

T Level Technical Qualification in Animal Care and Management

Employer-Set Project for Animal Management and Animal Science Core Pathway (Level 3)

Employer-Set Project Brief (Sample)

May 2024 Version 1.0

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Version and Date	Change detail	Section
v1.0 May 2024	Approved version	

The Employer-Set Project will assess content from across both the common core content and the Animal Management and Animal Science core pathways content.

Section A

The employer

The Guilds Animal Sanctuary is an animal sanctuary that is open to the public and keeps a range of different animals including:

- large and small mammals
- birds.

The sanctuary employs a number of staff who are responsible for the care of the animals and the running and upkeep of the sanctuary.

Figure 1 shows the current site layout of the Guilds Animal Sanctuary.

The project

Your employer has carried out a review of waste management at the sanctuary and found that the consumable waste generated from operations on the sanctuary is poorly managed and does not comply with its Waste Management Strategy, which is based on the 5Rs of waste management - refuse, reduce, reuse, repurpose, recycle.

You are working as a junior manager at the Guilds Animal Sanctuary, and you have been asked to improve the sanctuary's approach to waste management, to ensure it complies with its Waste Management Strategy.

You will do this by:

- Developing a waste management solution – conduct research and produce a report recommending your solution.
- Planning how your recommended waste management solution could be implemented – produce an implementation plan for your solution.

Your role is to consider the types of consumable waste generated from the operations at the sanctuary and how they are currently managed, determine what improvements can be made, and plan how these changes will be implemented.

You will gather feedback and will have the opportunity to recommend further changes and improvements.

The sanctuary has a budget of up to £18,000 per year for waste management.

You will be required to use the information provided in the brief, and undertake your own research, to come up with a waste management solution and an implementation plan.

The Guilds Animal Sanctuary: Current roles and responsibilities of staff/contractors

Role	Responsibilities	Number of staff
General manager	Oversees all operations of the sanctuary.	1
Junior manager	Implementation of waste management proposal, training of staff, auditing of processes to comply with Waste Management Strategy, liaising with facilities management.	2
Facilities management	Maintenance of the yards and buildings on the sanctuary. Contribute to the implementation of the waste management solution (facilitate moving/placing skips/waste containers on site).	2
General staff	Feeding and care of animals and facilities, responsible for following waste management procedures including correct management/disposal of waste, in line with the sanctuary's Waste Management Strategy, attending training and upskilling as directed by the junior manager.	8
Volunteers	Assisting the general staff with tasks as directed, attending training as directed by the junior manager.	4
Waste contractor	Provision of skips/containers and collection of waste from agreed location/s on site.	N/A

The Guilds Animal Sanctuary: Waste Management Strategy

The Guilds Animal Sanctuary Waste Management Strategy

Consumable waste

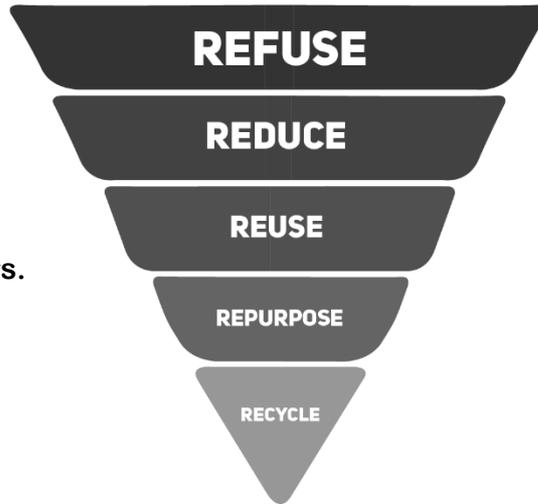
Our priority is always to prevent waste in the first place, but where it does happen it's important to make sure it's managed correctly by implementing the 5Rs of waste management.

The 5Rs of waste management:

- Refuse
- Reduce
- Reuse
- Repurpose
- Recycle

Transfer tickets must be kept for 2 years.

Use a reputable, sustainable company.



