

# Wanganui Conservancy Firearms/Welfare Competency Standards

**Version 1.1**

**September 2007**

Version History Version	Author of change	Date	Change/Reason for change
1.1	Dean Stronge	September 2007	Amendments following pilot
1		May 2007	Approved by D Cutts, Conservator, Wanganui

## Wanganui Conservancy Welfare Competency Standards

<b>Prerequisites</b>	<hr/> <ul style="list-style-type: none"><li>• None</li></ul> <hr/>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To ensure that all staff and contractors intending to undertake DOC animal pest control operations are aware of animal welfare issues and the need to ensure animals are killed in a humane manner</li></ul> <hr/>
<b>Standards</b>	<ul style="list-style-type: none"><li>• All staff and contractors who wish to undertake DOC animal pest control operations within Wanganui Conservancy must show adequate knowledge of the following competencies by passing a certification process on animal welfare issues surrounding the humane killing of pest animals</li><li>• All staff certified in this module must be reassessed every two years</li></ul> <hr/>
<b>Accountabilities and Responsibilities</b>	<p>The Area Manager is <b>accountable</b> and the Programme Manager is <b>responsible</b> for ensuring that:</p> <ul style="list-style-type: none"><li>• Only staff/contractors certified in this module are used on DOC animal pest control operations</li><li>• That staff are reassessed every two years</li></ul> <hr/>

### Competencies:

All staff must be able to;

- 1) Demonstrate knowledge of how to kill animals humanely, including knowledge of
  - a) The vital areas of their intended targets
  - b) The effect of their projectiles on these vital parts
  - c) The limitations of their bullets in reaching these vital parts
  - d) How to dispatch wounded animals
  - e) The characteristics of different types of ammunition
  - f) The minimum calibre recommended for a particular species
- 2) Demonstrate knowledge of why it is important to kill animals humanely, including knowledge of;
  - a) animal welfare issues
  - b) animal welfare law and implications

### Supporting Information

Recommended minimum calibre for species hunted;

Goat	.222 (soft nosed ammunition hunting should be used)/ 12 gauge Shotgun (buckshot)
Deer (except sambar)	.243 (soft nosed hunting ammunition should be used)/ 12 gauge Shotgun (buckshot)
Sambar deer	.264 (6.5mm) (soft nosed hunting ammunition should be used)/ 12 gauge Shotgun (solids)
Cattle/horse/pigs	.270 (soft nosed hunting ammunition should be used)/ 12 gauge Shotgun (solids)
Possum/rabbit/cats	.22 (hollow point, solids or soft nosed hunting ammunition should be used)/ 12 gauge Shotgun (#4 shot)
Dogs	.222 (soft nosed hunting ammunition should be used)/ 12 gauge Shotgun (buckshot)

NOTE: Staff can use a smaller calibre at their Area Manager's discretion. It is expected that Area Managers would only grant this to staff who could demonstrate a higher level of shot placement than the minimum requirements – i.e. can consistently group shots into a small area (and therefore consistently place shots into the kill zone).

- Only shoot when an animal can be clearly seen and within firearm range.
- Head (brain), neck or chest (heart-lung) shots must be used. Shooting other parts of the body is unacceptable. Chest shots are preferable because hearts and lungs are the largest vital organs and if not lethal, are likely to severely restrict an animal's ability to move, allowing placement of further lethal shots.
- The shooter must be certain that each animal is dead before another is targeted. Wounded animals must be located and killed as quickly and humanely as possible (with further shots to the chest or head).
- If females with young at foot are shot, efforts should be made to find dependent young and kill them quickly and humanely.
- It is unacceptable to set a dog onto an animal with the intention of bringing it down, holding or attacking it.
- It is only acceptable to knife bailed or wounded goats when the risks of shooting the animal (i.e. to dogs or from bullet ricochet) are too great. The goat must be held firmly and the carotid arteries cut with a sharp knife, spinal cord should also be cut.

### **Animal Welfare Act**

[http://www.legislation.govt.nz/browse\\_vw.asp?content-set=pal\\_statutes](http://www.legislation.govt.nz/browse_vw.asp?content-set=pal_statutes)

### **Guide to Animal Welfare Act – note section 13 covers hunting**

<http://www.biosecurity.govt.nz/legislation/animal-welfare-act/guide/index.htm#top>

### **Guide to Ammunition**

Montana Hunter Education Student Manual

<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Five: Understanding Ammunition

