

GUIDE TO ANIMAL HANDLING

EMPLOYEE TRAINING FOR LIVESTOCK AUCTION MARKETS



LIVESTOCK MARKETING ASSOCIATION
2014 EDITION

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INTRODUCTION

The livestock auction market is one of the most public points in the livestock industry. At the Livestock Marketing Association, we believe that livestock auction markets have a positive story to tell about their animal handling practices. However, the constant regulatory and media attention given to animal handling throughout the livestock industry makes it highly important that livestock auction markets reinforce proper animal handling techniques and practices at their facilities. It is necessary from an ethical and business perspective to take these issues very seriously.

This *Guide to Animal Handling and Employee Training for Livestock Auction Markets* is designed to serve as a tool to assist members of the Livestock Marketing Association in creating and following a structured animal handling and employee education program. While the types of livestock and facility styles vary, the animal handling techniques that are outlined in this program are very important for all livestock auction market owners, managers, and employees to follow. This guide is a critical tool for livestock auction markets, but it is not meant to be comprehensive. Livestock auction markets and individuals should take any other measures necessary and proper to ensure proper animal handling and employee safety. The safety of your staff, the bottom line of your business, and the protection of our very public industry are dependent on continued education and the use of proper animal handling practices.

Important: *Check with your state statutes and local ordinances to insure that your animal handling and euthanasia policy is fully compliant with relevant laws.*

BEGIN THE DISCUSSION

A Unified Effort

All owners, managers and employees have a responsibility to follow the best animal handling procedures and to protect livestock and employees from injury. Employees should notify their supervisor anytime they observe animal mistreatment.

The commitment to a successful animal handling program reaches beyond the employees of the livestock auction market; consignors, buyers and transporters also have a responsibility to follow recommended animal handling practices as outlined in the Beef Quality Assurance Program and the Master Cattle Transporter Guide.

Producer organizations are working to educate producers on marketing their animals in a condition “suitable for movement,” but livestock auction market operators must remember that acceptance of an animal that is not in suitable condition means that the livestock auction market is willing to accept responsibility for the care of that animal in a way that will reduce stress and suffering.

The Role Of The Owner / Manager

As the owner, manager or foreman of a livestock auction market or other livestock business you have a responsibility to ensure that you, your employees and others at your facility are following the correct animal handling procedures, and are working to protect livestock, employees and others from injury.

Questions for the market owner/manager:

- Do I understand the important role of the livestock auction market in animal handling?
- Do I understand and are my employees aware of the constant potential for our actions to be witnessed by the public?
- Does this business have an employee policy for livestock handling?
- Does this business have a policy for handling injured, disabled or non-ambulatory animals?
- Have employees at this auction market undergone training on the correct animal handling procedures and risk management? Is this training required for all new employees and documented by management?
- Is someone identified as the responsible party for enforcing the animal handling policies at all times (especially in the working areas of yard) and do all employees know the appropriate way to respond when they observe others handling livestock inappropriately?
- Is someone designated and trained to carry out euthanasia for all classes of livestock commonly handled?
- Are alleys clear and safe for the movement of livestock?
- Do more than 2 percent of animals slip or fall during movement?
- Are gates hung correctly to open and close easily?
- Is electric prod usage discouraged or limited in use?
- Do animals frequently become loose from pens or trailers?
- Are feed and water readily available for animals housed for more than 24 hours and as conditions require?
- What techniques and equipment are used when non-ambulatory animals are moved?
- Are euthanasia tools readily available?

TOOLS & MOVEMENT

ANIMAL HANDLING IN YOUR MARKETING BUSINESS

Two golden rules should be utilized when handling animals in your livestock auction market. Number one: slow down and calm down. Most injuries occur when animals are excited or over-crowded. Number two: use common sense and think about the consequences of your actions. For example, while electric prods can be a useful tool to provide non-abusive stimulus for movement when used correctly, the repeated use of a prod or any other stimulus will garner only negative results placing the animal, the employee, and your business at risk.

Tools

- Paddles and flags are the preferred tools for use when moving and sorting livestock.
- Electric prod use should be minimized and only used as deemed necessary by trained employees.
- Electric prods should not be used on neonatal or other baby animals.
- Electric prods or any other driving aid should never be used on sensitive areas (face, rectum, testicles, vulva or ears).
- Allow animals to move at their own pace. Never touch an animal that is already moving with a tool or prod.

