

Position Title:	Poultry Farm Worker	Reports to:	Poultry Farm Manager (at assigned farm)
Department:	Operations, Production	Job Family	Production Farming
Location	Breeder Farm facilities at; Opunake, Okato, Motonui, Urenui, Wai iti	Date PD updated	August 2024
Accepted by Employee		Signed:	

1. Background of Aviagen

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 New Zealand Limited is part of this exciting company.

The Taranaki GGP and GP Breeding Farms are the second and third steps of Aviagen New Zealand's operation, as the birds arrive at these farms in order to produce grandparent (GP) stock to restock our own supplies and parent stock (PS) birds for external customers.

2. Job Profile Summary

The primary purpose of this position is to assist in the day to day operation of a Great Grandparent (GGP) or Grandparent (GP) rearing and/or production operation of the assigned Aviagen Taranaki Production team sites to ensure the product rear/breeding objectives are met, which in turn ensures the hatching egg production standards are met to enable the sales/supply plan that is achieved in accordance with management objectives, quality standards, safety and biosecurity.

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.

Position holders may also need to assist in cleaning, sanitising and preparing the Aviagen rearing and production farms facilities to ensure that product is managed within optimum environmental conditions in order to meet business targets.

3. Dimensions

Travel Requirement	Seldom
Staff Management	Nil
Financial Management	Nil

4. Key Accountabilities

Major Challenges

- To assist in maintaining health, biosecurity, strain security and animal welfare programs
- Complying with farm health and safety policies and procedures, including the wearing of all personal protective equipment
- To assist in maintaining health, biosecurity, strain security, residue and animal welfare programs
- 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 Management
- Employment Conditions and Code of Conduct

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

Production and Rearing Farms

- a) Work in a safe manner without direct supervision
- b) Basic knowledge of - cleaning, disinfecting (sanitising) equipment, machines, buildings within farm confines
- c) Control pests and vermin
- d) Maintain tools and protective clothing for an efficient work place
- e) Maintain litter in line with company requirements
- f) Observation of bird activity
- g) Operate farming equipment
- h) Identify any potential welfare concerns and remedy (which may include culling/euthanizing of birds)
- i) Preparation of sheds, equipment and spread litter for new bird placement plus set up for depopulation and cleanout
- j) Catch / hold birds and other aspects of live bird handling and welfare activities
- k) Collect and handle depleted (euthanised) stock
- l) Weigh and move Feed in the poultry house
- m) Ability to keep accurate and useable records for temperature/humidity, light levels, ventilation, weighing & feeding of poultry, daily & weekly activities, stock levels & health reports
- n) General maintenance of poultry farm grounds
- o) Operation of fog equipment in farm sanitation room.

Participate in End of Lay process, shed breakdown and cleanout operating within required standards/procedures.

Participate in sanitation and preparation of shed

- Assist in setup of shed for new flocks
- Participate in placement of new flocks

Production

- a) Collect, grade, and store eggs to Company specification
- b) Obtain basic knowledge of nest hygiene
- c) Maintain strain security between stock and eggs

Rearing

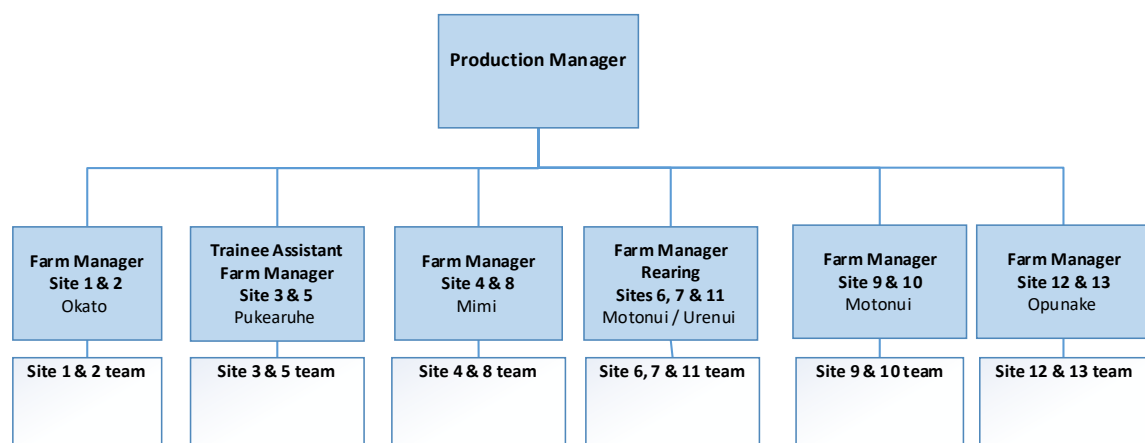
- a) Uniformity grading of birds between large and small bird pens
- b) Maintain separation of male and female birds and small and large birds
- c) Strain ID of bird lines through tagging
- d) Routine Vaccination

