



# Standard Draft Preview

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# Standard in development

## L2: Poultry worker

### Version 1.1

#### Title of occupation

Poultry worker

#### UOS reference number

ST0389

#### Core and options

Yes

#### Standard options

All



#### Option titles

Poultry breeding worker

Poultry egg production worker

Poultry grow out worker

Poultry hatching worker

Poultry rearing worker

#### Level of occupation

Level 2

#### Occupational maps data

**Route:** Agriculture, environmental and animal care

**Pathway:** Agriculture, Land Management and Production

**Cluster:** Agricultural Operative/Technician

#### Typical duration of apprenticeship

12 months

#### Target date for approval

01/04/2025

## Resubmission

No

## Would your proposed apprenticeship standard replace an existing framework?

No

## Does professional recognition exist for the occupation?

No

## Regulated occupation

### Is this a statutory regulated occupation?

No

## Occupational summary

This occupation is found in businesses within the poultry industry ranging from small family farms through to large integrated organisations working across the food supply chain.

The broad purpose of the occupation is to optimise the welfare of poultry and consider their needs throughout the different stages of their lives. This is practical work involving a combination of technology and manual labour. Being a poultry worker requires compassion, self-motivation and the ability to work both independently and as a team player. A poultry worker supports the bird development process, maintaining bird accommodation and preparing and monitoring the livestock production environment whether this is on a farm or in a hatchery.

Poultry workers are employed in breeding, egg production, grow out, hatching and rearing focussed occupations.

In their daily work, an employee in this occupation interacts with their supervisor, colleagues and other visitors to the site, such as Government officials.

An employee in this occupation will be responsible for their own work but will work under supervision, understanding their limits and knowing when to ask for help. They are responsible for adhering to company procedures, legislation and regulations to ensure animal welfare and the health and safety of themselves and others. They will work to performance targets while maintaining effective biosecurity on site.

## Typical job titles

Poultry worker

## Are there any statutory / regulatory or other typical entry requirements?

No

## Core occupation duties

DUTY	KSBS
<p><b>Duty 1</b> Recognise normal signs of behaviour relevant to species and method of production and report to site manager.</p>	<p>K1 K8 K10 S1 S8 S9 B3 B4 B6</p>
<p><b>Duty 2</b> Support the team in the day to day running of the farm or hatchery.</p>	<p>K3 K4 K6 K7 K9 K10 K11 K12 K13 K14 S7 S17 S18 S19 B1 B2 B3 B4 B5 B7</p>
<p><b>Duty 3</b> Ensure biosecurity measures are adhered to in order to help keep the birds free from disease.</p>	<p>K2 K3 K5 K9 S1 S2 S3 S6 S10 S15 B1 B2 B3 B4 B5 B6</p>
<p><b>Duty 4</b> Follow instructions and guidance given by the site manager.</p>	<p>K4 K7 K10 K14 S2 S7 S18 S19 B1 B2 B3 B4 B7</p>
<p><b>Duty 5</b> Assist in managing the environment, and equipment appropriate to the species and production system.</p>	<p>K6 K7 K13 S2 S6 S7 S10 S11 S12 S15 S19 B1 B2 B3 B4 B5 B6 B7</p>
<p><b>Duty 6</b> Complete husbandry records as required.</p>	<p>K8 K11 K12 S13 S14 S16 B3 B4 B5 B6</p>
<p><b>Duty 7</b> Assist with the monitoring and recording of performance.</p>	<p>K8 K9 K10 K11 K12 S13 S14 S16 B3 B4</p>

<b>Duty 8</b> Assist with keeping the site tidy and well maintained.	K4 K7 K13 S16 B1 B2 B3 B4 B5 B7
<b>Duty 9</b> Observe and maintain organisational safe working practices.	K3 K4 K7 S1 S2 S4 S5 S7 S15 S16 B1 B2 B3 B4 B7
<b>Duty 10</b> Monitor and maintain site security.	K3 K5 S1 S2 S4 S5 S16 S19 B1 B2 B3 B4 B7