Animal Movement

- Livestock should be handled in a manner to avoid as much stress as possible. Always handle livestock quietly and calmly to prevent injuries to livestock and employees.
- Aggressive handling should not be used. Aggressive handling includes over-use or improper use of tools or techniques.
- Take advantage of flight zone and point of balance training to move livestock. Be aware of obstacles and blind spots that may be distracting or deterring the movement of animals through your market.
- It is recommended that trained market employees be present for the loading and unloading of all livestock.
- When working with small animals and babies, extra care should be taken.
- When working with horses, never deliberately spook or send into fences or gates. Use caution when working with flighty, easily spooked horses.

LIVESTOCK WORKING SURFACES, PENS & WORKING WITH GATES

The majority of livestock and employee injuries that occur are due in part to poor working surfaces, and the failure to maintain and safely use gates in the market. Simple preventative measures, training and good management can greatly reduce the risk of injury to your customers' livestock and to your employees.

Are Improvements Needed In Your Facility?

You should not wait for a serious injury to one of your employees or animals in your care to determine if there is a need for improvements to your facility. Take a walk around your marketing facility from unloading, to the ring, to load out, and ask these questions:

- Are more than 2 percent of the animals slipping or falling as they move through your facility? If so, better management is needed for your working surfaces and/or movement technique.
- When animals move around corners or turns, are there sharp corners or obstacles that could cause bruising or laceration? If so, and you're not in a position to redesign your alley ways, try padding those corners with a heavy rubber, and repair any broken welds, boards, loose nails, bolts, or other objects that may result in sharp edges and corners.
- Are the gates throughout your market in good working order? Do they swing open and closed without additional effort from your employees? If not, simple gate repair is in order. Check the hinges, latches, and keep pens and alleyways clean to allow for unobstructed use of your gates.
- Heat is another significant risk factor for livestock. Do you have temperature control measures in place? (Example: Shades or sprinklers to reduce dust and control temperatures)

Managing Livestock Walking Surfaces

One often neglected yet important ingredient of a safe and efficient livestock working system is the walking surfaces. Walking surfaces are one of the major contributing factors correlated to livestock injuries in handling facilities.

- Add traction to the walking surface.
- On all hard surface alleys and corners, utilize appropriate materials to prevent slippage, absorb moisture and provide additional traction when animals are on the move. (Example: sawdust, sand, etc.)
- Keep alleyways and pens clean and clear of obstacles.
- In problem corners or alley turns utilize appropriate facility improvements or materials to provide additional traction. (Example: cut traction groves in the cement surface in a crisscross fashion.)
- Remember that all surfaces must be maintained or they wear down.

Pens & Overcrowding

- Always provide adequate pen space and secure footing for animals at your facility. A properly designed and maintained facility reduces costly accidents, injuries and bruising.
- For large animals - In all overnight pens – animals should have space to lie down.
- For large animals - In all day pens – animals should have room to stand with heads down.
- For poultry and small animals – crates should be large enough for the animal to stand.
- For all animals - Feed and water should be readily available for animals housed for more than 24 hours and as conditions require.
- For all animals – Heat control measures should be taken as conditions change. Examples of heat control measures would be to increased access to water, reduce the number of animals per pen, crate, cage, sprinklers, shades, etc.

Working With Gates

- Are employees trained on proper use of gates? The improper use of gates can result in injury or bruising to animals and/or serious injury to your employees.
- No person should stand behind a gate while loading a pen. Even if latched, gates can break free and cause serious injury.
- Never throw a gate to stop or cut off an animal. Throwing gates can cause bruising and injury to animals.
- Never stand at the end of a gate where you can get dragged between it and the opposite fence or structure and be crushed.
- Never hook your arm or elbow in the gate. Sudden movement could result in severe injury.
- Always stand where the gate cannot hit you, with your hand on the end so that you can easily let go if it is knocked away from you. .

NONAMBULATORY

INJURED, DISABLED OR NON-AMBULATORY ANIMALS

Each livestock market should have a policy regarding the handling of injured, disabled or non-ambulatory animals. The policy should be posted and all employees should be trained regarding the protocol for handling an injured, down or disabled animal.

Assess the condition and likelihood for recovery vs. additional injury or suffering:

- Upon arrival, qualified personnel should safely inspect injured, down or disabled animals before moving from the trailer to determine the condition and likelihood of recovery.
- It is recommended that you make every effort not to accept or unload animals that are in an injured or disabled condition.
- If the injury or condition worsens while at the facility, the first employee to realize the condition of the animal should immediately inspect the animal and administer aid or report the condition to qualified personnel.
- Weak or injured animals should have a pen to themselves. **Do not leave weak or injured animals in a pen with stronger, active animals, where they may be pushed or trampled.**

If deemed unlikely to recover and at risk for becoming non-ambulatory:

- Non-ambulatory animals are those that cannot stand up or refuse to stand due to injury, sickness or fatigue.
- Notify the consignor regarding the animal's condition. The consignor may choose to take the animal home or have the animal properly euthanized prior to any further movement. These decisions should be made in a manner that will avoid additional injury or suffering.
- When possible, proper euthanasia should be administered immediately and prior to any further movement.
- If the animal is in a position where euthanasia cannot be administered in a safe and appropriate manner, movement should be limited and extra care should be taken by employees to limit additional suffering.
- An animal that has been euthanized should be immediately removed to an area away from live animals for disposal as soon as possible.
- During disposal and carcass movement it is recommended that the carcass be covered.