The Guilds Animal Sanctuary: Review of current waste management

The Guilds Animal Sanctuary keeps the following animals:

Animal	Fed on	Kept on
Donkeys	Barley straw	Wood shavings
Horses	Haylage	Wood shavings
Rabbits	Pellets Hay	Wood shavings
Dogs	Biscuits Tinned meat	Shredded paper Vet beds
Cats	Biscuits Sachets of meat	Cat litter Vet beds
Poultry	Layers pellets Corn	Wood shavings

The feeding and care of the animals generates the following consumable waste. All animal by-product waste is non-clinical.

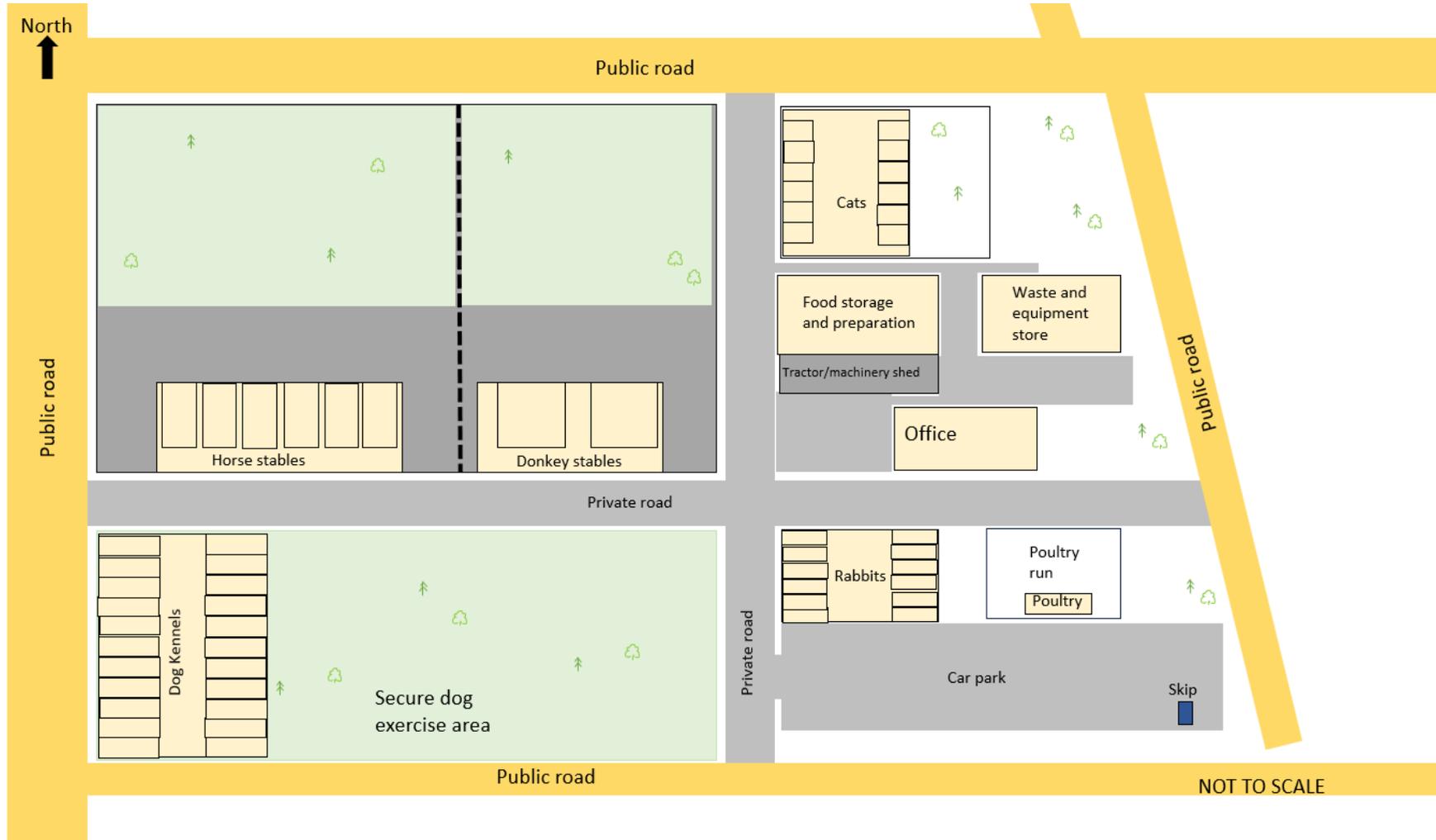
Consumable waste generated	Approximate Quantity	Waste storage area
Plastic packaging (from bales and bedding and feed bags)	1m ³ per month (compacted)	Waste and equipment storage area
Feed bags (paper/cardboard sacks)	250 bags per year (single bag volume when folded flat 0.002m ³)	Waste and equipment storage area
Baling twine	2m ³ per year	Waste and equipment storage area
Paper and cardboard	2m ³ per month (compacted)	Waste and equipment storage area
Tins	7500 per year (average tin volume 0.0004m ³)	Food storage and preparation area
Sachets (cat food)	1m ³ per year	Food storage and preparation area
Vet beds	25 rolls per year (single 1m by 1m roll volume 0.01m ³)	Waste and equipment storage area
Wood shavings	2.5m ³ per month	Waste and equipment storage area
Shredded paper	0.5m ³ per month	Waste and equipment storage area
Cat litter	0.25m ³ per month	Waste and equipment storage area