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.

For more detail on the specific SOPs related to Poultry Farm Workers and the progression of skill and wage rate – please discuss with your Manager, Department Manager or Human Resources.

5. Organisation Structure



6. Person Specification Requirements					
Education Requirements	No specific essential requirements				
Language Requirements	English (functional level for speaking, listening, reading and writing)				
Work Experience	Poultry animal husbandry experience (desirable)				
Training/ Certifications	Class 1 driving licence – full or restricted (desirable)				
Competencies/ Skills	- An effective level of numeracy and literacy (given egg counting, farm reporting and following SOPs and written instructions - Effective communicator, verbal and written - A strong focus on attention to detail and accuracy - Basic Computer skills - Ability to follow Animal Welfare procedures - Skills in flock husbandry and recognising and responding to animal health issues - Good understanding of poultry equipment and environmental management (desired) - Knowledge of Health & Safety in a farming environment (desired) - Demonstrated efficiency in Time Management - Self-motivation and strong work ethic, follow clear instructions. - Strong Planning and organisation skills (desirable) - Ability to work independently and as an effective team member - Effective collaboration with people at all levels in an organisation				
Physical, Environmental & Sensory Requirements:	- High level of physical fitness (essential), - Capability to push, pull, lift, carry up to 20kg or more - Capacity to manually handle poultry, and walk through poultry in an indoor environment. - Capacity to work in environments with animal farm related smells and odours and a noisy environment - Capacity to work in a confined environment that maybe dry, dusty or damp.				
7. Functional Capacity Demand by Task					
	Occasionally - Frequently - Constantly -	up to one third of the day one third to two thirds of the day 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	☒	☐	☒	☐	Heavy
Lifting waist level and above	☐	☐	☒	☐	Heavy
Bilateral carrying, i.e. using both arms	☐	☐	☒	☐	Moderate
Unilateral carrying, i.e. using one arm	☐	☐	☒	☐	Heavy
Bilateral pushing, i.e. using both arms	☐	☐	☒	☐	Heavy
Unilateral pushing, i.e. using one arm	☐	☐	☒	☐	Heavy
Bilateral pulling, i.e. using both arms	☐	☐	☒	☐	Heavy
Unilateral pulling, i.e. using one arm	☐	☐	☒	☐	Heavy
Reaching	☐	☐	☒	☐	Moderate
Sitting	☐	☒	☐	☐	Light
Standing	☐	☐	☐	☒	Moderate
Arms over head while standing	☐	☐	☒	☐	Moderate
Kneeling	☐	☒	☐	☐	Moderate
Bent over while sitting	☐	☒	☐	☐	Light
Bent over while standing/stooping	☐	☐	☒	☐	Moderate
Squatting/crouching	☐	☒	☒	☐	Moderate
Repetitive squatting	☐	☒	☐	☐	Moderate
Climbing stairs	☐	☒	☐	☐	Light
Walking	☐	☐	☐	☒	Moderate
Crawling	☐	☒	☐	☐	Light
Climbing a ladder	☐	☒	☐	☐	Light
Repetitive trunk rotation while standing	☐	☐	☐	☒	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 comfortable 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					
8. Cognitive Capacity Demands by Skill Level / Grade					

The Poultry Farm Worker position holder will be developed into the role and progress to a high level of competence via the progressive completion of a Breeder Farm Competence Development Programme. Starting at a Skill Level 1 (new entrant to the workforce), the worker will work through the initial requirements for a Skill Level 2, then Level 3 and finally a Skill Level 4.