If deemed a potential for recovery:

- Assess the surrounding conditions.
- As needed, add sand, lime, bedding or other materials to insure proper footing.
- Make sure the animal has ample room for mobility.
- If necessary, move the animal out of alleyways or traffic areas to protect from additional injury.
- Provide immediate access to feed and water.
- Feed and water availability for injured or disabled animals should be regularly monitored by employees.
- Allow animals to move at their own pace. Never touch an animal that is already moving with a tool or prod.
- If necessary, move the animal utilizing only non-abusive stimulus. Aggressive handling should not be used.
- Qualified personnel should regularly monitor the animal's condition according to the business' "Injured Disabled or Non-Ambulatory Handling Policy".
- If the animal becomes non-ambulatory, coordinate with a supervisor or other qualified personnel to determine if other non-abusive stimulus should be used. Or, notify the consignor about the animal's condition and allow the consignor to take the animal home or to have the animal properly euthanized. These decisions should be made in a manner that will avoid additional injury or suffering.

MOVING NON-AMBULATORY ANIMALS

The best animal handling and management practices will reduce the number of non-ambulatory animals at auction market facilities, but despite all the best efforts and precautions at some point an animal may go down or be injured.

In this situation it is absolutely necessary that your market have a clearly defined policy requiring proper treatment of non-ambulatory animals. Market employees must be trained to properly move non-ambulatory animals and have quick access to the equipment or handling devices recommended for moving non-ambulatory animals.

Guidelines:

- Bare chains or shackles must never be used to drag or lift an animal.
- Never drag or lift an animal by its limbs or neck.
- Never raise or move an animal with a forklift unless an additional method or device is used to secure the animal during movement.
- The dragging of live animals, tying the legs on split livestock, leaving down animals in non-designated areas, or aggressive handling is prohibited.
- Do not move other animals over one that cannot or does not want to get up.
- Employees should notify their supervisor immediately if they witness someone that they believe is working aggressively to get an animal to stand up.
- Never leave a live animal at the rendering or disposal collection point.
- **Do not leave down animals in a pen with stronger, active cattle.**

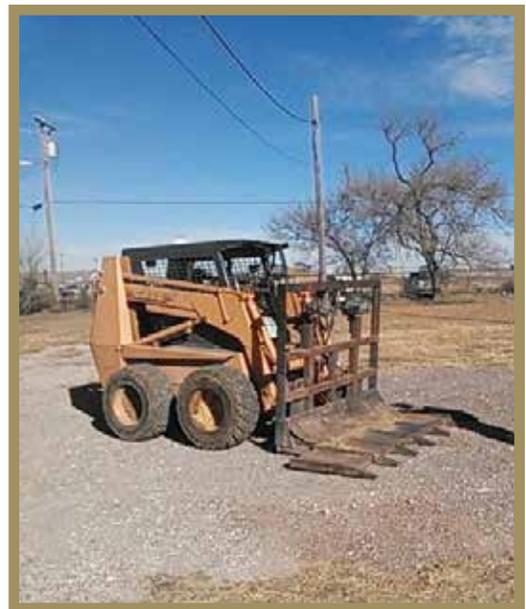
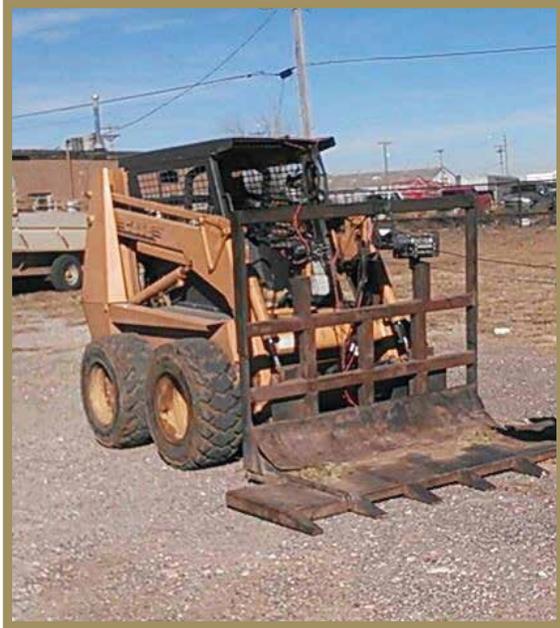
The method for moving non-ambulatory animals should be selected with consideration for avoiding additional injury or suffering for the animal and employee safety.

