
Title	Quarantine Poultry Farm Worker	Date Updated:	June 2022
Location	Wagga Wagga Quarantine Farm		
Reporting Manager:	Quarantine Farm Manager		
Accepting Employee:		Signed as accepted:	_____

Introduction

This position description describes all the important features of the job that will, in particular, enable specific objectives of the organisation to be achieved. The attributes of the person able to perform this job are described in the person specification.

Purpose

Assist in the day to day operation of the Great Grandparent (GGP) quarantine operation of the Wagga Wagga Quarantine site to ensure the product hatchery and rear objectives are met, which in turn ensures the hatching egg production standards of the flock are met to enable the sales/supply plan targets to be achieved in accordance with management objectives, quality standards, safety and biosecurity.

Position holders will also clean, sanitise and prepare the Aviagen quarantine farm facilities to ensure that product is managed within optimum environmental conditions in order to meet business targets.

These positions are of paramount importance in enabling Aviagen Australia Pty Ltd to produce high quality, disease free parent stock that are capable of achieving their genetic potential. This will be realised through, but not limited to, carrying out animal welfare, bio security, strain security and farm audits. This position is also accountable for monitoring and ensuring high bird welfare is being achieved in accordance with company policies.

Organisation

Aviagen is the world's leading poultry breeding company. Through a comprehensive global network of distributors, the group currently delivers day old broiler chick and turkey grandparent and parent stock to over 250 poultry producers in over 130 countries worldwide. Aviagen Australia Pty Limited is part of this exciting company.

The GGP Quarantine Farm is the first step in the poultry breeder cycle of Aviagen Australia's operation, as the birds arrive at the farm in order to produce GP breeding stock for our operation.

Major Challenges

- To assist in maintaining health, biosecurity, strain security, residue and animal welfare programs
- Complying with farm health and safety policies and procedures, including the wearing of all personal protective equipment
- Working to strict schedules whilst maintaining workplace health & safety and biosecurity standards

Key Responsibilities

Operate with an understanding, knowledge and operational competence within company policies in respect to:

- Biosecurity and Hygiene
- Animal Welfare
- Health, Safety & Environmental
- Employment Conditions and Code of Conduct

Following training, develop practical and demonstrable competence in the following duties.

Quarantine Farms

General duties

- Basic knowledge of - cleaning, disinfecting (sanitising) equipment, machines, buildings within farm confines
- Control pests and vermin
- Maintain tools and protective clothing for an efficient work place
- Operate farming equipment
- Maintain tools and protective clothing for an efficient work place
- Grounds maintenance – Mowing Lawns, spraying weeds.
- Assisting with Laundry operations
- Maintaining a clean work site

Animal Husbandry and livestock operations

- Preparation of shed, equipment and spread litter for new bird placement
- Maintain litter in line with company requirements
- Participate in placement of new flocks
- Observation of bird activity
- Identify and report any potential welfare concerns, and remedy in line with approved practises (which may include euthanasia)
- Catch / hold birds and other aspects of bird handling and welfare activities
- Shed breakdown and cleanout operating within required standards
- Carryout cleaning, disinfecting (sanitising) equipment, machines, buildings within farm confines
- Use of specialised equipment, e.g. High-Pressure Water Blasters
- Transfer of Male birds from rearing farm to production farm
- Transfer of Female birds from rearing farm to production farm
- Uniformity grading of birds between large and small bird pens
- Maintain separation from different pens
- Strain ID of bird lines through tagging
- Ability to keep accurate and useable records for temperature/humidity, light levels, ventilation, weighing & feeding of poultry, daily & weekly activities, stock levels & health reports
- Assist with routine flock health monitoring programs

Hatchery Operations

- Prepare chick rooms for hatch day
- Day old chick processing – Customer Services; including de-toeing and vaccination
- Operation of Machinery i.e. Pneumatic vaccinators, Transfer machine and Hot blade debeakers / toe trimmers; including setup, cleaning and disinfection
- Check hatcher and setter machines and notify site management of problems
- Washing and papering of boxes
- Understand and maintain strain security in the egg room, transfer and processing
- Count, feather check and grade day old chicks

Please note the lists above is not a complete list of tasks, relevant (to level of position) tasks maybe added and deleted where full training and instruction and supervision is provided until competency is attained.

Aviagen has very specific Production SOP (standard operating procedures) which detail specific tasks required and the standards / process to be followed – carrying out these SOPs in line with training/assessment competence forms a large part of a Poultry Farm Worker position.

Person Specification Introduction

This person specification describes the attributes of a person most suited to carry out the role described in the attached Position Description. Departure from this specification may result in less than optimal performance and consideration should be given to resolving identified shortfalls.

