



# **Case for endorsement SFI Seafood Industry Training Package Version 1.0**

**Submitted by Skills Impact  
on behalf of  
Aquaculture and Wild Catch  
Industry Reference Committee**

**April 2019**

# Contents

<b>A. Administrative details .....</b>	<b>3</b>
<b>B. Description of work and request for approval.....</b>	<b>6</b>
<b>C. Evidence of Industry support .....</b>	<b>12</b>
<b>D. Industry expectations about training delivery.....</b>	<b>15</b>
<b>E. Implementation of the training package components .....</b>	<b>16</b>
<b>F. Quality assurance reports .....</b>	<b>20</b>
<b>G. Implementation of COAG Industry Skills Council reforms to training packages .....</b>	<b>22</b>
<b>H. Evidence of completion.....</b>	<b>24</b>
<b>I. IRC support.....</b>	<b>25</b>
<b>Appendix 1: Components for endorsement .....</b>	<b>26</b>
<b>Appendix 2: Industry support .....</b>	<b>59</b>
<b>Appendix 3: Quality assurance report .....</b>	<b>80</b>

## A. Administrative details

This section provides an overview of the relevant organisations, the case for change and training package components for endorsement.

### Organisational details

This submission is made by the following Industry Reference Committee (IRC):

- Aquaculture and Wild Catch Industry Reference Committee.

Skills Impact Ltd is the Skills Service Organisation (SSO) supporting this submission.

The Aquaculture and Wild Catch Industry Reference Committee is responsible for the following sectors:

- Aquaculture
- Wild Catch
- Seafood
- Fishing

### Component details

The Case for Endorsement comprises 14 qualifications, 150 units of competency and their associated assessment requirements and 14 skill sets as part of the *SFI Seafood Industry Training Package version 1.0*.

This submission comprises three projects.

The components submitted for approval for *SFI Seafood Industry Training Package version 1.0* were reviewed during the following projects:

Project	Materials
Aquaculture, Fishing Operations & Biosecurity	<ul style="list-style-type: none"><li>• 4 qualifications in Aquaculture, 2 qualifications in Fishing Operations and 1 cross-sector qualification in Seafood Industry</li><li>• 89 units of competency</li><li>• 8 new skill sets (non-endorsed component)</li><li>• proposed deletion of 2 qualifications, 28 units of competency and 8 skill sets</li></ul>
Seafood Post Harvest Operations	<ul style="list-style-type: none"><li>• 3 qualifications in Seafood Post Harvest Operations</li><li>• 28 units of competency</li><li>• 4 skill sets (non-endorsed component)</li><li>• proposed deletion of 1 qualification and 19 units of competency</li></ul>
Fisheries Compliance	<ul style="list-style-type: none"><li>• 4 qualifications in Fisheries Compliance</li><li>• 33 units of competency</li><li>• 2 skill set (non-endorsed component)</li></ul>

A full list of components proposed for endorsement appears in **Appendix 1 Components for Endorsement**.

## Activity Order details

Multiple Activity Orders apply to components for endorsement for *SFI Seafood Industry Training Package version 1.0*.

The AISC has considered the SFI Seafood Training Package and seeks additional advice from the relevant Industry Reference Committee in order to address compliance to the *Standards for Training Packages 2012*. The Quality Report identifies a breach of Standard 6 which concludes the condition of assessment does not provide sufficient specificity and prescribes a method of collecting evidence.

The SFI Seafood Training Package compliance work was completed within the original timeframe to update all components to meet the *Standards for Training Packages 2012* but the components were deemed not fit for the industry due to a lack of industry consultation by a previous Industry Skills Council when developing these components. On the 4 December 2017, the AISC endorsed the Aquaculture, Biosecurity and Post-Harvest projects with a completion date of 31 December 2018. This was to allow the industry to address the structural issues with the qualifications that were not able to be addressed as part of the process of ensuring the SFI Seafood Industry Training Package was compliant with the *2012 Standards for Training Packages*.

A separate activity order was received on the 1 March 2018 for Skills Impact to undertake the Fisheries Compliance project.

An extension to the Aquaculture, Biosecurity and Post-Harvest projects was approved by the AISC to 30 April 2019, so that more time could be allocated to ensure a full industry consultation process could be completed on all of the components of the *SFI Seafood Training Package*. This extension would ensure that the *SFI Seafood Industry Training Package* projects are submitted and endorsed by the AISC in the one sitting and allow for only one major release of the training package occurring in 2019.

The details of the projects are as follows:

### Aquaculture, Fishing Operations & Biosecurity

Skills Impact/AA/2015-16-001

Activity start date: 4 December 2017

Activity completion date: 30 April 2019

The requirements set by the AISC in relation to the *SFI Seafood Industry Training Package* development work were to:

- Review and improve 12 qualifications
- Review and improve 113 units of competency
- Review 15 Skill Sets.

### Seafood Post Harvest Operations

Skills Impact/AA/2015-16-001

Activity start date: 4 December 2017

Activity completion date: 30 April 2019

The requirements set by the AISC in relation to the *SFI Seafood Industry Training Package* development work were to:

- Review and improve 8 qualifications
- Review and improve 55 units of competency
- Review 1 Skill Set.