## Core occupation duties

### Poultry breeding worker duties

DUTY	KSBS
<b>Duty 11</b> Assist with bringing birds to lay.	K15 K17 S21 S25 S27 B3 B4 B6 B7
<b>Duty 12</b> Assist with preparing and facilitating production of fertile eggs.	K18 S20 S23 S24 S28 B3 B4 B6 B7
<b>Duty 13</b> Record relevant egg production and egg grading information.	K16 S22 S26 B3 B4 B6 B7

### Poultry egg production worker duties

DUTY	KSBS
<b>Duty 14</b> Assist with bringing birds to lay.	K20 S32 S33 B3 B4 B6 B7
<b>Duty 15</b> Record relevant egg production and egg grading information.	K19 S30 B3 B4 B6 B7
<b>Duty 16</b> Ensure the safe handling and transport of eggs.	K21 S29 B3 B4 B6 B7
<b>Duty 17</b> Provide and monitor feed and water.	K22 S31 B3 B4 B6 B7

## Poultry grow out worker duties

DUTY	KSBS
<b>Duty 18</b> Assist with brooding and growing procedures.	K3 K24 K25 S34 S38 B3 B4 B6 B7
<b>Duty 19</b> Handle birds appropriately.	K23 S35 B3 B4 B6 B7
<b>Duty 20</b> Prepare for catching and receiving birds.	K26 S36 S39 B3 B4 B6 B7
<b>Duty 21</b> Provide and monitor feed and water.	K27 S37 B3 B4 B6 B7

## Poultry hatching worker duties



DUTY	KSBS
<b>Duty 22</b> Store eggs in suitable environment.	K29 K34 S40 S43 S45 B3 B4 B6 B7
<b>Duty 23</b> Assist with the incubation of eggs.	K30 K31 K32 S41 S45 S47 B3 B4 B6 B7
<b>Duty 24</b> Dispatch poultry in line with regulations.	K33 S42 S46 B3 B4 B6 B7
<b>Duty 25</b> Assist with the vaccination process.	K28 S24 S44 B3 B4 B6 B7

## Poultry rearing worker duties

DUTY	KSBS
<b>Duty 26</b> Assist with brooding procedures.	K36 S49 B3 B4 B6 B7
<b>Duty 27</b> Handle birds correctly.	K40 B3 B4 B6 B7
<b>Duty 28</b> Select birds for rearing.	K35 K37 S52 S55 B3 B4 B6 B7
<b>Duty 29</b> Assist with vaccination of birds.	K39 S48 S54 B3 B4 B6 B7
<b>Duty 30</b> Prepare for catching and receiving birds.	K38 S50 S53 S56 B3 B4 B6 B7
<b>Duty 31</b> Provide and monitor feed and water.	S51 B3 B4 B6 B7

## KSBS

### Knowledge

**K1:** The relevant species or breeds, their characteristics, behaviours, production cycle, and welfare requirements. (Core)

**K2:** Importance of food safety, including personal hygiene and good hygiene practice and procedures relevant to site environment. (Core)

**K3:** Health and safety requirements for the individual and the workplace including relevant company procedures and legislative standards. (Core)

- K4:** Safe and effective methods of operating and maintaining equipment appropriate to the site environment. (Core)
- K5:** Importance of biosecurity and the procedures and controls that have to be in place to maintain it, including general security rules relevant to the site. (Core)
- K6:** Environmental conditions relevant to the species and point in the life cycle and the impact of any change. (Core)
- K7:** Procedures for humane culling, storing and disposal. (Core)
- K8:** Relevant welfare codes of practice including the five freedoms; Freedom from hunger and thirst, Freedom from discomfort, Freedom from pain, injury or disease, Freedom to express normal behaviour, Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering. (Core)
- K9:** The impact of the poultry worker in relation to animal welfare. (Core)
- K10:** Signals and behaviours that indicate animal health or welfare issues and the actions required to mitigate them. (Core)
- K11:** Business and industry legislative requirements, including industry assurance standards. (Core)
- K12:** Methods for stock control, record keeping and reporting. (Core)
- K13:** Relevant costs, waste management procedures, bird metrics and site targets necessary to deliver effective performance. (Core)
- K14:** Relevant technology appropriate to the process, for example controls and software. (Core)
- K15:** Procedures for handling, storing, moving and transporting birds and eggs. (Breeding)
- K16:** Production targets for the appropriate breed or species. (Breeding)
- K17:** Conditions and resources necessary to bring birds into lay. (Breeding)
- K18:** The correct dosage and quality of semen used for artificial insemination and frequency required to maximise fertility where relevant to species. (Breeding)
- K19:** Production targets for the appropriate breed or species. (Egg production)
- K20:** Conditions and resources necessary to bring birds into lay. (Egg production)
- K21:** Procedures for handling, storing, moving and transporting eggs. (Egg production)
- K22:** Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Egg production)
- K23:** How birds should be handled and placed in new environments. (Grow out)
- K24:** Growth targets required for organisational purposes. (Grow out)