### **Guide to Kill Zones**

Montana Hunter Education Student Manual

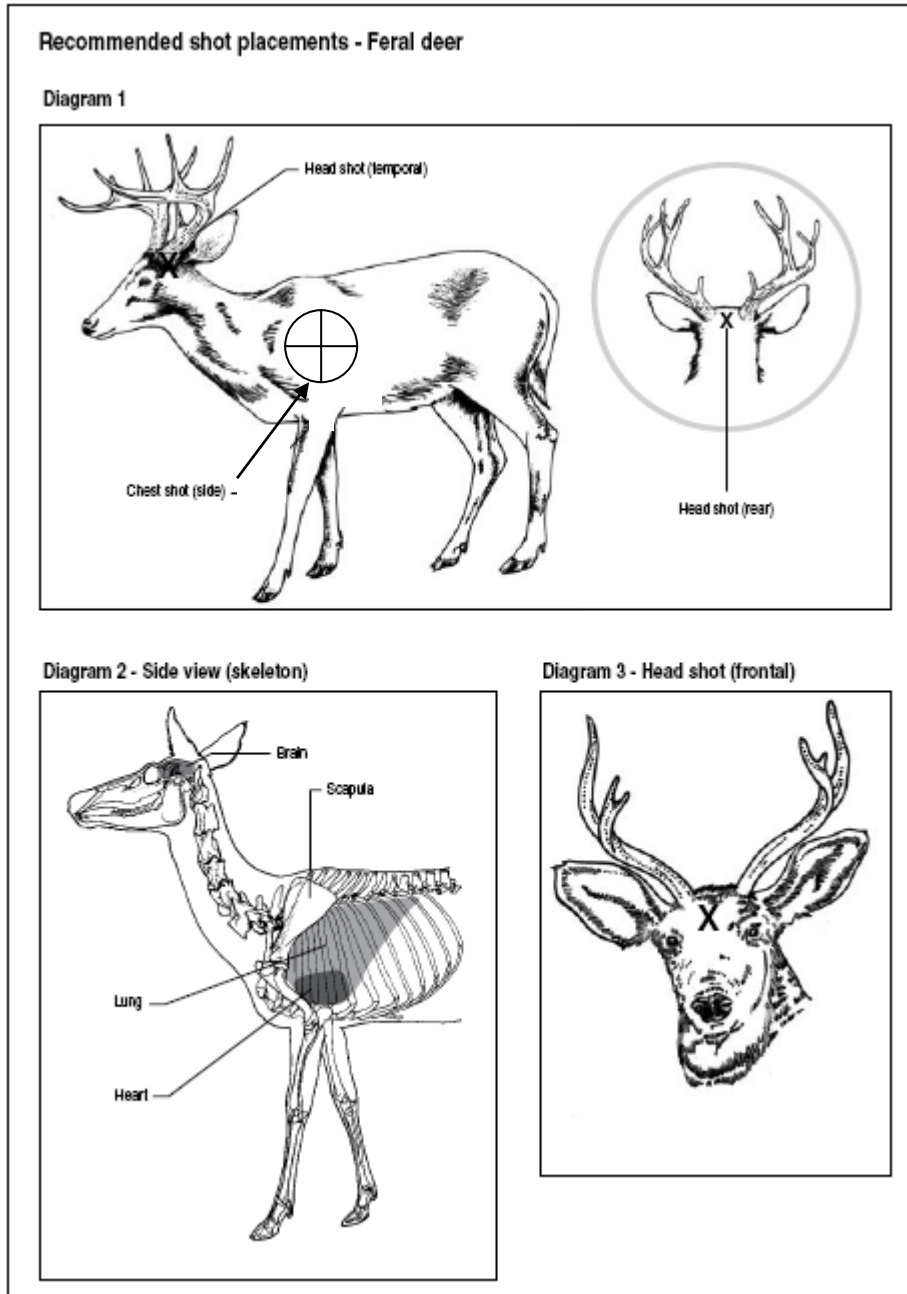
<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Eight: Making the Shot and Afterwards

Part C: Where should I aim; Part D: What to do after the shot

**Wanganui Conservancy Hunting Dog Policy**  
[Dog Policy](#)

**International Hunter Education Association**  
<http://homestudy.ihea.com/index.htm>



Source: DEE001 Ground Shooting of Wild Deer - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