Examples of appropriate movement methods include:

- A protective sling, such as conveyor belting, and placed into a loader bucket, sufficient for the animal's size.
- A special lifting harness.
- If a loader is used, at least three people will be required to transfer the animal into the bucket. One person runs the loader and the other two roll the animal into the bucket.
- A pallet can be constructed to move livestock with the leading edge of the pallet angled to form a ramp to facilitate rolling the animal on to the pallet. The pallet platform can also be equipped with straps to prevent livestock from falling off.
- A non-ambulatory animal may be pulled by two un-injured limbs with padding on those limbs only a short distance to apply one of the other techniques of moving only if that animal is in a position that other forms of movement cannot be performed.
- Sled – *Examples pictured on following page.*

SLED EXAMPLES

Source: Clovis Livestock Market (NM)



*Polydome Utility Sled, PolyTank
& Polydome
www.polydome.com*

EUTHANASIA

This document does not cover all situations. When situations arise that have not been addressed in these guidelines the well-being of the animal should be evaluated and appropriate actions should be taken. Other acceptable methods may be used by a licensed veterinarian.

Federal Regulation Regarding Non-Ambulatory Livestock

Since 2005, USDA has prohibited non-ambulatory (downer) animals from being marketed for slaughter. It is recommended that signs be posted throughout your facility reminding producers and transporters of this regulation. Employees should be informed of this regulation and you should NEVER receive animals or attempt to move non-ambulatory animals on to slaughter. Signs are available from Livestock Marketing Association.

Treatment vs. Euthanasia

Qualified personnel should determine the best course of action for treatment vs. proper euthanasia. If an animal is unlikely to respond favorably to treatment, there is a likelihood of treatment failure, or a potential for animal suffering, immediate proper euthanasia may be the best available, safe and responsible option.

Indications for Euthanasia:

- Fractures of the legs, hip or spine that are not repairable and result in immobility or inability to stand.
- Emergency medical conditions that result in excruciating pain that cannot be relieved by treatment.
- Animals that are too weak to be transported due to debilitation from disease or injury.
- Paralysis from traumatic injuries or disease that result in immobility.
- Disease conditions where no effective treatment is known, prognosis is terminal, or a significant threat to human health is present. For more information refer to www.BQA.org.

Choosing the Best Method of Euthanasia for your Facility

When euthanasia is necessary, the following considerations must be made when choosing a method for ending the life of the animal:

Human safety: This is always the first consideration in the choice of euthanasia. The use of a firearm or even a captive bolt gun may be dangerous to humans. The use of a barbiturate overdose may produce a calm animal being euthanized quietly and easily.

Animal welfare: The method of euthanasia chosen should produce a rapid and painless death. However, certain environments and animal behavior may prevent the use of a more desirable technique. The technique chosen should be the method that is safest for both humans and animals alike.

Animal Restraint: The availability of animal chutes or other methods of restraint may make some methods of euthanasia more practical than others. It may not be possible to euthanize an adult cow with a barbiturate without head restraint. The use of a gunshot or a captive bolt will also require appropriate restraint and training. In all cases, firm but gentle restraint should be exercised.

Practicality: The method of euthanasia must be practical to use. Not all persons working with livestock will have legal access to drugs such as barbiturates. Their use and storage requires a federal license and is generally limited to a licensed veterinarian.

Skill: The use of a firearm or the use of a captive bolt requires skill and training to assure correct use and to minimize danger to others. The person using a firearm must understand the potential for ricochet. Designated individuals should be appropriately trained in proper euthanasia techniques wherever livestock are housed.

Expense: Some euthanasia equipment will be more expensive than others. Some techniques require more of an initial outlay such as a captive bolt gun or rifle, but continued use is inexpensive as long as the equipment is properly maintained.

Aesthetics: Some methods of euthanasia appear more tolerable to observers than others. Some techniques result in involuntary motor activity of the animal, which could be misinterpreted as a painful response to observers inexperienced in animal euthanasia. This could result in great emotional distress to those observing the procedure.

Diagnostics: When tissues are submitted to a laboratory for analysis the means of euthanasia may be critical for obtaining a diagnosis (such as avoiding damage to brain tissue in cases of suspected rabies or BSE).