## Fisheries Compliance

Skills Impact/TPD/2017–18/003

Activity start date: 1 March 2018

Activity completion date: 30 April 2019

The requirements set by the AISC in relation to the *SFI Seafood Industry Training Package* development work were to:

- Review and improve 4 qualifications
- Review and improve 29 units of competency.

## B. Description of work and request for approval

The section describes the work undertaken and the decision being sought from the AISC. The components submitted for endorsement have been reviewed as part of the following three projects:

- Aquaculture, Fishing Operations & Biosecurity
- Seafood Post Harvest Operations
- Fisheries Compliance.

### Cross sector components

Please note that the proposed *Certificate I in Seafood* is relevant to all sectors but is discussed and included under the Aquaculture, Fishing Operations & Biosecurity project sections of this document.

The following proposed Skill Sets are relevant to the Aquaculture, Fishing Operations & Biosecurity and the Seafood Post Harvest Operations sectors but is discussed and included under the Seafood Post Harvest Operations project section of this document:

- Crocodile handling and processing
- Sector representation
- Fisheries compliance for industry

### Decision being sought

This submission puts forward the Case for Endorsement for the proposed components of the *SFI Seafood Industry Training Package version 1.0*.

The proposed Training Package components are listed in Appendix 1: Components for Endorsement, and comprise:

- 14 qualifications from the three projects
- 3 qualifications proposed for deletion
- 150 units of competency
- 47 units of competency proposed for deletion
- 14 skill sets (non-endorsed component but reviewing during projects)
- 5 skill sets proposed for deletion (non-endorsed but reviewed during projects).

The proposed Training Package components are listed in **Appendix 1: Components for Endorsement**.

### Work undertaken and why

The following points are covered for each project.

- All components submitted for endorsement have been developed and reviewed in accordance with the *Standards for Training Packages 2012*, the *Training Package Products Policy 2012* and the *Training Package Development and endorsement Policy 2016*.
- All units have had minor changes to the Performance Criteria, and Foundation Skills have been added. Performance Evidence and Knowledge Evidence components have been clarified and further details provided in the Assessment Conditions.
- Evidence of consultation with states and territories is provided in Appendix 2: Industry support.

### Industry overview

The seafood industry can be described as having five sectors: aquaculture (offshore and onshore), fishing (commercial), seafood processing, seafood wholesaling and fisheries compliance.

- Aquaculture - The sector consists of businesses that breed and farm fish, molluscs and crustaceans, both onshore and offshore.

- **Fishing** - Commercial businesses in this sector are involved in capturing inshore and estuarine, offshore and freshwater fish and seafood products, including finfish, molluscs, crustaceans, prawns, rock lobsters, oysters and also pearls. Products are sold direct to domestic and international customers as well as seafood processors and seafood wholesalers.
- **Seafood Processing** - The sector consists of businesses that process fish or other seafood, both on on-board vessels and land-based. Processes include handling animals for live sale, skinning or shelling, grading, filleting, boning, crumbing, battering and freezing of the seafood. This class also includes units mainly engaged in operating vessels that gather and process fish or other seafood.
- **Seafood Wholesaling** - This sector includes businesses that wholesale fresh, frozen or processed fish or other seafood, including imported product. They purchase fish and seafood from the aquaculture and fishing sectors, and from seafood processors. These products may be repackaged or sold straight to specialist fish and seafood retailers, supermarkets, food catering companies, cafes, hotels and restaurants.
- **Fisheries Compliance** - This sector consists of national and state regulatory bodies / agencies managing Australia's fisheries. Fishery compliance covers the commonwealth and across every state and territory level within 200 nautical miles off the coastline.

## Aquaculture, Fishing Operations & Biosecurity

**Skills Description:** Aquaculture is of growing importance to the seafood industry, playing an important role in the economies of hundreds of coastal and river communities across Australia and there is an opportunity for aquaculture to bridge the gap between supply and growing global food demand. Both the AQUAPLAN 2014-2019 and the National Aquaculture Strategy 2017 have identified specific objectives dedicated to ensuring there is appropriate training to the sector.

Biosecurity has also been identified by the Federal Government in the AQUAPLAN 2017-2019 and the National Aquaculture Strategy 2017 as a critical factor to manage in protecting the aquaculture and wild catch sectors. There is a focus on skills for managing biosecurity risk in both prevention and management of outbreaks of exotic pathogens or the emergence of endemic pathogens.

**Driver for this project:** Limited reviews and updates of the existing *SFI11 Seafood Industry Training Package* over the past 14 years have resulted in an increasing gap between training package components and changing industry skill requirements. Changes in technology, legislative and regulatory requirements, biosecurity and environmental sustainability and management were identified as key skill priorities in the *2017-2020 Aquaculture and Wild Catch IRC Skills Forecast and Proposed Schedule of Work*. A key factor to address in this project included ensuring qualifications and units of competency address skills and knowledge relating to biosecurity risk identification and management.

