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SOUTH AFRICAN QUALIFICATIONS AUTHORITY

REGISTERED QUALIFICATION:

Occupational Certificate: Dairy Unit Manager

SAQA QUAL ID	**QUALIFICATION TITLE**			
101570	Occupational Certificate: Dairy Unit Manager			
ORIGINATOR				
Development Quality Partner - AgriSETA				
PRIMARY OR DELEGATED QUALITY ASSURANCE FUNCTIONARY			**NQF SUB-FRAMEWORK**	
-			OQSF - Occupational Qualifications Sub-framework	
QUALIFICATION TYPE	**FIELD**		**SUBFIELD**	
Occupational Certificate	Field 01 - Agriculture and Nature Conservation		Primary Agriculture	
ABET BAND	**MINIMUM CREDITS**	**PRE-2009 NQF LEVEL**	**NQF LEVEL**	**QUAL CLASS**
Undefined	410	Not Applicable	NQF Level 05	Regular-ELOAC
REGISTRATION STATUS		**SAQA DECISION NUMBER**	**REGISTRATION START DATE**	**REGISTRATION END DATE**
Registered		SAQA 03123/18	2018-12-07	2023-12-07
LAST DATE FOR ENROLMENT		**LAST DATE FOR ACHIEVEMENT**		
2024-12-07		2027-12-07		

In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.

This qualification does not replace any other qualification and is not replaced by any other qualification.

PURPOSE AND RATIONALE OF THE QUALIFICATION

Purpose:
The purpose of this qualification is to prepare a learner to operate as a Dairy Unit Manager.

A Dairy Unit Manager attends to the day to day management of a dairy farming unit, of dairy farm animals, harvesting and processing of milk, general operation and maintenance of dairy and farming equipment, the protection of natural farm resources and the performance of work teams or individuals.

A qualified learner will be able to:
- Attend to livestock feeding, production and health care functions on a dairy farm.
- Attend to dairy parlour hygiene, milk harvesting and equipment care activities.
- Oversee and manage dairy farming activities.

Rationale:
With all the developments in the agricultural arena, science and technologically advanced processes have replaced conventional farming practices to a large extent. This has led to an increase in the demand for a skilled workforce on dairy farms. The dairy farming industry will promote the establishment of best practice standards on dairy farms throughout the country by means of a formal qualification.

This qualification will benefit communities and societies by ensuring that a set of learning standards for knowledge and practical skills are prescribed which must be mastered for any learner who has the need to qualify as a Dairy Farmer.

Consultation on the role, occupational profile, knowledge, practical skills and workplace experience requirements for the various levels of the dairy farmer qualification included emerging dairy farmers, commercial farmers as well as veterinarians consulting mainly in the dairy industry in South Africa, as well as knowledgeable dairy scientists and subject matter experts of long standing.

This qualification equally addresses the needs of the commercial dairy farming industry as well as the emerging farmers. The availability of milk and milk products that meet food safety and quality standards serves the need of the consumer and is supported by this qualification.

It is also important to notice that persons entering the qualification with the aim of qualifying as dairy unit managers have to gain competencies in all the levels of dairy farming practice as covered by this qualification. This includes entry-level competencies in caring for dairy animals, attending to milking and milk parlour processes as well as advancing to higher level competencies related to leading work teams and dairy farm management practices.

Specific defined skill sets included in the design of this qualification prepare the person for a range of employment opportunities on a dairy farm. A person seeking employment on a dairy farm starts as a dairy farm worker and progress to work as a supervisor or herd manager before eventually progressing to a Dairy Unit Manager.

LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

Recognition of Prior Learning (RPL):
RPL for access to the external integrated summative assessment: Accredited providers and approved workplaces must apply the internal assessment criteria specified in the related curriculum document to establish and confirm prior learning. Accredited providers and workplaces must confirm prior learning by issuing a statement of result or certifying a work experience record.

RPL for access to the qualification: Accredited providers and approved workplaces may recognise prior learning against the relevant access requirements.

Entry Requirements:
- NQF Level 4 qualification with Mathematics and Science.

RECOGNISE PREVIOUS LEARNING?