Safe & Responsible Euthanasia Techniques

Euthanasia requires that the animal be rendered unconscious without distress or suffering prior to the end of vital life functions. The recommended methods of euthanasia vary based on species, size and maturity of the animal.

In all cases a non-ambulatory animal that has been euthanized should be immediately removed to an area away from live animals for disposal as soon as possible.

Euthanasia of Cattle and Calves

The following guidelines for euthanasia of cattle and calves are the recommended principles of the **Beef Quality Assurance** Program. The selection of a euthanasia method for a livestock market environment should include consideration for employee and public safety.

Important Considerations

The loss of productive function due to disease or injury in livestock presents at least two options: slaughter or euthanasia. Slaughter should be considered for animals that are not in severe pain, freely able to stand, and walk, capable of being transported, and free of disease and drug residues that would constitute a public health risk. Euthanasia, death induced by methods that do not cause pain or distress to an animal, is the appropriate choice whenever the above conditions cannot be met.

Methods of Euthanasia in Cattle

Acceptable methods for conducting euthanasia in cattle include gunshot and penetrating captive bolt with a secondary step to insure death.

Firearms for Conducting Euthanasia in Cattle

Gunshot is the most common method used for euthanasia of cattle. Effectiveness depends upon selection of the appropriate caliber of firearm, type of bullet or shot/shell, and accuracy of aim.

Animal/Firearm	Handgun	Rifle	Shotgun
Calves	.32 to .45 caliber Solid-point bullet	.22 LR caliber or larger Solid-point bullet	.410 to 12 gauge #4-6 birdshot or slug
Adult	.38 to .45 caliber Solid-point bullet	.22 magnum or higher caliber ¹ Solid-point bullet	20 to 12 gauge #4-6 birdshot or slug (within 3 feet)

¹ .22 LR is discouraged for use in euthanasia of adult cattle because it lacks sufficient ballistic energy to yield consistent results. Higher caliber rifles should be avoided as bullets may exit the body and place by-standers in danger.

Penetrating Captive Bolt for Conducting Euthanasia of Cattle

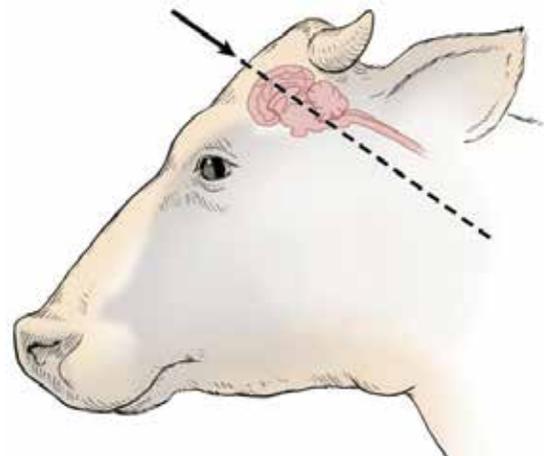
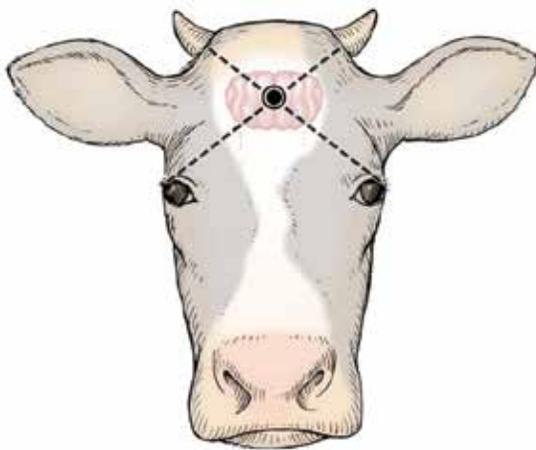
Captive bolt guns are designed to cause damage to the brain sufficient to cause an immediate loss of consciousness. However, death is not certain in all cases. Therefore use of penetrating captive bolt should be followed with a secondary step to assure death. Methods used to assure death include a second or third shot if necessary, exsanguination (bleeding out), or use of a pithing rod.

Bulls may require special consideration because of their size, attitude and physical thickness of the skull. A specialized heavy duty captive bolt gun, firearm using a 9mm shot or barbiturate overdose is recommended.

Or as recommended by a licensed veterinarian.

Anatomical Landmarks

Current information for adult cattle and calves indicates that the point of entry of the projectile should be at (or slightly above) the intersection of two imaginary lines, each drawn from the outside corner of the eye to the center of the base of the opposite horn. If a firearm is used it should be used within 3 feet of the target when possible and positioned so that the muzzle is perpendicular to the skull to avoid ricochet. When using penetrating captive bolt, operators are advised to restrain the head so that the captive bolt may be held flush with the skull.



