements may have been missed.

What is the assessor looking for?

In general, during your Red Tractor routine assessment, the assessor will be looking for evidence that you

- Have systems in place to check that your staff (including temporary/relief staff) are trained to complete the tasks they are employed to do
- Carry out checks (e.g. observation) to verify that staff are completing tasks in the correct manner
- Ensure corrective action (e.g. re-training or termination of employment) is implemented when any deficiencies are found

The assessor will probably ask you how many people work on the unit and what key tasks they undertake. They will then speak to some of those staff members, watch them undertake tasks and ask to see their training records to check for competency and evidence of necessary training/qualifications.

What does demonstrably competent mean?

A person is considered “competent” when they can demonstrate they **understand the tasks they are required to do and how to undertake them correctly**, e.g. how to use equipment and handle pigs correctly.

Within the Pigs Standards, the section on Staff and Labour Providers (SC) outlines the main requirements around staff training and competency. Standard **SC.b** requires that staff are observed at least annually to review the output of their work. **SC.c** requires that a training record is kept for every member of staff, which must include the date of their annual review. Standard **SC.a** requires that staff who are not yet competent to perform certain tasks only undertake them under the supervision of a competent person.

Table 1 outlines the areas within the Pigs Standards where competency is required, what training is required (where specified), who should assess a person's competency and where the information must be recorded.

Table 1

Specific task	Standard	Training required	Deemed competent by	Record
Competency of agency staff	SC.d	Relevant experience or training	Labour provider	Labour provider agreement
In-house management of vermin control	VC.a	Relevant experience or training	Line manager	N/A
Injecting pigs	AH.a	Relevant experience or training	Vet	Veterinary Health Plan
Tail docking	AH.a/AM.i.3	Relevant experience or training	Vet	Veterinary Health Plan
Teeth clipping/grinding	AH.a/AM.i.4	Relevant experience or training	Vet	Veterinary Health Plan
Looking after livestock health & welfare	AH.g	Relevant experience or training	Line manager	N/A
Euthanasia, including: <ul style="list-style-type: none"> - Knowledge of the latest PVS Casualty Pig document - Handling & restraint of pigs before they are killed - Acceptable methods for pigs of different sizes - Parameters for the different methods - Signs of an effective kill - Maintenance of equipment - Emergency procedures 	AH.j	Training delivered by: <ul style="list-style-type: none"> - Vet Or <ul style="list-style-type: none"> - BPEX Emergency Killing workshop Or <ul style="list-style-type: none"> - Humane Slaughter Association On-Farm Killing of Red Meat Animals theory & practice Or <ul style="list-style-type: none"> - Suitably trained and experienced person, signed off as competent by vet 	Vet	Recorded and signed by vet in: <ul style="list-style-type: none"> - Veterinary Health Plan Or <ul style="list-style-type: none"> - Training record scheme Or <ul style="list-style-type: none"> - Farm training records And <ul style="list-style-type: none"> - Euthanasia Policy (required as per AH.j.1)
Administration of medicines & veterinary treatments	AM.b	<ul style="list-style-type: none"> - Relevant experience or training - Read PHWC <i>Practical Guide to Responsible Use of Antibiotics on Pig Farms</i> 	Line manager	N/A

Husbandry procedures	AM.i	Relevant experience or training	Vet	Veterinary Health Plan
Ear tagging	AM.i.5	Relevant experience or training	Line manager	Farm records
Nose ringing	AM.i.5	Relevant experience or training	Line manager	Farm records
Boar tusk trimming	AM.i.5	Relevant experience or training	Line manager	Farm records
Servicing fallen stock incinerator (if done in-house)	FS.c	Relevant experience or training	Line manager	N/A
Transporting livestock - Understanding of handling & driving livestock to avoid injury, minimise stress & express normal behaviour	LT.e	Depending on the journey length: - Species specific Certificate of Competence for Short Journeys - Species specific Certificate of Competence for Long Journeys	N/A	Certificate of Competence
Application of agrochemicals	AG.c.1	Relevant City & Guilds NPTC Pesticide Application certificates or equivalent	N/A	Qualification certificate

For any further queries please contact memberhelp@redtractor.org.uk or call 0203 617 3670