Y

QUALIFICATION RULES

This qualification is made up of the following compulsory Knowledge and Practical Skill Modules:

Knowledge Modules (94 Credits):
- 612102001-KM-01, South African dairy farming environment, Level 3, 4 Credits.
- 612102001-KM-02, Dairy calf and heifer rearing, feeding and health care, Level 3, 8 Credits.
- 612102001-KM-03, Dairy animal health care, Level 2, 8 Credits.

- 612102001-KM-04, Dairy animal production, Level 3, 8 Credits.
- 612102001-KM-05, Dairy livestock feeding, Level 3, 8 Credits.
- 612102001-KM-06, Milk harvesting and in-parlour processing, Level 3, 10 Credits.
- 612102001-KM-07, Team Leadership, Level 4, 8 Credits.
- 612102001-KM-08, Code of Good Practice for Milk Producers in the dairy industry, Level 4, 8 Credits.
- 612102001-KM-09, Dairy farm production management, Level 5, 10 Credits.
- 612102001-KM-10, Farm business management, Level 5, 10 Credits.
- 612102001-KM-11, Pasture management, Level 5, 12 Credits.

Practical Skill Modules (106 Credits):
- 612102001-PM-01, Perform calf and heifer rearing, production and health care practices, Level 3, 9 Credits.
- 612102001-PM-02, Perform animal production and health care practices of cows and bulls, Level 3, 9 Credits.
- 612102001-PM-03, Prepare feed and feed cows in milk, Level 3, 9 Credits.
- 612102001-PM-04, Harvest milk, attend to milk parlour hygiene and equipment, Level 3, 9 Credits.
- 612102001-PM-05, Attend to dairy parlour water treatment and waste water, Level 3, 4 Credits.
- 612102001-PM-06, Initiate and maintain first line discipline, Level 4, 7 Credits.
- 612102001-PM-07, Lead and direct work teams, Level 4, 7 Credits.
- 612102001-PM-08, Keep dairy farm records, Level 4, 7 Credits.
- 612102001-PM-09, Attend to concepts related to the dairy code of good practise for milk producers, Level 4, 7 Credits.
- 612102001-PM-10, Attend to dairy herd management activities, Level 5, 8 Credits.
- 612102001-PM-11, Attend to milk parlour management activities, Level 5, 10 Credits.
- 612102001-PM-12, Attend to farm business management activities, Level 5, 10 Credits.
- 612102001-PM-13, Attend to pasture management activities, Level 5, 10 Credits.

This qualification also requires the following Work Experience Modules (210 Credits):
- 612102001-WM-01, Calf and heifer rearing practices and a dairy farm, Level 3, 18 Credits.
- 612102001-WM-02, Heifer, cow and bull production and health care practices on a dairy farm, Level 3, 18 Credits.
- 612102001-WM-03, Lactating cow feeding practices on a dairy farm, Level 3, 18 Credits.
- 612102001-WM-04, Milk harvesting, parlour hygiene and equipment care processes on a dairy farm, Level 3, 23 Credits.
- 612102001-WM-05, In parlour milk processing and handling, Level 3, 13 Credits.
- 612102001-WM-06, Direct a work team in different dairy farming production activities, Level 4, 18 Credits.
- 612102001-WM-07, Dairy farm records and administrative processes, Level 4, 10 Credits.
- 612102001-WM-08, Implementation of Code of Good Practice for Milk Producers in the dairy industry, Level 4, 18 Credits.
- 612102001-WM-09, Dairy farming management processes and systems, Level 5, 42 Credits.
- 612102001-WM-10, The establishment and management of pastures on a dairy farm, Level 5, 32 Credits.

EXIT LEVEL OUTCOMES

1. Attend to livestock feeding, production and health care functions on a dairy farm.
2. Attend to dairy parlour hygiene, milk harvesting and equipment care activities.
3. Oversee and manage dairy farming activities.

ASSOCIATED ASSESSMENT CRITERIA

Associated Assessment Criteria for Exit Level Outcome 1:
- Calf rearing and care practices are performed in accordance with accepted dairy farming practices and procedures.
- General health inspections of the calf and heifer are conducted in a systematic manner in accordance with accepted dairy farming practices and procedures.
- Basic animal health treatments are administered on calves and heifers in accordance with accepted dairy farming practices and procedures.
- Heifers and cows are selected and prepared for AI or natural breeding in accordance with accepted dairy farming practices and procedures.