Indications of Unconsciousness

When conducting euthanasia procedures one should always observe animals for the following behaviors:

- Animal collapses immediately when shot and makes no attempt to right itself.
- Body and muscles become rigid immediately upon collapse followed by relaxation of the body, brief tetanic spasms and eventually uncoordinated hind limb movements.
- An absence of vocalization.
- An absence of eye reflexes and eyelids remain open facing straight forward.
- Immediate and sustained cessation of rhythmic breathing.
- These signs should be observed and monitored in all animals for which euthanasia procedures have been applied. Animals that attempt to right themselves, vocalize, blink with their eyes or begin rhythmic breathing are likely returning to a conscious state. In these cases one should immediately recheck the anatomical site used and re-shoot or re-apply the captive bolt.

Confirmation of Death

Confirmation of death is absolutely critical regardless of what method of euthanasia is chosen.

Confirmation of death should be checked at one minute following shot or other application for signs of return to consciousness and again after a period of 20 minutes.

Criteria to be used for confirmation of death include lack of pulse, breathing, lack of corneal reflex, response to firm toe pinch (as with a hoof tester), failure to detect/hear respiratory sounds or heart beat by use of a stethoscope, graying of the mucous membranes, and rigor mortis. None of these signs alone, with exception of rigor mortis, confirms death. Rechecking of the animal for these parameters after a period of 20 minutes is a very useful method for confirmation of death.

A live animal or one that has not been checked for confirmation of death should never be left for rendering or disposal.

Euthanasia of Swine

There are various methods that allow for safe and responsible euthanasia of pigs, but it is necessary that the size and maturity of the animal be taken into consideration when choosing the most appropriate euthanasia technique.

Size appropriate euthanasia techniques include:

Farrowing pig (less than 3 weeks / less than 12 lb.)

- Carbon Dioxide (CO₂); Electrocutation, Anesthetic Overdose, Blunt Trauma

Nursery pig (less than 10 weeks / less than 70 lb.)

- Carbon Dioxide (CO₂), Gunshot, Captive Bolt, Electrocutation, Anesthetic Overdose

Grower pig (less than 150 lb.)

- Gunshot, Captive Bolt, Electrocutation, Anesthetic Overdose

Finisher pig (greater than 150 lb.)

- Gunshot, Captive Bolt, Electrocutation, Anesthetic Overdose

Mature Animal (sows or boars)

- Gunshot, Captive Bolt, Electrocutation, Anesthetic Overdose

Anatomical Landmarks

The optimum position for pigs is on the midline above eye level, with the shot directed down the line of the spinal cord.



Figure source: Humane Slaughter Association (2005) Guidance Notes No. 3: Humane Killing of Livestock Using Firearms. Published by the Humane Slaughter Association, The Old School, Brewhouse Hill, Wheathampstead, Hertfordshire AL4 8AN, United Kingdom (www.hsa.org.uk).

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Euthanasia of Sheep & Goats

The recommended techniques for administering safe and responsible euthanasia of sheep and goats include:

- Gunshot
- Penetrating captive bolt gun
- Or as recommended by a licensed veterinarian

Anatomical Landmarks

The optimum position for hornless sheep is on the midline. The optimum position for heavily horned sheep and horned goats is behind the poll, aiming towards the angle of the jaw.



Figure source: *Humane Slaughter Association (2005) Guidance Notes No. 3: Humane Killing of Livestock Using Firearms. Published by the Humane Slaughter Association, The Old School, Brewhouse Hill, Wheathampstead, Hertfordshire AL4 8AN, United Kingdom (www.hsa.org.uk).*

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Euthanasia of Horses

There are three recommended techniques for administering safe and responsible euthanasia of horses. The techniques include:

- Drugs that directly depress the central nervous system (anesthetics, barbiturates) and induce death by hypoxia. (Hypoxia is a condition in which a deficiency of oxygen reaches body tissues.)
- Gunshot or penetrating captive bolt gun
- Non-penetrating captive bolt gun followed by exsanguination. (Exsanguination is an action/process that causes the drainage or loss of blood.)

Anatomical Landmarks

The optimum position for horses is at right angles to the frontal surface, above the point where imaginary lines from eyes to ears cross.



Figure Source: Humane Slaughter Association (2005) Guidance Notes No. 3: Humane Killing of Livestock Using Firearms. Published by the Humane Slaughter Association, The Old School, Brewhouse Hill, Wheathampstead, Hertfordshire AL4 8AN, United Kingdom (www.hsa.org.uk).