**Work undertaken:** A group of Subject Matter Experts (SME) was identified to provide advice throughout the project. Initial work involved 8 Workforce Functional Analyses that were conducted to identify the various job roles and tasks that exist within the seafood industry. Thirteen site visits to aquaculture and fishing operations across Australia and across different product types – prawns, salmon, abalone, lobster, oysters, barramundi, crocodiles, etc were undertaken to observe job roles and tasks in workplaces and to ensure the diversity of work environments and product types was addressed. Initial work involved identifying whether job roles related to the qualifications being reviewed were still relevant, and what new job roles needed to be updated or added to, to ensure skill and knowledge gaps were addressed.

Three Subject Matter Expert meetings were held in Adelaide, Sydney and Melbourne during May 2018. These were followed by 7 public consultation workshops in Melbourne, Adelaide, Darwin, Perth, Sydney, Coffs Harbour and Hobart during July-August 2018 and 6 webinars were held for those stakeholders who could not attend the consultation workshops in person. Stakeholders were also given the opportunity to provide comments and feedback on draft SFI Training Package components via online drafts and online surveys.

A validation forum was held in Melbourne in December 2018 to ensure industry validation of all qualifications, skill sets and units of competency within the Aquaculture, Fishing Operations, Biosecurity and Seafood Post Harvest Operations projects. This forum was attended by key stakeholders representing a variety of seafood industry sectors and states/territories.

## Biosecurity

Biosecurity is extremely important to the seafood industry and was raised by the majority of stakeholders during meetings and reviews. A key factor to address in this project included ensuring qualifications and units of competency address skills and knowledge relating to biosecurity risk identification and management.

Four new biosecurity specific units of competency were developed:

- SFIBIO201 Inspect and clean aquatic work equipment
- SFIBIO301 Identify and report signs of aquatic diseases and pests
- SFIBIO401 Apply aquaculture biosecurity measures
- SFIBIO501 Plan and implement an aquaculture biosecurity plan.

These biosecurity specific units are included as:

- a Core unit in Certificate II, III, IV and Diploma in Aquaculture qualifications
- a Core unit in Certificate II and III in Fishing Operations qualifications
- an Elective unit in Certificate II and III in Fisheries Compliance qualifications
- a unit within the Fisheries Compliance for Industry Skill Set.

Two new biosecurity skill sets were also developed and reference to biosecurity was incorporated into all other relevant units of competency.

### Aquaculture technical operations

Feedback from the aquaculture industry sector recommended development of units of competency to address advanced aquaculture practices and technologies. As a result, the following units of competency were developed and supported by industry:

- SFIAQU406 Implement low water exchange microbial floc technologies
- SFIAQU511 Culture new aquaculture species
- SFIAQU506 Manage an aquaculture research trial

## Qualifications

The *SFI10119 Certificate I in Seafood Industry* was developed by merging the existing *SFI10111 Certificate I in Aquaculture*, *SFI10211 Certificate I in Fishing Operations* and *SFI10511 Certificate I in Seafood Processing*. The Core units and packaging rules were revised, and total number of units reduced by 2. This new, rationalised Certificate is a preparatory qualification suitable for all sectors. It has no real job outcomes but is suitable for delivery as a VETiS program for secondary school students.

Industry feedback confirmed that there are no real job outcomes and low enrolments for the higher-level qualifications in Fishing Operations and supported deletion of the *SFI40215 Certificate IV in Fishing Operations* and *SFI50215 Diploma of Fishing Operations*. Industry training requirements can be addressed by qualifications and units of competency from the Business Services (BSB) Training Package.

## Terminology

Review of the existing SFI11 Training Package components also addressed content duplication across units of competency and outdated or non-inclusive workplace terminology throughout the qualifications and units of competency. For example, advice from industry indicated the terminology in some units of competency was too focussed on sea working environments and did not consider the freshwater and/or land-based operations.

All units of competency have been updated to meet *Standards for Training Packages 2012*, with several units also having code changes to reflect more suitable AQF alignment.



**Decision being sought:** 7 qualifications and 89 units of competency be endorsed as part of the *SFI Seafood Industry Training Package version 1.0 Case for Endorsement*.

Two qualifications and 28 units of competency are proposed for deletion. There is industry support for deletion of the following qualifications:

- *SFI40215 Certificate IV in Fishing Operations – no job outcomes.*
- *SFI50215 Diploma of Fishing Operations – no job outcomes.*

Also note that the environmental management content from the existing SFI30311 Certificate III in Seafood Industry (Environmental Management Support) has now been incorporated into the Certificate III in Aquaculture and Certificate III in Fishing Operations.

Likewise, the environmental management content from the existing SFI40311 Certificate IV in Seafood Industry (Environmental Management) has now been incorporated into the Certificate IV in Aquaculture

Eight new skill sets have been developed including 5 skill sets related to aquatic biosecurity (2), aquaculture chemicals (1), sector representation (1) and fisheries compliance for industry (1). These skill sets will be available in the Training Package when released.