## Recommended shot placements - Feral goat

Diagram 1

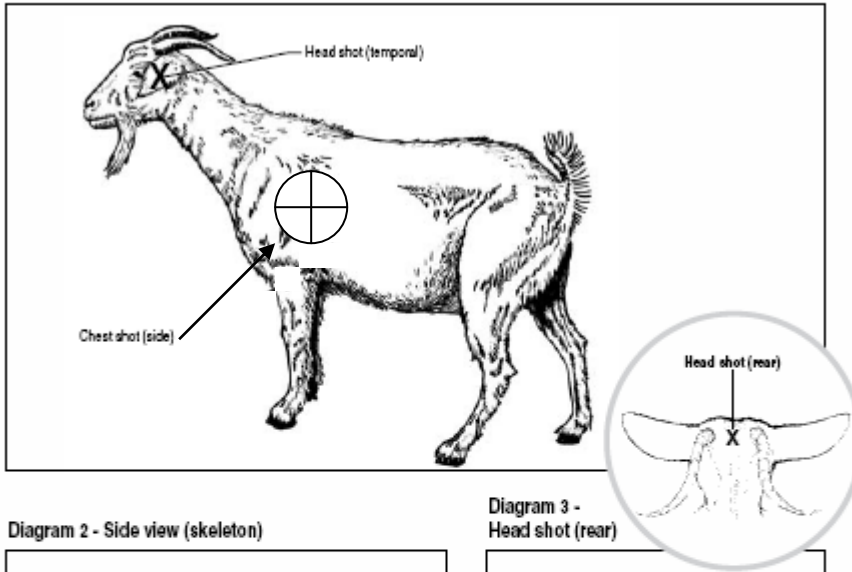


Diagram 2 - Side view (skeleton)

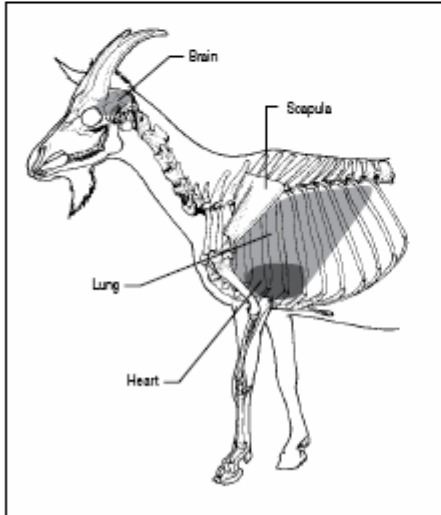


Diagram 3 - Head shot (rear)



Source: GOA001 Ground Shooting of Feral Goats - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

Recommended shot placements - Feral pig

Diagram 1

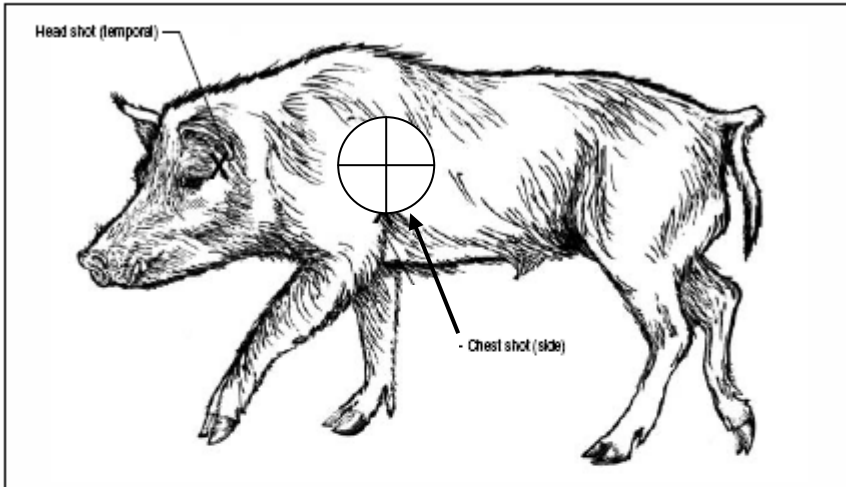


Diagram 2 - Side view (skeleton)

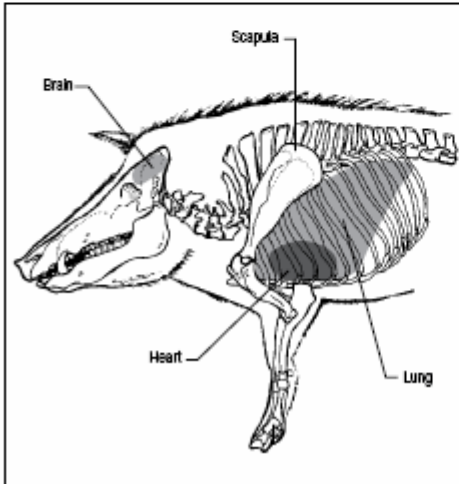
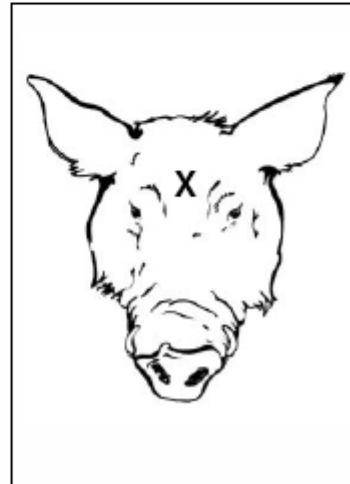