- K25:** The equipment required to ensure the provision of appropriate environmental conditions and feed and water, for example, brooders, heaters, feeders, drinkers, lights, resources, appropriate conditions and feed and water provision required for brooding birds where applicable. (Grow out)
- K26:** Procedures for handling, storing, moving and transporting birds. (Grow out)
- K27:** Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Grow out)
- K28:** Principles of vaccination and the importance of correct administration. (Hatching)
- K29:** Correct storage conditions for eggs. (Hatching)
- K30:** Reasons why eggs would be unsuitable for incubation. (Hatching)
- K31:** Appropriate incubation conditions and times relevant to the species. (Hatching)
- K32:** How to recognise infertile eggs. (Hatching)
- K33:** How to identify birds are fit for transport and procedures to follow when birds are deemed unfit for transport in line with legislation. (Hatching)
- K34:** Procedures for handling, storing, moving and transporting eggs. (Hatching)
- K35:** Growth targets required for organisational purposes. (Rearing)
- K36:** Equipment, resources, appropriate conditions and feed and water provision required for brooding birds (Rearing)
- K37:** The condition and physical characteristics of males suitable and unsuitable for breeding. (Rearing)
- K38:** Procedures for handling, storing, moving and transporting birds. (Rearing)
- K39:** Principles of vaccination and the importance of correct administration. (Rearing)
- K40:** How birds should be handled and placed in new environments. (Rearing)
- ## Skills
- S1:** Works in a safe manner and maintains a safe working environment. (Core)
- S2:** Carries out the relevant site procedures and report incidents or unsafe conditions. (Core)
- S3:** Implements and monitors site biosecurity rules and procedures and implements corrective actions when required. (Core)
- S4:** Follows site security rules. (Core)
- S5:** Implements site and personal hygiene procedures, including relevant rules for entering & leaving site. (Core)
- S6:** Maintains a clean environment in line with agreed standards for the facility. (Core)

- S7:** Applies and uses appropriate manual handling techniques. (Core)
- S8:** Monitors and maintains the health of the bird or egg. (Core)
- S9:** Diagnoses bird or egg condition and acts appropriately. (Core)
- S10:** Operates environmental control systems in line with operating instructions or procedures taking into account the species and point in life cycle. (Core)
- S11:** Maintains and operates equipment safely and effectively relevant to the age, breed and bird requirements, for example, ventilation, feeding equipment, drinking equipment, incubators, nest boxes. (Core)
- S12:** Utilises technology and systems appropriate to the operation, for example, a computerised shed environmental management equipment, hatchery processing equipment, environmental testing equipment, egg grading and packing equipment. (Core)
- S13:** Conducts appropriate equipment and welfare checks in a timely manner, and maintains, records in accordance with company procedures. (Core)
- S14:** Monitors and reports performance metrics for operations. (Core)
- S15:** Adheres to and applies welfare codes of practice including the five freedoms. (Core)
- S16:** Applies and acts on business, industry and legislative requirements including industry assurance standards relevant to the operation. (Core)
- S17:** Adapts communication style to suit the audience. (Core)
- S18:** Uses problem solving skills in carrying out roles and tasks. (Core)
- S19:** Interacts effectively with colleagues, managers and site visitors. (Core)
- S20:** Assists with selection of suitable males for breeding and correctly identifies males suitable and unsuitable for breeding, in line with organisational requirements. (Breeding)
- S21:** Assists with bringing birds into lay, (Breeding)
- S22:** Collects, handles, grades, marks and stores eggs for breeding purposes in line with organisational requirements. (Breeding)
- S23:** Assist with preparing and facilitating breeding in line with the species and organisation requirements. (Breeding)
- S24:** Prepares facilities for arrival and departure of birds. (Breeding)
- S25:** Assists with providing the appropriate conditions and resources necessary to bring birds into lay. (Breeding)
- S26:** Measures the development of the birds using the appropriate method and equipment. (Breeding)