- Cows and bulls are cared for in accordance with accepted dairy farming practices and procedures.
- General health inspections of cows and bulls are conducted in a systematic manner in accordance with accepted dairy farming practices and procedures.
- Basic animal health treatments are administered on cows and bulls in accordance with accepted dairy farming practices and procedures.
- Supplementary and concentrated feeds are prepared, mixed and distributed in accordance with accepted dairy farming practices and procedures.
- Production related problems are recognised and categorised in terms of urgency and potential impact on the success of the farm and addressed in accordance with accepted dairy farming practices and procedures.
- Solutions provided to production problems recognise the inter relationship between different variables in milk farming, are practically implementable and take potential costs into consideration.
- Support and professional advice network is secured and maintained, including professional support structures to achieve sustainable dairy farming standards.

Associated Assessment Criteria for Exit Level Outcome 2:
- Cows are prepared for milking in accordance with accepted dairy farming practices and procedures.
- Lactating cows under treatment are handled in accordance with accepted dairy farming practices and procedures.
- Cows fresh in milk (colostrum) are handled in accordance with accepted dairy farming practices and procedures.
- Cows are milked and milk records maintained in accordance with accepted dairy farming practices and procedures.
- The milk cooling and storage equipment are utilised and maintained in accordance with milk handling and hygiene industry standards.
- Dairy parlour hygiene practices are performed in accordance with milk handling and hygiene industry standards.
- Dairy parlour equipment is cleaned and maintained in accordance with milk handling and hygiene industry standards.
- Routine maintenance of the water treatment system is performed in accordance with water quality assurance and operational procedures.
- Milk harvesting related problems are recognised and categorised in terms of urgency and potential impact on the success of the farm and addressed in accordance with accepted dairy farming practices and procedures.
- Solutions provided to address milk harvesting related problems recognise the inter relationship between different variables in milk farming, are practically implementable and take potential costs into consideration.
- The principles of the Code of Good Practice for dairy farming and all related requirements are practically implemented and adhered to across all aspects of an operational dairy farm.

Associated Assessment Criteria for Exit Level Outcome 3:
- Supervision concepts and practices are applied to ensure productive work teams.
- Performance standards are monitored, work schedules are planned and work allocated to achieve desired work standards and outputs.
- The principles of coaching are applied to maintain informed and competent team members.
- Team members are informed through well-structured and facilitated briefing and information sharing sessions.
- Herd composition objectives are formulated and herd management practices implemented in accordance with accepted dairy farming practices.
- Herd feeding policy is formulated and herd nutritional management practices implemented in accordance with accepted dairy farming practices.
- A milk parlour quality management system is formulated and quality management practices implemented in accordance with milk handling and hygiene industry standards.
- Milk parlour routines are monitored and managed in accordance with milk parlour inspection and replacement protocols for daily, weekly, monthly, quarterly and annual inspections.
- Herd health certification and statutory inspections of the milk parlour is scheduled according to statutory requirements.
- Milk recording data is recorded, analysed, problem areas identified, trends recognised and improvements recommended in a systematic way that demonstrates sound technical dairy farming practice knowledge and application.

Integrated Assessment:

Integrated Formative Assessment:
The skills development provider will use the curriculum to guide them on the stipulated internal assessment criteria and weighting. They will also apply the scope of practical skills and applied knowledge as stipulated by the internal assessment criteria. This formative assessment leads to entrance into the integrated external summative assessment.

Integrated Summative Assessment:
An external integrated summative assessment, conducted through the relevant Quality Council for Trades and Occupations (QCTO) Assessment Quality Partner is required for the issuing of this qualification. The external integrated summative assessment will focus on the Exit Level Outcomes and Associated Assessment Criteria.

INTERNATIONAL COMPARABILITY

Qualifications and formal learning programmes in Dairy Farming in New Zealand and Australia were selected for international comparability purposes.

Australia and New Zealand are selected based on the similarities in technical vocational educations and training in these countries and South Africa. The standard or unit based and competency aligned approach followed in these countries allows for comparisons with South African occupational certificates.