Diagram 3 - Head shot (frontal)



Source: PIG003 Ground Shooting of Feral Pigs - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

## Recommended shot placements - Feral horse

Diagram 1

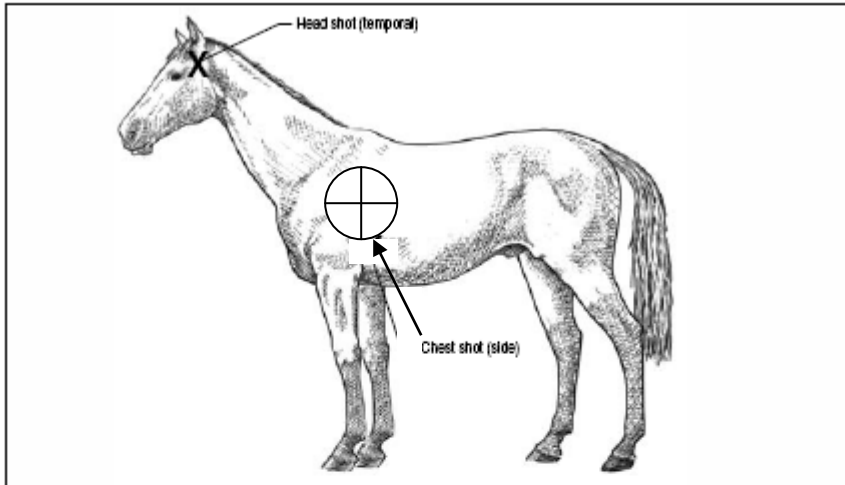


Diagram 2 - Side view (skeleton)

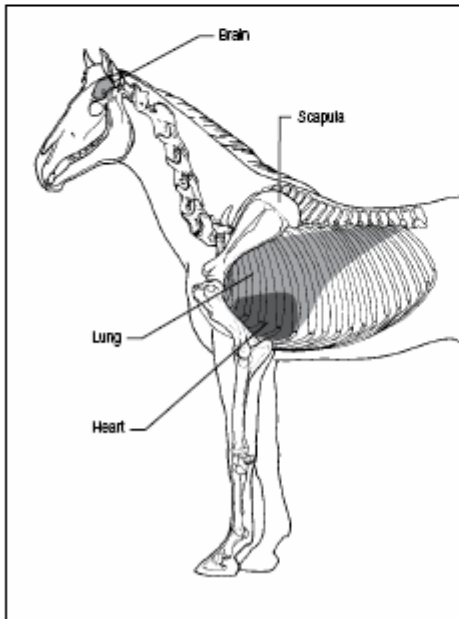
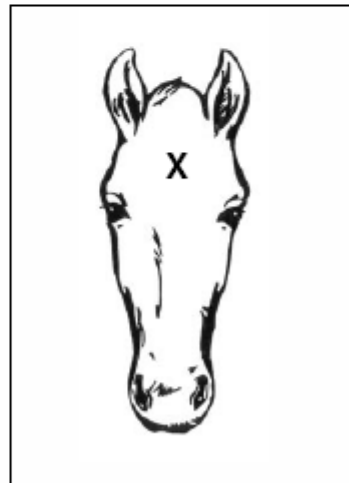


Diagram 3 - Head shot (frontal)



Source: HOR001 Ground Shooting of Feral Horses - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

## Recommended shot placements - Feral cat

Diagram 1

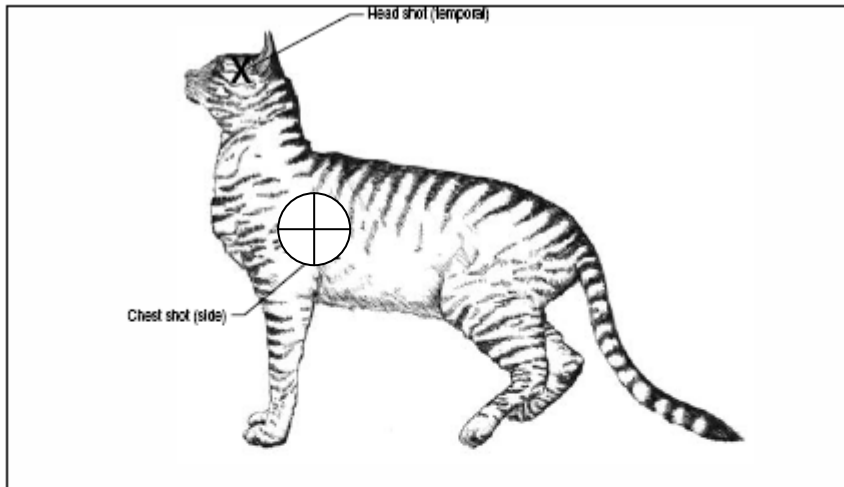


Diagram 2 - Side view (skeleton)