Waste is poorly managed and does not comply with the Waste Management Strategy, due to the following issues:

Issues identified
All types of consumable waste generated by the sanctuary are currently disposed of together in a single skip with no consideration for the 5Rs of waste management. Current practice is not fully compliant with The Waste (England and Wales) Regulations 2011.
Consumable waste collection is managed through a contract with Super Skips. Super Skips provides one skip for all consumable waste. (The current location of this skip is shown on the site layout).
General staff feed the animals but do not clean the tins before being disposed of.
Tins and cardboard boxes are not being flattened by the staff.
The area around the skip is often untidy with loose waste, encouraging vermin.
All types of consumable waste are being moved unsecured across the site to the skip, resulting in litter in the grounds.
Volunteers do not always attend work regularly.

Figure 1 Site Layout

The Guild Animal Sanctuary Site Layout



Section B

The following information is to be shared with the candidate at the start of Task 2.

The animal sanctuary is prepared to spend up to £18,000 per year.

The animal sanctuary has a contract with **Super Skips**. Super Skips collects all of the consumable waste from one skip, which is removed weekly.

Contractor name	Super Skips
Cost	£345 per collection
Number of containers	One
Type and dimensions of container	10.7m ³ capacity skip. 
Collection	Weekly
Green score*	1 star
Customer reviews	<i>"We were charged extra due to inappropriate material in the skip, but no details were provided."</i>
	<i>"On enquiry, found out most of the waste goes to landfill."</i>
	<i>"Regular collections, no issues."</i>

The table below shows price lists for three alternative waste disposal providers to be considered:

Contractor name	Skip Hire For You	ABC Waste	Local council
Cost	£400 per collection.	£150 per collection, per container.	£110 per collection, per container.
Number of containers	One	Five	Minimum one, maximum five.
Type and dimensions of container	<p>10.7m³ capacity skip.</p>  <p>Segregated skips are available.</p>	<p>1.1m³ capacity per container.</p>  <p>Can be provided in different colours to aid segregation of waste.</p>	<p>1.1m³ capacity per container.</p>  <p>Can be provided with labeling to aid segregation of waste.</p>
Collection	Fortnightly	Monthly (Additional collections available on request, charged at £200 per container).	Fortnightly
Green score*	2 stars ★ ★	3 stars ★ ★ ★	2 stars ★ ★
Customer reviews	<i>"Refused to collect when the skip was only slightly overfilled."</i>	<i>"Sometimes slow to respond to requests for collections."</i>	<i>"Containers are well maintained and replaced when damaged."</i>
	<i>"The skip's appearance is a bit untidy with dents and rust."</i>	<i>"Vehicles are clean, professional looking and use bio-fuels."</i>	<i>"Collections are often disrupted around bank holidays. The council are good at communicating when the collection days have to be changed."</i>

Contractor name	Skip Hire For You	ABC Waste	Local council
	<i>"Collections are always on time."</i>	<i>"Good customer service."</i>	<i>"Very polite drivers and always in hi-vis clothing."</i>

***Green score ratings:**

Green score ratings consider the sustainability of supply chains, recycling of collected waste, minimisation of landfill, carbon footprint, and labour conditions for workforces.

1 star: Rated acceptable to good in all categories.



2 stars: Rated good to excellent in all categories.



3 stars: Rated good to excellent in all categories.



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