## Seafood Post Harvest Operations

### Skills Description:

The sector consists of businesses that process fish or other seafood, both on on-board vessels and land-based. Processes include handling animals for live sale, skinning or shelling, grading, filleting, boning, crumbing, battering and freezing of the seafood. This class also includes units mainly engaged in operating vessels that gather and process fish or other seafood. The Seafood Wholesaling sector includes businesses that wholesale fresh, frozen or processed fish or other seafood, including imported product. They purchase fish and seafood from the aquaculture and fishing sectors, and from seafood processors. These products may be repackaged or sold straight to specialist fish and seafood retailers, supermarkets, food catering companies, cafes, hotels and restaurants.

Changes in technology, legislative and regulatory and market demands have seen a number of changes in how seafood is processed and sold. Some of the largest processors have moved to integrated operations where farming and processing are combined. A large percentage of organisations are both processors and retail/wholesalers leading to the opportunity to rationalise qualifications making them more flexible. Industry feedback suggests the existing qualifications have lost their relevance over time and no longer represent the industry's needs. As such, companies have chosen to develop their own internal training programs. Both employers and employees value training that provides relevant and transferable skills.

### Driver for this project:

Limited reviews and updates of the existing *SFI11 Seafood Industry Training Package* over the past 14 years have resulted in an increasing gap between training package components and changing industry skill requirements driven by a rapidly changing industry. Combining and/or rationalising the current number of qualifications, deleting superfluous components and importing more appropriate units from other training packages and therefore increasing transferability of skills were identified as key skill priorities in the *2017-2020 Aquaculture and Wild Catch IRC Skills Forecast and Proposed Schedule of Work*.

### Work undertaken:

A group of Subject Matter Experts (SME) was identified to provide advice throughout the project. Initial work involved 8 Workforce Functional Analyses that were conducted to identify the various job roles and tasks that exist within the seafood industry. Thirteen site visits to post-harvest operations across Australia and across different product types – oysters, abalone, octopus, lobster, prawn, barramundi and a range of other fish and seafood species were undertaken to observe job roles and tasks in workplaces and to ensure the diversity of work environments and product types was addressed. Initial work involved identifying whether job roles related to the qualifications being

reviewed were still relevant, and what new job roles needed to be updated or added to, to ensure skill and knowledge gaps were addressed.

Three Subject Matter Expert meetings were held in Adelaide, Sydney and Melbourne during May 2018. These were followed by 7 public consultation workshops in Melbourne, Adelaide, Darwin, Perth, Sydney, Coffs Harbour and Hobart during July-August 2018 and 6 webinars were held for those stakeholders who could not attend the consultation workshops in person. Stakeholders were also given the opportunity to provide comments and feedback on draft SFI Training Package components via online drafts and online surveys.

A validation forum was held in Melbourne in December 2018 to ensure industry validation of all qualifications, skill sets and units of competency within the Aquaculture, Fishing Operations, Biosecurity and Seafood Post Harvest Operations projects. This forum was attended by key stakeholders representing a variety of seafood industry sectors and states/territories.

All units of competency have been updated to meet Standards for Training Packages 2012, with several units also having code changes to reflect more suitable AQF alignment.

**Decision being sought:** 3 qualifications and 28 units of competency be endorsed as part of the *SFI Seafood Industry Training Package version 1.0 Case for Endorsement*.

One qualification and 19 units of competency are also proposed for deletion. Industry supports deletion of the following qualifications:

- SFI50511 Diploma of Seafood Processing - no real job outcomes and low enrolments

Also note that the sales and distribution content from the existing Certificates II, III and IV in Seafood Industry (Sales and Distribution) have now been incorporated into the new Certificates II, III and IV in Seafood Processing respectively.

Four skill sets will be available in the Training Package when released. The 3 new skill sets relating to crocodile handling and processing (1), sector representation (1) and fisheries compliance for industry (1) are relevant to all industry sectors; for example, Aquaculture, Fishing operations and Seafood Post Harvest operators.

## Fisheries Compliance

### **Skills Description:**

Aquaculture and fishing in Australia are managed under strict regulatory and environmental guidelines. Federal and state governments have shared responsibility for the management of Australia's fisheries resources.

The state governments regulate domestic fisheries and aquaculture production in their jurisdiction through the issuing of licences, permits, leases and quotas; and through regulations, which cover the environment, animal welfare, water supply and wastewater, monitoring and compliance.

The Fisheries Compliance sector consists of national and state regulatory bodies / agencies managing Australia's fisheries. Fishery compliance covers the Commonwealth and across every state and territory level within 200 nautical miles off the coastline.

Skills, as identified in the *IRC Skills Forecast and Proposed Schedule of Work 2018-2021* include:

- an understanding of compliance requirements by fisheries officers, commercial operators
- an understanding of changing regulations as a result of native title
- the capability to source, read and interpret legislation and regulations in order to ensure compliance
- the application of compliance frameworks for enforcement purposes.