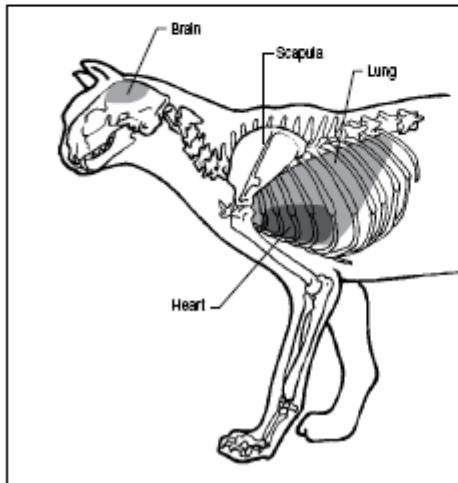
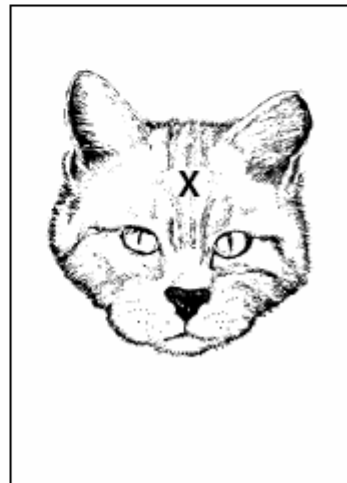


Diagram 3 - Head shot (frontal)



Source: CAT001 Ground Shooting of Feral Cats - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>



## Recommended shot placements - Rabbit

Diagram 1

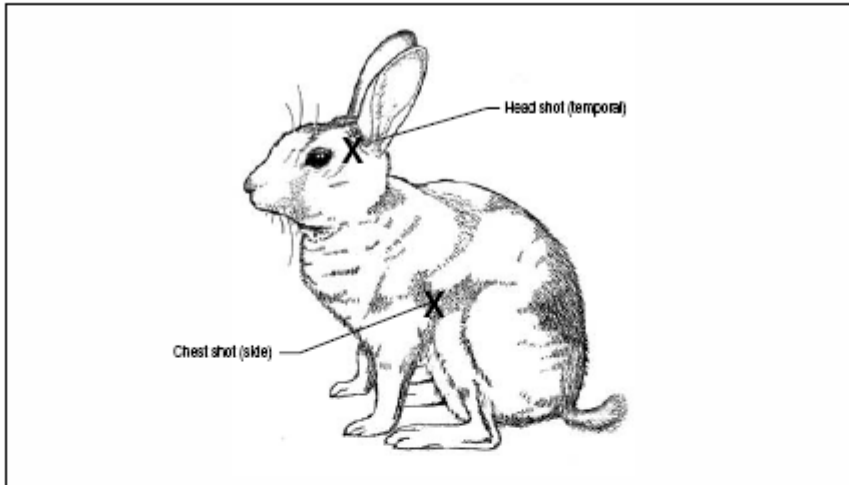


Diagram 2 - Side view (skeleton)

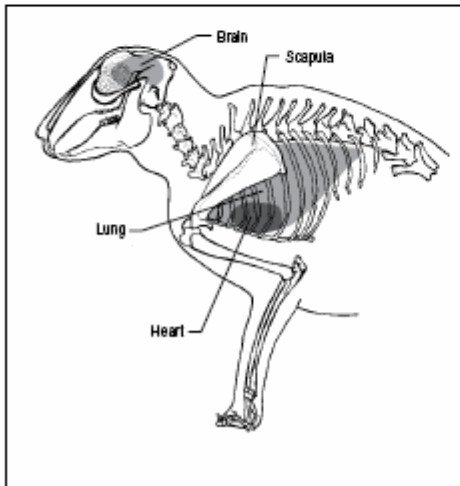
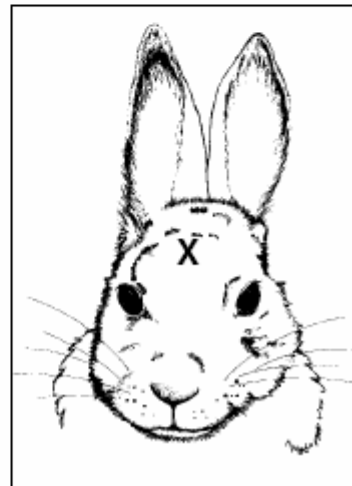