Skills and Competences for functioning Poultry Farm Worker

- Knowledge and understanding of the Animal Welfare codes
- Good understanding of equipment and environmental management
- Skills in flock husbandry, incubation and animal health issues
- Knowledge and understanding of Health & Safety in a farming environment
- Time Management Skills
- Computer skills
- Self-motivation and organisation
- A strong focus on attention to detail and accuracy
- Strong Planning and organisation skills
- Effective communicator, verbal and written (reporting)
- Ability to work independently
- Ability to work as an effective team member
- Work in partnership with people at all levels in an organisation
- Ability to travel to and from work – work site is located 30km out of Wagga Wagga CBD with no public transport to site
- Undertake online training on Approved Arrangement Accreditation for AA Accredited Persons (Classes 1-8) located at [HOME - Guardian \(aitgb.com.au\)](http://HOME - Guardian (aitgb.com.au))

Work Health and Safety requirements

- Maintain suitable standard of facial hair so that required personal protective equipment is effective.
- Examples of accepted facial hair types found at [ProChoice-Facial-Hairstyles-Filtering-Facepiece-Respirators.pdf](#)
- Able to wear half face respirators and undertake fit testing
- Able to wear full face respirators if using dangerous chemicals and undertake appropriate fit testing
- Undertake Aviagen's health monitoring systems.
- Participate in random drug detection program on site.

Biosecurity

Aviagen's Wagga Quarantine farm operates at the highest level of biosecurity to protect the livestock within and also Australia's agriculture industries. Equipment that is not permitted inside the operational area can be secured in lockers as part of the staff common areas. Items which are inadvertently brought into the operations area can be held until appropriate approvals are gained to remove it, depending on stage of operations this could be up to three months.

- Personal items are not permitted to be taken inside the operations area.
- All jewellery must be removed before entry, including but not limited to piercings, ear rings, watches, rings etc.
- Hand and feet hygiene, nails must be kept short and cleaned when showering, no paint, polish or fake nails are allowed.
- External Medical devices (devices outside of the skin) are not permitted to be removed from the operational area, including but not limited to Glucose monitoring devices, Insulin pumps, Asthma inhalers
- Mobile phones and other electronic devices are not permitted in the operations area.
- Access to intensive agriculture and other domestic birds prior to shift is not permitted in line with Aviagen's Biosecurity policy.
- Access to domestic birds is not permitted for 120 hours after exiting the operations area.
- Reading/visual glasses are the only approved items to be removed from the operations area with required pre approval and cleaning.

Experience

Experience is a beneficial indicator of an individual's ability to apply certain skills and attributes in order to perform consistently in a job.

Essential:

- A high level of physical fitness
- Car or motor bike driving licence - full or restricted

Desirable:

- A high level of poultry animal husbandry experience

Values and Behaviours

Demonstrated strong alignment of the incumbents' everyday conduct with Aviagen's Values and Behaviours:

POSITIVE ATTITUDE: We show a positive "can-do" attitude in our work and interaction with colleagues and customers

CUSTOMER FOCUSED: We devote our time and energy to add value and make a difference for customers each day

TEAM ORIENTED: We work together toward efficient and effective ways to meet customer needs and help our company succeed

RESPECTFUL: We treat everyone with equal respect and value their contributions, as well as their diversity

CONTINUOUS IMPROVEMENT: We're a learning organization, with a constant drive toward greater achievement to benefit our customers and stakeholders

INTEGRITY: We show consistent moral and ethical behaviour in all we do

CARING: We care for our employees, our customers, our birds, our communities and our world

This position description may be reviewed by Aviagen frequently to ensure currency.

Functional Capacity Demands by Task

	Occasionally - up to one third of the day Frequently - one third to two thirds of the day Constantly - above two thirds of the day				Light up to 5kg Moderate up to 12kgs Heavy up to 17kgs
	Never	Occasional	Frequent	Constant	Physical Demand
Lifting waist level and below	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Lifting waist level and above	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Bilateral carrying, i.e. using both arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Unilateral carrying, i.e. using one arm	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Bilateral pushing, i.e. using both arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Unilateral pushing, i.e. using one arm	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Bilateral pulling, i.e. using both arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Unilateral pulling, i.e. using one arm	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Heavy
Reaching	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Moderate
Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Moderate
Arms over head while standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Moderate
Kneeling	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Bent over while sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Light
Bent over while standing/stooping	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Moderate
Squatting/crouching	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Moderate
Repetitive squatting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Heavy
Climbing stairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Light
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Moderate
Crawling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Climbing a ladder	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Repetitive trunk rotation while standing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Heavy

- The physical demands above are representative of those that must be met by a teammate to successfully perform the essential functions of this position
- While performing the duties of this position, the worker is regularly required to lift up to 15kgs, the height required for this lift depends on the task being completed. The worker should be comfortable with being able to lift 15kgs above shoulder height several times a day
- Work environment consists of multiple obstacles and trip hazards in the shed that require the worker to comfortably step over them repeatedly during the work day, these include:
 - Partitions between bays
 - Steps onto slats
 - Feeder track at approximately 400mm high
 - Drinker lines at approximately 500mm high with electric fence wire running along the top