Limited reviews and updates of the existing *SFI11 Seafood Industry Training Package* over the past 14 years have resulted in an increasing gap between training package components and changing industry skill requirements. Industry feedback suggested the existing qualifications did not accurately represent the job roles within the Fisheries compliance field and needed to be reviewed and improved. Different state/territory statutory and legislative requirements, powers and functions of

Fisheries compliance officers were also carefully considered during the review to ensure training components were suitable in all jurisdictions across Australia. Consideration was also given to the role of Aboriginal Marine Rangers and acknowledgment of Indigenous and/or customary fishing practices.

**Driver for this project:**

Growth in technology and emergence of social media requires management agencies to adapt their systems and processes, including faster response times, flexible compliance options for different operating environments, monitoring challenges emerging across different compliance jurisdictions.

Ways to simplify and streamline management systems through the sharing of services and processes in a consistent approach will require upskilling and training of workers. Training must also reflect changing legislation and regulations across the Commonwealth, state and territory domains.

**Work undertaken:**

A group of Subject Matter Experts (SME) was identified to provide advice throughout the project.

Subject Matter Expert meetings were held in Darwin and Adelaide during May 2018. These were followed by distribution of all draft materials to fisheries compliance regulatory bodies across Australia. Stakeholders were also given the opportunity to provide comments and feedback on draft SFI Training Package components via online drafts and online surveys.

A validation forum was held in Adelaide in January 2019 to ensure industry validation of all qualifications, skill sets and units of competency within the Fisheries Compliance project. This forum was attended by key stakeholders representing a variety of states/territories.

All units of competency have been updated to meet *Standards for Training Packages 2012*, with several units also having code changes to reflect more suitable AQF alignment.

**Decision being sought:** Four qualifications and 33 units of competency be endorsed as part of the *SFI Seafood Industry Training Package version 1.0 Case for Endorsement*.

Only one unit of competency was proposed for deletion; *SFICPL205 Present evidence in a court setting* was initially deemed too complex and specific for Certificate II learners. However, further discussion with industry and Subject Matter Experts recommended the unit be kept in the SFI Training Package as workers at this level may be required to present evidence in a court setting because of their job role as observers.

Also, note that *SFICOMP310C Operate off-road vehicles* was deemed inadequate to meet the needs of Fisheries Compliance officers in their work role, especially for officers working in remote regions. It has now been replaced with an imported unit; *TLIC2025 Operate four wheel drive vehicle*.

Two new skill sets related to fisheries compliance surveillance operations has been developed and will be available in the Training Package when released.

## C. Evidence of Industry support

This section provides evidence that the *SFI Seafood Industry Training Package version 1.0* is supported by industry.

### Support by IRC(s)

The Aquaculture and Wild Catch IRC are responsible for the *SFI Seafood Industry Training Package*. IRC members supported the recommendation to put forward the proposed training package products to the AISC for endorsement. Please refer to **Section 1. IRC support** for written evidence of support.

### Consultation with stakeholders

During development of the training package products, the following communication strategies were used for consultation with stakeholders:

- A project page was set up on the Skills Impact website at the start of each of the projects, containing information about the project together with progress updates. Project pages remained on the website throughout the duration of the project. Visitors were invited to register their interest to receive email alerts about the project including notification and registration for public consultation workshops and opportunities to provide feedback on draft materials.
  - Aquaculture, Fishing Operations & Biosecurity project page: <https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/draft-aquaculture-fishing-operations-biosecurity-project/>
  - Seafood Post Harvest Operations project page: <https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/draft-seafood-post-harvest-project/>
  - Fisheries Compliance project page: <https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/seafood-compliance-project/>
- Emails and newsletters were sent to state and territory training authorities (STAs/TTAs), VET regulators, industry training advisory bodies (ITABs) and other stakeholders to keep them informed of the project's progress
- Meetings – workplace site visits, face-to face meetings and/or video/teleconferences with key industry stakeholders and Subject Matter Experts (SMEs)
- IRC member communications with their industry networks
- Draft materials (including information regarding components proposed for deletion) were hosted on the Skills Impact website for a 4-week period, with an additional 2-week period for validation of final drafts. Stakeholders provided feedback via online questionnaires, emails or telephone calls, or during consultation workshops and webinars.

Please refer to **Appendix 2: Industry support** for a list of activities conducted, organisations and individuals consulted, together with letters of support.

In addition to these activities, the following specific stakeholder engagement took place for each project.

### Aquaculture, Fishing Operations & Biosecurity and Seafood Post Harvest Operations

Face-to-face meetings were held with the Subject Matter Expert working group in Adelaide, Sydney and Melbourne, in addition to ongoing emails and telephone calls.

Eight Workforce Functional Analysis meetings were held in Port Lincoln (SA), Hobart (TAS), Fremantle (WA), Port Adelaide (SA), Sydney (NSW), Bowen (QLD), Lakes Entrance (VIC) and Darwin (NT) throughout March-May 2018.

Thirteen site visits were held at seafood industry operations and/or training facilities in Port Lincoln (SA), Hobart (TAS), Perth (WA), Bowen (QLD), Lakes Entrance (VIC) and Darwin (NT) throughout March-May 2018 to gather further industry input.