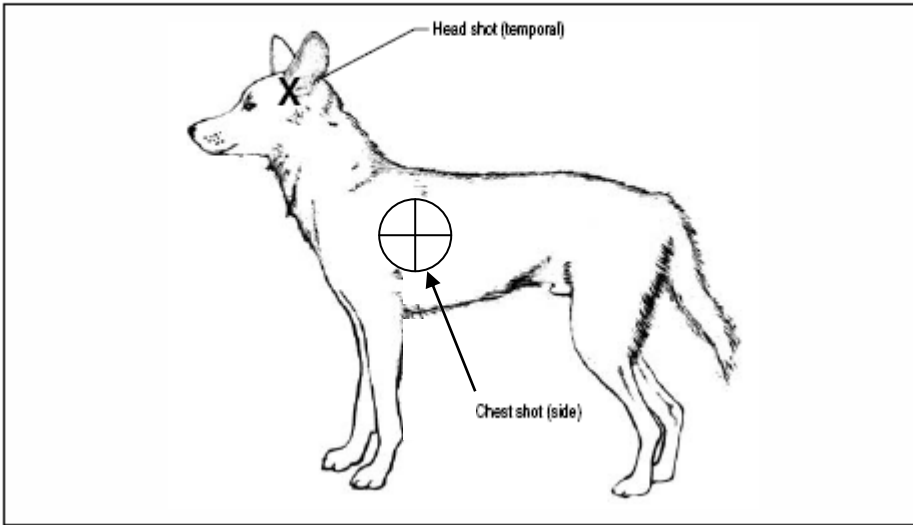
Diagram 3 - Head shot (frontal)



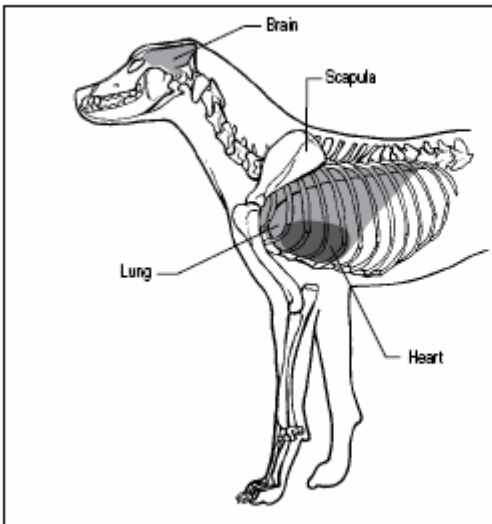
Source: RAB009 Ground Shooting of Rabbits - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

**Recommended shot placements - Wild dog**

**Diagram 1**



**Diagram 2 - Side view (skeleton)**



**Diagram 3 - Head shot (frontal)**



Source: DOG003 Ground Shooting of Wild Dogs - NSW Department of Primary Industries  
<http://www.dpi.nsw.gov.au/aboutus/resources/majorpubs/guides/humane-pest-animal-control>

## Wanganui Conservancy Firearm Competency Standards

### Ground Control

<b>Prerequisites</b>	<hr/> <ul style="list-style-type: none"><li>• Must have demonstrated adequate knowledge of Welfare Competency Standards</li><li>• Must have current Firearms Licence</li><li>• Must be familiar with DOC/Contractor Health and Safety Plans</li></ul> <hr/>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To ensure that all staff and contractors using firearms on DOC animal pest ground control operations, do so competently, safely and effectively</li></ul> <hr/>
<b>Standards</b>	<ul style="list-style-type: none"><li>• All staff and contractors who wish to use firearms on DOC animal pest ground control operations within the Wanganui Conservancy must show adequate knowledge of the following competencies by passing a certification process in the use of firearms for ground control</li><li>• All staff/contractors certified in the use of firearms for ground control operations must be reassessed every two years</li><li>• All staff certified in the use of firearms must undergo an annual hearing test</li></ul> <hr/>
<b>Accountabilities and Responsibilities</b>	<p>The Area Manager is <b>accountable</b> and the Programme Manager is <b>responsible</b> for ensuring that:</p> <ul style="list-style-type: none"><li>• Only staff/contractors certified in the use of firearms are used on DOC animal pest ground control operations</li><li>• That staff/contractors are reassessed every two years</li><li>• That staff undergo an annual hearing test</li></ul> <hr/>

### Competencies:

All users must be able to;

- 1) Be a holder of a current firearms licence (including the appropriate category for the firearm being used)
- 2) Ensure personal and public safety when using a firearm by knowing and understanding the seven rules of firearm safety contained with the arms code.
  - Treat every firearm as loaded
  - Always point firearms in a safe direction
  - Load a firearm only when ready to fire
  - Identify your target