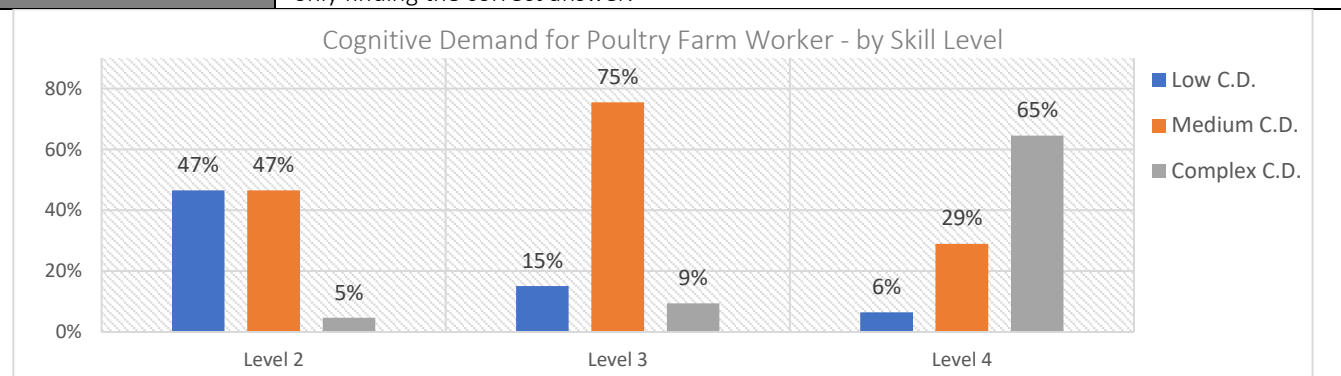
Each new employee within the Poultry Farm Worker position will receive an “Individual Breeder Farm Skill/Competence Training Program Plan” sheet [**Development Plan**]. This Development Plan will identify which Standard Operating Procedures (SOP)s the worker is required to be trained in, develop competence in and be assessed as competent. There may be occasion where the worker is required to work through a SOP assigned to a higher Skill Level than the level they hold or are working towards due to the requirements on farm. The completion of ‘out of order’ SOP training is often essential to ensure the required standard of task completion is achieved, ensuring safety, welfare and security precautions are considered.

As the employee is in training, they must be noted as such on training records. Once trained and competence is achieved, the Development Plan will record what stage of training/competence that worker has achieved with that specific SOP. Once the reporting Manager is confident that the employee has achieved 100% competency in how to carryout/operate within the requirement of all SOPs within a specific Skill Level accurately and effectively this is confirmed by Manager signoff.

Once the direct Manager of the employee has trained the employee to their satisfaction in all of the SOPs for the next Skill Level and determined competence to that SOP, the Manager will then inform the Independent Skill Assessor who will carry out an independent assessment of the employee’s competence. If this is successfully completed, the employee is confirmed as competent within that specific Skill Level. Where the independent assessment is not successfully completed, the employee is then retrained and reassessed.

On assessment of the complexity of the cognitive thinking required by each Skill and Competence Level within the Poultry Farm Worker position, Aviagen has used the following scale to determine cognitive demand

Low cognitive demand	Follow known procedures, little problem solving, no analysis, follow prior learnings
Medium cognitive demand	Making connections, problem solving on previous knowledge/experience, task being completed triggers the process to be followed
Complex cognitive demand	Multifaceted thinking, outcomes are not always predictable, task completion may need manipulation to get the desired outcome while using applicable work knowledge, task needs analysis, problem solving on your feet, people management, calculations, these tasks focus on only finding the correct answer.



9. 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 organisation, 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.