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GUIDELINES

GUIDELINES AND SELF ASSESSMENT

Every livestock auction market should have in place a set of guidelines for handling livestock. These guidelines will be the cornerstone of all employee training and in many cases may be required by customers as a condition of doing business. It is also recommended that all employees be provided with training regarding correct animal handling and be subject to an employee agreement that outlines the employees responsibilities with regards to correct animal handling.

Sample Livestock Handling Guidelines

<p style="text-align: center;"><u>Market Name Inserted</u> Guidelines for Handling Livestock</p> <p><u>BASIC HANDLING OF LIVESTOCK</u></p> <ol style="list-style-type: none">1. Livestock will be handled in a manner to avoid as much stress as possible.2. Paddles or flags will be the tools used at this facility for moving and sorting livestock. Electric prods will be used only in extreme circumstances by qualified employees.3. Supervisors will monitor handling of livestock by all employees. Any mishandling will be reported to the management.4. Gates will be used in the proper manner when handling livestock and their use will also be monitored by supervisors.5. A training video for proper handling of livestock is available and must be watched by all employees.6. Mishandling of livestock may be grounds for dismissal of any employee. <p><u>LIVESTOCK IN DISTRESS</u></p> <ol style="list-style-type: none">1. No employee shall pass by an animal in distress of any kind without rendering aid.2. If an employee is unable to relieve the distress of an animal, the employee will contact a supervisor immediately.3. The supervisor will immediately take control of the situation and render aid until the situation is resolved.4. Any animal in distress that a supervisor feels is beyond his/her capability of handling will immediately contact the company veterinarian. In such case the veterinarian is not available management will be immediately contacted.5. Failure to render aid to an animal in distress by any employee will be grounds for dismissal. <p><u>NON-AMBULATORY ANIMALS</u></p> <ol style="list-style-type: none">1. This facility does not accept non-ambulatory animals.2. If an animal becomes non-ambulatory while at this facility the first employee to realize the condition of the animal should immediately inspect the animal and administer aid or report the condition to qualified personnel.3. Qualified personnel should inspect the animal immediately and before moving to determine the condition and likelihood of recovery for the animal.4. Food and water will be immediately made available and regularly monitored by employees.5. The supervisor will evaluate any non-ambulatory animal and determine the next course of action: (Render Aid, Contact Qualified Personnel, Proper Euthanasia)6. A non-ambulatory animal with no chance of recovery shall be euthanized in a safe and responsible manner by trained personnel as soon as possible.7. A non-ambulatory animal that has been euthanized shall be immediately removed to an area away from live animals for disposal as soon as possible. <p><u>MOVING OF NON-AMBULATORY ANIMALS</u></p> <ol style="list-style-type: none">1. A non-ambulatory animal will be moved only when necessary with proper equipment by trained personnel in a proper manner.2. Proper equipment shall be: (Sled, Platform on loader, Bucket of loader of proper size)3. A non-ambulatory animal may be pulled by two un-injured limbs with padding on those limbs only a short distance to apply one of the other techniques of moving, if that animal is in a position that other forms of movement cannot be performed. <p style="text-align: center;">ALL EMPLOYEES OF THIS FACILITY ARE AWARE OF THE GUIDELINES SET FORTH ABOVE. ANY EMPLOYEE THAT IGNORES THESE GUIDELINES WILL BE SUBJECT TO DISMISSAL.</p>
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Sample Employee Agreement

Market Name Inserted Safe & Responsible Treatment of Animals

The following policy applies to all employees and contractors of __INSERT MARKET NAME__ CONCERNING the humane treatment of animals.

It is the policy of __INSERT MARKET NAME__ that no one will willingly and knowingly mistreat or abuse any animal that is in our care and control. Mistreatment or abuse caused by the excessive use of whips, canes, sorting poles, rattle paddles, and electric prods will not be tolerated. In the case of down or disabled livestock the willingness to inflict extreme pain or discomfort to make the animal ambulatory will not be tolerated.

It is the policy of __INSERT MARKET NAME__ that where an animal is delivered to our property and facilities in a disabled or non-ambulatory condition: (1.) The producer will be notified, and (2.) The animal will be treated in accordance to the __INSERT MARKET NAME__ Guidelines for Handling Livestock.

It is the policy of __INSERT MARKET NAME__ that the __INSERT MARKET NAME__ has the right to refuse animals that are in poor and non-ambulatory condition.

It is the policy of __INSERT MARKET NAME__ that no employee will engage in the use of mechanical machines or devices that are not specifically designed to move non-ambulatory livestock in a safe and humane manner. Only those methods outlined as acceptable in the __INSERT MARKET NAME__ Guidelines for Handling Livestock may be utilized.