- Check your firing zone
  - Store firearms and ammunition safely
  - Avoid alcohol or drugs when handling firearms
- 3) Demonstrate, understand and practice safe and responsible skills in the storage of firearms when not in use (including storage in the field)
  - 4) Demonstrate and practice safe skills in the handling of firearms, in particular, the passage of a 'firearm in use' via obstacles such as fences, windfalls and rough terrain, and near working animals such as dogs and livestock
  - 5) Demonstrate and practice safe skills in the transporting of firearms
  - 6) Demonstrate knowledge of firearms including;
    - a. Safe operation of their firearm
    - b. Appropriate selection of firearm and ammunition for the intended task
    - c. Knowing and recognising what makes a firearm unsafe
    - d. Competence in sighting in, loading and unloading of their firearm
  - 7) Conduct firearm cleaning and maintenance including
    - a. Selection and use of cleaning materials and tools
    - b. Appropriate cleaning intervals for the firearm
    - c. Knowledge of the consequences of not undertaking adequate cleaning and maintenance
  - 8) Demonstrate competence in using the firearm by;
    - a. Reaching a prescribed marksmanship level, being – (Note: staff who pass the high powered rifle component will be automatically passed on the .22 component)
      - i. With your high powered rifle, the ability to consistently (9 times out of 10) hit a target 200mm in diameter at a distance of 100 metres from an unsupported prone position
      - ii. With a .22 rifle, the ability to consistently (9 times out of 10) hit a target 50mm in diameter at a distance of 25 metres from an unsupported prone position
      - iii. With a shotgun, hit at least four (4) out of five (5) stationary targets (as per setup described in appendix 1)
    - b. Being conversant with the use of supports which aid field accuracy
  - 9) Demonstrate knowledge of the effects of;
    - a. Range
    - b. Wind
    - c. Slope
  - 10) Understand the need for “safe shooting procedures” when sighting in a firearm
  - 11) Be aware of and demonstrate understanding of safety procedures when hunting in groups
  - 12) Understand the need to advise police and other interested parties when shooting in peri-urban situations

## **Supporting Information**

### **Arms Code (covers a number of the above competencies)**

<http://www.police.govt.nz/service/firearms/arms-code.pdf>

### **Storage, Handling, Transport, Cleaning of Firearms**

Montana Hunter Education Student Manual

<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Three: Firearm safety

### **Firearm Knowledge**

Montana Hunter Education Student Manual

<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Four: Today's Firearms

### **Guide to Ammunition**

Montana Hunter Education Student Manual

<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Five: Understanding Ammunition

### **Sighting in, Range Rules, Shooting Positions**

Montana Hunter Education Student Manual

<http://fwp.mt.gov/education/huntereducation/manual.html>

Chapter Six: Shooting Skills

### **Hunts Manual – NZ Mountain Safety Council**

Chapter 6: Carriage; Storage

Chapter 7: Firearm knowledge; Sighting in; Cleaning; Slope; Kill zones; Ballistics

Chapter 8: Wounded animals

### **Range Rules**

<DME:\\DOCDM-139594>

### **International Hunter Education Association**

<http://homestudy.ihea.com/index.htm>

## Wanganui Conservancy Firearm Competency Standards

### Aerial Control

<b>Prerequisites</b>	<hr/> <ul style="list-style-type: none"><li>• Must have demonstrated adequate knowledge of Welfare Competency Standards</li><li>• Must be certified in the Wanganui Conservancy Firearm Competency Standards (Ground Control)</li><li>• Must have acted as an observer on an official aerial operation</li><li>• Must be familiar with DOC/Contractor Health and Safety Plans</li></ul> <hr/>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To ensure that all staff/contractors using firearms on DOC animal pest aerial control operations, do so competently, safely and effectively</li></ul> <hr/>
<b>Standards</b>	<ul style="list-style-type: none"><li>• All staff/contractors who wish to use firearms on DOC animal pest aerial control operations within the Wanganui Conservancy must show adequate knowledge of the following competencies by passing a certification process in the use of firearms for aerial control</li><li>• All staff/contractors certified in the use of firearms for aerial control operations must be reassessed every year</li><li>• All staff certified in the use of firearms must undergo an annual hearing test</li></ul> <hr/>
<b>Accountabilities and Responsibilities</b>	<p>The Area Manager is <b>accountable</b> and the Programme Manager is <b>responsible</b> for ensuring that:</p> <ul style="list-style-type: none"><li>• Only staff/contractors certified in the use of firearms are used on DOC animal pest aerial control operations</li><li>• That staff/contractors are reassessed every year</li><li>• That staff undergo an annual hearing test</li></ul> <hr/>

#### Competencies:

All users must be able to;

- 1) Be the holder of the appropriate firearms licence if required e.g. Category E
- 2) Demonstrate advanced competence in using the firearm by;
  - a. Reaching a prescribed marksmanship level, being – (Note: staff will only be certified in the marksmanship level(s) passed)
    - i. With your high powered rifle, the ability to consistently (7 times out of 10) hit a target 100mm in diameter at a distance of 100 metres from an unsupported prone position