- S27:** Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Breeding)
- S28:** Moves and transports birds safely, effectively and compassionately without undue stress. (Breeding)
- S29:** Prepares facilities for arrival and departure of eggs. (Egg production)
- S30:** Collects, handles, grades, marks and stores eggs in line with organisational requirements. (Egg production)
- S31:** Monitor and provide feed and water. (Egg production)
- S32:** Assists with providing the appropriate conditions and resources necessary to bring birds into lay. (Egg production)
- S33:** Assists with bringing birds into lay. (Egg production)
- S34:** Assists with rearing birds to suitable target weight and condition for breeding, (Grow out)
- S35:** Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Grow out)
- S36:** Prepares facilities for arrival and departure of birds. (Grow out)
- S37:** Monitor and provide feed and water. (Grow out)
- S38:** Assesses the growth of young birds meets production targets in line with organisational requirements and instructions. (Grow out)
- S39:** Moves and transports birds safely, effectively and compassionately without undue stress. (Grow out)
- S40:** Receive and select eggs for hatching. (Hatching)
- S41:** Assists with checking egg fertility and selecting eggs for transfer in line with organisational requirements. (Hatching)
- S42:** Hatches and despatches poultry. (Hatching)
- S43:** Prepares facilities for arrival and departure of Eggs. (Hatching)
- S44:** Assists with preparing and administering vaccines and treatments in accordance with instructions. (Hatching)
- S45:** Stores eggs in suitable environment conditions. (Hatching)
- S46:** Takes off poultry, recognise and dispose of sub-standard products in-line with legal and organisational requirements and prepare birds for transportation. (Hatching)
- S47:** Prepares and load eggs into the incubator in accordance with organisation procedures. (Hatching)

**S48:** Assists with preparing and administering vaccines and treatments in accordance with instructions. (Rearing)

**S49:** Assists with preparing necessary equipment and appropriate conditions for new birds and prepares appropriate feed and water taking account of brooding and growing procedures appropriate to species. (Rearing)

**S50:** Prepares facilities for arrival and departure of birds. (Rearing)

**S51:** Monitors and provides feed and water. (Rearing)

**S52:** Assists with rearing birds to suitable target weight and condition for breeding, (Rearing)

**S53:** Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Rearing)

**S54:** Assists with preparing and administering vaccines and treatments in accordance with instructions. (Rearing)

**S55:** Assesses the growth of young birds meets production targets in line with organisational requirements and instructions. (Rearing)

**S56:** Moves and transports birds safely, effectively and compassionately without undue stress. (Rearing)

## Behaviours

**B1:** Team focused and works effectively with colleagues and others. (Core)

**B2:** Supports an inclusive workplace. (Core)

**B3:** Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core)

**B4:** Committed to continuous professional development. (Core)

**B5:** Contributes to a sustainable workplace. (Core)

**B6:** Takes responsibility for adopting good animal welfare practices. (Core)

**B7:** Adapts to change in conditions, technologies, situations and working environment. (Core)

## Qualifications

### English and maths

English and maths qualifications form a mandatory part of all apprenticeships and must be completed before an apprentice can pass through gateway. The requirements are detailed in the current version of the apprenticeship funding rules.

**Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?**

No

## **Consultation**

tbc

## **Progression routes**

ST0467 Poultry technician L3

## **Supporting uploads**

**Mandatory qualification uploads**

**Mandated degree evidence uploads**

**Professional body confirmation uploads**

## **Subject sector area**

3.1 Agriculture