Eight public face-to-face consultation workshops were held in Melbourne (VIC), Adelaide (SA), Darwin (NT), Fremantle (WA), Sydney (NSW), Coffs Harbour (NSW), and Hobart (TAS) throughout July-August 2018. Workshops were scheduled and promoted for Broome (WA), Brisbane (QLD), Townsville (QLD) and Warrnambool (VIC) however these were cancelled due to low registrations.

Six consultation webinars were held to cater for people who could not attend face-to-face consultation workshops.

Stakeholders that were identified as potentially having an interest in the changes proposed in the project were contacted via email at the start of the project in February 2018 and throughout the duration of the project.

Additional feedback was gathered from stakeholders via face-to-face meetings, emails and/or telephone calls and from Skills Impact staff attendance at industry conferences and events. For example, Skills Impact were invited to present at the Australian Prawn Farmers Association conference in August 2018.

A validation forum was held in Melbourne in December 2018 to ensure industry validation of all qualifications, skill sets and units of competency within the Aquaculture, Fishing Operations, Biosecurity and Seafood Post Harvest Operations projects. This forum was attended by key stakeholders representing a variety of seafood industry sectors and states/territories.

## Fisheries Compliance

Face-to-face meetings were held with the Subject Matter Expert working group in Darwin (NT) and Adelaide (SA) throughout June-September 2018 in addition to ongoing emails and telephone calls.

Draft Training Package components were also distributed online via govdex.gov.au (government document sharing platform) October-November 2018 allowing feedback from Australian Fisheries Management Authority - National Fisheries Compliance Committee - Training and WHS Sub-Committee networks.

Stakeholders that were identified as potentially having an interest in the changes proposed in the project were contacted via a face-to-face meeting at the start of the project in June 2018 and via emails throughout the duration of the project.

A validation forum was held in Adelaide in January 2019 to ensure industry validation of qualifications, skill sets and units of competency within the Fisheries Compliance project. This forum was followed by a teleconference as further discussion and validation was required.

Additional feedback was gathered from stakeholders via emails and/or telephone calls.

## State/Territory and key stakeholder engagement

Workshops were conducted throughout Australia to gain industry feedback on all aspects of the Seafood industry qualifications, skill sets and units of competency.

A wide range of stakeholders have been engaged across Australia and from all states and territories other than the ACT. Stakeholders have included national and state-based industry associations, government departments, peak national committees, union, enterprises, key training providers and a range of individuals who are considered to be subject matter experts.

Skills Impact also sent a letter to State Training Authorities (STAs) and Territory Training Authorities (TTAs) to inform them of the components proposed for deletion.

Please refer to **Appendix 2: Industry support** for a list of activities conducted, together with organisations and individuals consulted.

## Alternative approaches

The Seafood Industry project gained valuable stakeholder feedback through face-to-face meetings, site visits, emails, telephone calls and online surveys. However as there was limited industry

engagement via the online surveys, it was decided to schedule face-to-face meetings to ensure validation of all training package components within this project. Key industry stakeholders were brought together to view, discuss and validate every component within their scope of expertise. These meetings were well attended and provided vital industry endorsement of the final training package component draft documents.

## **Reports by exception**

There are no reports by exception.

## D. Industry expectations about training delivery

This section explains the advice provided in the Companion Volume Implementation Guide for the *SFI Seafood industry Training Package version 1.0*, together with recommendations for delivery of qualifications as traineeships/apprenticeships.

### Companion Volume Implementation Guide

The companion volume details information that covers key industry expectations about:

- qualifications suitable for vocational education and training delivered to secondary students
- qualifications suitable for delivery as apprenticeships or traineeships
- amount of training/volume of learning requirements to ensure that the individual can gain the necessary skills and knowledge
- key legislative requirements
- essential knowledge requirements.

### Delivery as apprenticeship/traineeship

The Aquaculture and Wild Catch IRC recommends that each qualification listed in the following table could be the basis for a traineeship or apprenticeship.

Qualification	Delivery recommendation	Nominal duration
SFI20119 Certificate II in Aquaculture	Traineeship	12 months
SFI20219 Certificate II in Fishing Operations	Traineeship	12 months
SFI20419 Certificate II in Fisheries Compliance	Traineeship	12 months
SFI20519 Certificate II in Seafood Post Harvest Operations	Traineeship	12 months
SFI30119 Certificate III in Aquaculture	Traineeship	12 months
SFI30219 Certificate III in Fishing Operations	Traineeship	18 months
SFI30419 Certificate III in Fisheries Compliance	Traineeship	18 months
SFI30519 Certificate III in Seafood Post Harvest Operations	Traineeship	18 months
SFI40119 Certificate IV in Aquaculture	Traineeship	24 months
SFI40419 Certificate IV in Fisheries Compliance	Traineeship	24 months

### VET for secondary students

<b>SFI Seafood Training Package V1.0 Qualifications suitable for VET programs in secondary schools</b>
SFI10119 Certificate I in Seafood Industry SFI20119 Certificate II in Aquaculture SFI20219 Certificate II in Fishing Operations SFI20519 Certificate II in Seafood Post Harvest Operations

## E. Implementation of the training package components

This section explains how the training package meet occupational and/or licensing requirements and identifies particular implementation issues and strategies to manage these issues.