- ii. With a shotgun, break at least four (4) out of five (5) clay targets, down the line.
- 3) Know the safe firing zones from a helicopter
- 4) Know the characteristics and limitations of firearms to be used in aerial operations
- 5) Demonstrate competence with the firearm of choice in any operation including;
  - a. Loading and unloading
  - b. Safe storage of firearm in the machine
- 6) Understand and demonstrate safe animal recovery techniques from helicopters
- 7) Demonstrate previous experience in working on a helicopter including;
  - a. Know the DOC requirements for the use of helicopters (ref DOC SOPs)
  - b. Know the safe practice code around helicopters
  - c. Knowledge of the characteristics of machines used in any operation
  - d. Know correct operation of harness system (note the use of a harness is compulsory)

### **Supporting Information**

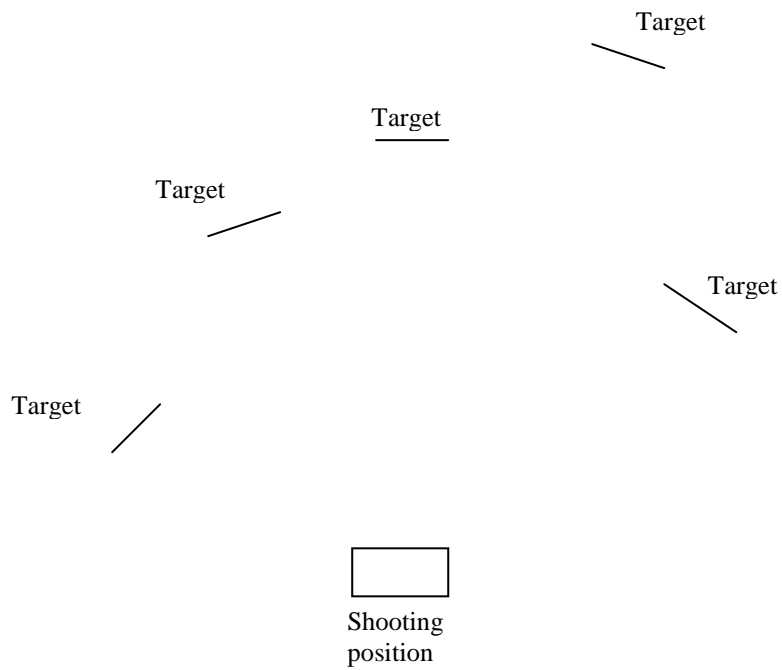
#### **Working with Helicopters/Aerial Shooting**

[DME:\\DOCDM-141789](#)

## Appendix 1: Shotgun Range Setup (ground)

Five deer targets (showing body kill zone) to be set up in an arc so that the shooter (from the firing position) has to fire to their left and right (see example below).

The targets should be at various distances, between 10 and 40 metres from the shooter. Shooters to use buckshot and at least one pellet must enter the kill zone. Shooters to get two shots per target.





## **Wanganui Conservancy Firearm Competency Standards**

### **Assessment**

Assessment will comprise a one and a half day training session at a firing range. Assessment will consist of practical and theoretical tasks

#### **Practical**

- Shooting competency
- Adherence to range procedure
- Cleaning of firearms
- Loading/unloading firearms
- Transport of firearms
- Crossing obstacles with firearms
- Other?

#### **Theoretical**

- Written quiz covering competencies
- Lectures
  - Safety
  - Welfare
  - Ballistics etc
- Other

Staff will be assessed by the PM Threats

## Wanganui Conservancy Firearm/Welfare Competency Standards

### Assessment Sheet

Name: \_\_\_\_\_ Firearms Licence No.: \_\_\_\_\_

Date: \_\_\_\_\_ Licence Endorsements: \_\_\_\_\_

<b>Practical Competency</b>	<b>Competent</b>	<b>Not yet competent (requires more training)</b>	<b>Comments</b>	<b>Assessor sign off</b>
Centre fire – ground std				
Centre fire – aerial std				
.22 – ground				
Shotgun – ground std				
Shotgun – aerial std				
Cleaning firearms				
Loading/unloading				
Crossing obstacles				
Adherence to Range Procedure				
Transport of Firearms				
Security of firearms				

<b>Theoretical Competency</b>	<b>Competent</b>	<b>Not yet competent (requires more training)</b>	<b>Comments</b>	<b>Assessor sign off</b>
Welfare Quiz				
Ground Shooting Quiz				
Aerial Shooting Quiz				
Attended lectures				

Approving Area Manager: \_\_\_\_\_

Date: \_\_\_\_\_