No employee of __INSERT MARKET NAME__ will engage in any action at the request of truckers, patrons, or buyers that would constitute animal cruelty, abuse, or mistreatment. Any such request must be reported to the employee's supervisor or management.

The market staff also will report any animal abuse to management immediately. Any violation of this policy may result in disciplinary actions up to and including termination and in extreme cases notification of the proper law enforcement authorities.

Employee/Contractor Signature

Date

Euthanasia Action Plan

Every livestock auction market should work with qualified personnel and be prepared by developing an action plan for all instances that require the euthanasia of livestock. Safe and responsible techniques should be designated for animals in each stage of maturity. Inform all employees of the response plan and since all methods of euthanasia require moderate skill, designate individuals who will be responsible for carrying out the euthanasia.

 INSERT MARKET NAME HERE
EMERGENCY EUTHANASIA ACTION PLAN

Veterinarian / Animal Health Official:

Name: _____

Phone: _____

Rendering / Disposal Service:

Name: _____

Phone: _____

Species / Maturity	Euthanasia Method of Choice	Alternative Method of Euthanasia
Cattle		
Calves		
Bulls		
Farrowing Pigs		
Nursery Pigs	Work with Qualified Personnel to identify the euthanasia method of choice and an alternative method of euthanasia for each species / maturity level at your facility.	
Grower Pig		
Finisher Pig		
Mature Sow / Boar		
Sheep / Goats		
Foals (less than 4 months)		
Adult Horses		

Self Assessment Tool

Contact Livestock Marketing Association to schedule an on-site assessment of your facility, employee education and animal handling procedures by an LMA representative. It is also recommended that you assign a qualified staff person at your facility to do a periodic internal assessment of the handling procedures outlined in this guide in order to identify potential problem areas or needs for additional employee training. Self assessments should be documented by management and kept on file.

OTHER RESOURCES AVAILABLE

Many resources are available on the subject of correct animal handling and the movement or euthanasia of non-ambulatory animals. Contact LMA for more information about these materials.

American Association of Bovine Practitioners – www.aabp.org

American Association of Equine Practitioners – www.aaep.org

American Veterinary Medical Association – www.avma.org

BQA Animal Care Procedures Guidelines – www.bqa.org

Good Management Practices for Animal Handling and Stunning - 2nd Edition
(Published by: American Meat Institute Foundation, Written by Temple Grandin, Ph.D.)

Caring for Dairy Animals – Technical Reference Guide and On-The-Dairy Self Evaluation Guide
(Published by: Milk & Dairy Beef Quality Assurance Center, Inc. and Agri-Education, Inc.)

Focal Point – A Livestock Auction Market Guide to Animal Handling
(Video Produced by Beef Quality Assurance with assistance and distribution by Livestock Marketing Association)

Handling Livestock Naturally (Video Produced by the Livestock Marketing Association)

Livestock Marketing Association & Meadowbrook Insurance Group Risk Management Program

Livestock Handling Practices for Livestock Markets
(Printed and made available by the Livestock Marketing Association)

LMA Animal Health Risk Management Plan – A bio-security and foreign animal disease prevention and response plan for livestock auction markets and marketing businesses.

Master Cattle Transporter Guide – National Beef Quality Assurance Guide for Cattle Transporters (Published by: Beef Quality Assurance)

Practical Euthanasia of Cattle – Considerations for the Producer, Livestock Market Operator, Livestock Transporter and Veterinarian (Published by: American Association of Bovine Practitioners)

“Proper Handling Techniques for Non-ambulatory Animals” (Published by Livestock Conservation Institute)

Restricted Area “STOP” Signs (Printed and made available by the Livestock Marketing Association)

Report Abuse Signs (Printed and made available by the Livestock Marketing Association)

“The Cattle Industry’s Guidelines for the Care and Handling of Cattle” (Published by Beef Quality Assurance)

The Emergency Euthanasia of Sheep & Goats - Consideration for Owners, Producers, Auction Market Operators, Livestock Transporters, and Law Enforcement Officers - November, 1999
(Published by UC Davis Veterinary Medicine Extension - School of Veterinary Medicine and California Department of Food and Agriculture)

The Top 10 Consideration for Culling and Transporting Dairy Animals to a Packing or Processing Facility (Published by Dairy Management Inc., American Association of Bovine Practitioners and National Milk Producers Federation)

UC Davis School of Veterinary Medicine - www.vetmed.ucdavis.edu/vetext/home.html

USDA Non-Ambulatory (Downer) Animal Regulation Signs
(Printed and made available by the Livestock Marketing Association)

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