### How training package components meet occupation and licensing requirements

SFI Seafood Training Package V1.0 legislative/regulatory/licensing requirements	
Qualification/unit	Description of requirement
SFI20219 Certificate II in Fishing Operations	<p>The following MAR units that appear in the elective bank of this qualification are subject to licencing and regulatory requirements:</p> <ul style="list-style-type: none"> <li>MARF027 Apply basic survival skills in the event of vessel abandonment</li> <li>MARF028 Follow procedures to minimise and fight fires on board a vessel</li> <li>MARF029 Meet work health and safety requirements</li> <li>MARF030 Survive at sea using survival craft.</li> </ul> <p>These units must be implemented in line with the <i>MAR Maritime Training Package</i> and Australian Maritime Safety Authority (AMSA) requirements.</p>
SFI20419 Certificate II in Fisheries Compliance Support	<p>The following MAR units that appear in the elective bank of this qualification are subject to licencing and regulatory requirements:</p> <ul style="list-style-type: none"> <li>MARC043 Transmit and receive information by marine radio</li> <li>MARC044 Transmit and receive information by VHF radio</li> <li>MARF027 Apply basic survival skills in the event of vessel abandonment</li> <li>MARF028 Follow procedures to minimise and fight fires on board a vessel</li> <li>MARF029 Meet work health and safety requirements</li> <li>MARF030 Survive at sea using survival craft.</li> </ul> <p>These units must be implemented in line with the <i>MAR Maritime Training Package</i> and Australian Maritime Safety Authority (AMSA) requirements.</p>
SFI30119 Certificate III in Aquaculture	<p>Some SFI and imported units in the elective bank are subject to licencing, legislative or certification requirements, including:</p> <ul style="list-style-type: none"> <li>Occupational diving is regulated independently by each state and territory workplace health and safety authority. Users are advised to check with the relevant authority to confirm current requirements relating to the following units of competency: <ul style="list-style-type: none"> <li>SFIDIV309 Work effectively as a diver in the seafood industry</li> <li>SFIDIV310 Perform diving operations using SSBA</li> <li>SFIDIV311 Perform diving operations using SCUBA</li> <li>SFIDIV312 Undertake emergency procedures in diving operations using SSBA</li> <li>SFIDIV313 Undertake emergency procedures in diving operations using SCUBA</li> <li>SFIDIV316 Perform underwater work in the wild catch sector</li> <li>SISOOPS304A Plan for minimal environmental impact</li> <li>SISOSCB301A SCUBA dive in open water to a maximum depth of 18 metres</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ SISOSCB303A* Complete deep dives to between 18 and 40 metres</li> <li>○ SISOSCB317A* Complete a dive using Enriched Air Nitrox.</li> <li>• The following MAR units that appear in the elective bank are subject to licencing and regulatory requirements. These units must be implemented in line with the <i>MAR Maritime Training Package</i> and Australian Maritime Safety Authority (AMSA) requirements. <ul style="list-style-type: none"> <li>○ MARB027 Perform basic servicing and maintenance of main propulsion unit and auxiliary systems</li> <li>○ MARC037 Operate inboard and outboard motors</li> <li>○ MARC038 Operate main propulsion unit and auxiliary systems</li> <li>○ MARC043 Transmit and receive information by marine radio</li> <li>○ MARC044 Transmit and receive information by VHF radio</li> <li>○ MARF027 Apply basic survival skills in the event of vessel abandonment</li> <li>○ MARF028 Follow procedures to minimise and fight fires on board a vessel</li> <li>○ MARF029 Meet work health and safety requirements</li> <li>○ MARF030 Survive at sea using survival craft</li> <li>○ MARH013 Plan and navigate a passage for a vessel up to 12 metres</li> <li>○ MARI003 Comply with regulations to ensure safe operation of a vessel up to 12 metres</li> <li>○ MARJ006 Follow environmental work practices</li> <li>○ MARK007 Handle a vessel up to 12 metres</li> <li>○ MARN008 Apply seamanship skills aboard a vessel up to 12 metres</li> </ul> </li> <li>• The following TLI licencing units must be implemented in line with the <i>TLI Transport and Logistics Training Package</i>: <ul style="list-style-type: none"> <li>○ TLILIC0002 Licence to operate a vehicle loading crane (capacity 10 metre tonnes and above)</li> <li>○ TLILIC0008 Licence to operate a non-slewing mobile crane (greater than 3 tonnes capacity)</li> <li>○ TLILIC0010 Licence to operate a slewing mobile crane (up to 20 tonnes).</li> </ul> </li> </ul>
SFI30219 Certificate III in Fishing Operations	<p>Some SFI and imported units in the elective bank are subject to licencing, legislative or certification requirements, including:</p> <ul style="list-style-type: none"> <li>• Occupational diving is regulated independently by each state and territory workplace health and safety authority. Users are advised to check with the relevant authority to confirm current requirements relating to the following units of competency: <ul style="list-style-type: none"> <li>○ SFIDIV309 Work effectively as a diver in the seafood industry</li> <li>○ SFIDIV310 Perform diving operations using SSBA</li> <li>○ SFIDIV311 Perform diving operations using SCUBA</li> <li>○ SFIDIV312 Undertake emergency procedures in diving operations using SSBA</li> <li>○ SFIDIV313 Undertake emergency procedures in diving operations using SCUBA</li> <li>○ SFIDIV316 Perform underwater work in the wild catch sector</li> <li>○ SISOOPS304A Plan for minimal environmental impact</li> <li>○ SISOSCB301A SCUBA dive in open water to a maximum depth of 18 metres</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ SISOSCB303A* Complete deep dives to between 18 and 40 metres</li> <li>○ SISOSCB317A* Complete a dive using Enriched Air Nitrox.</li> <li>• The following MAR units that appear in the elective bank are subject to licencing and regulatory requirements. These units must be implemented in line with the <i>MAR Maritime Training Package</i> and Australian Maritime Safety Authority (AMSA) requirements. <ul style="list-style-type: none"> <li>○ MARB027 Perform basic servicing and maintenance of main propulsion unit and auxiliary systems</li> <li>○ MARC037 Operate inboard and outboard motors</li> <li>○ MARC038 Operate main propulsion unit and auxiliary systems</li> <li>○ MARC043 Transmit and receive information by marine radio</li> <li>○ MARC044 Transmit and receive information by VHF radio</li> <li>○ MARF027 Apply basic survival skills in the event of vessel abandonment</li> <li>○ MARF028 Follow procedures to minimise and fight fires on board a vessel</li> <li>○ MARF029 Meet work health and safety requirements</li> <li>○ MARF030 Survive at sea using survival craft</li> <li>○ MARH013 Plan and navigate a passage for a vessel up to 12 metres</li> <li>○ MARI003 Comply with regulations to ensure safe operation of a vessel up to 12 metres</li> <li>○ MARJ006 Follow environmental work practices</li> <li>○ MARK007 Handle a vessel up to 12 metres</li> <li>○ MARN008 Apply seamanship skills aboard a vessel up to 12 metres</li> </ul> </li> <li>• The following TLI licencing units must be implemented in line with the <i>TLI Transport and Logistics Training Package</i> <ul style="list-style-type: none"> <li>○ TLILIC0002 Licence to operate a vehicle loading crane (capacity 10 metre tonnes and above)</li> <li>○ TLILIC0008 Licence to operate a non-slewing mobile crane (greater than 3 tonnes capacity)</li> <li>○ TLILIC0010 Licence to operate a slewing mobile crane (up to 20 tonnes).</li> </ul> </li> </ul>
SFI30419 Certificate III in Fisheries Compliance	<p>Statutory/legislative requirements may apply to holders of this qualification and may vary across states and territories. Users are required to check with the relevant jurisdiction for current requirements.</p> <p>The following MAR units that appear in the elective bank of this qualification are subject to licencing and regulatory requirements:</p> <ul style="list-style-type: none"> <li>• MARC043 Transmit and receive information by marine radio</li> <li>• MARC044 Transmit and receive information by VHF radio</li> <li>• MARF027 Apply basic survival skills in the event of vessel abandonment</li> <li>• MARF028 Follow procedures to minimise and fight fires on board a vessel</li> <li>• MARF029 Meet work health and safety requirements</li> <li>• MARF030 Survive at sea using survival craft.</li> </ul> <p>These units must be implemented in line with the <i>MAR Maritime Training Package</i> and Australian Maritime Safety Authority (AMSA) requirements.</p>