Australia:
The development of the dairy farming industry in Australia is regarded by the South African industry as a comparative model. It is considered to be a country in the Southern hemisphere with a very sophisticated dairy farming industry as well as a highly developed training infrastructure.

A detailed comparison was conducted using information regarding the dairy industry in Australia. The Australian qualifications, AHC30210 Certificate III and RTE40103 Certificate IV in Agriculture (Dairy Production) were selected for comparative purposes.

Apart from a range of general farming related units, specific units in Dairy Production covered in these qualifications include:
- Milk livestock.
- Rear new-born and young livestock.
- Implement animal health control programs.
- Coordinate milking operations.
- Implement feeding plans for livestock.
- Supervise work routines and staff performance.
- Implement and monitor quality assurance procedures.
- Develop livestock feeding plans.
- Manage the implementation of milking shed routines.
- Supervise animal health programs.
- Manage finances.

New Zealand:
Primary ITO, New Zealand's largest industry training organisation, offers nationally recognised, NZQA qualifications in Dairy Farming.

Primary ITO offers agriculture training in all aspects of dairy farming. A range of programmes are offered in dairy farming, including breeding, health and husbandry, feeding and pastures through to a management level qualification in production management and a National Diploma in Agribusiness Management.

The National Certificate in Agriculture (Dairy Farming) (Level 4) offered by Primary ITO to a person to act in a management position on a dairy farm includes the management topics in pastures and feeding, soils and fertilisers, animal health and production, mating and calving. This qualification is of specific interest as a comparative qualification.

Dairy farming specific programmes include:
- Dairy Breeding - Mating, Rearing Calves and Young Stock, Calving.
- Dairy Health and Husbandry - Health of Dairy Cows, Handling and Treating Dairy Cows, Milk Production.

- Feeding and Pastures.

Summary:
The Australian qualification includes areas of learning that are comparable to this qualification in terms of scope and content. The New Zealand learning programmes and qualifications are comparable to this qualification in most areas, but include learning in pasture establishment and management. Pasture establishment and management were discussed during the development of this qualification. It was however considered to be a learning area that does not fall within the scope of this qualification.

Conclusion:
The Dairy Farmer qualification compares favourably with the related qualifications developed through the New Zealand and Australian models in term of learning areas and level of complexity.

ARTICULATION OPTIONS

Horizontal Articulation:
- National Certificate: N5 Farming Management, Level 5.
- National Certificate: N6 Farming Management, Level 5.
- National Diploma: Animal Production, Level 5.

Vertical Articulation:
- Diploma in Agriculture Animal Production, Level 6.
- Diploma in Agriculture in Animal Production, Level 6.

MODERATION OPTIONS

N/A

CRITERIA FOR THE REGISTRATION OF ASSESSORS

N/A

NOTES

Qualifying for external assessment:
In order to qualify for an external assessment, learners must provide proof of completion of all required knowledge and practical modules by means of statements of results and a record of completed work experience including the Foundational Learning Competence.

Additional legal or physical entry requirements:
None.

Criteria for the accreditation of providers:
Accreditation of providers will be done against the criteria as reflected in the relevant curriculum on the Quality Council for Trades and Occupations (QCTO) website.

The curriculum title and code is: Dairy Unit Manager: 612102001.

Encompassed Trades:
This qualification encompasses the following trades as recorded on the NLRD:
- This is not a trade.

PART QUALIFICATIONS:
612102-000-00-01, Dairy Farm Worker, Level 2, 132 Credits.
612102-000-00-02, Dairy Farm Supervisor, Level 3, 266 Credits.

Assessment Quality Partner (AQP):
Agriculture Sector Education and Training Authority (AgriSETA).

LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION:

NONE

PROVIDERS CURRENTLY ACCREDITED TO OFFER THIS QUALIFICATION:

This information shows the current accreditations (i.e. those not past their accreditation end dates), and is the most complete record available to SAQA as of today. Some Primary or Delegated Quality Assurance Functionaries have a lag in their recording systems for provider accreditation, in turn leading to a lag in notifying SAQA of all the providers that they have accredited to offer qualifications and unit standards, as well as any extensions to accreditation end dates. The relevant Primary or Delegated Quality Assurance Functionary should be notified if a record appears to be missing from here.

NONE

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