SFI40119 Certificate IV in Fisheries Compliance	Statutory/legislative requirements apply to this qualification and may vary across states and territories. Users are required to check with the relevant jurisdiction for current requirements.
---	---

Statutory/legislative requirements apply to both *SFI30419 Certificate III in Fisheries Compliance* qualification which reflects the role of individuals who work in a regulatory role, and *SFI40319 Certificate IV in Fisheries Compliance*, which reflects a senior or supervising regulatory role, for an agency or organisation that has legislated responsibility for fisheries management.

This was confirmed by the Commonwealth and state and territory jurisdictions who actively participated throughout the consultation and validation stages of the review and while the statutory/legislative requirements or the process for establishing statutory rights for holders of the qualification vary across each jurisdiction, the following is outlined in relevant qualification description fields:

Certificate III in Fisheries Compliance:

*“Statutory/legislative requirements may apply to holders of this qualification and may vary across states and territories. Users are required to check with the relevant jurisdiction for current requirements.”*

Certificate IV in Fisheries Compliance:

*“Statutory/legislative requirements apply to this qualification and may vary across states and territories. Users are required to check with the relevant jurisdiction for current requirements.”*

## Implementation issues and management strategies

Funding mechanisms and traditional training approaches continue to impact on access to formal training for individuals, and access and retention of trained staff for organisations. These issues were raised throughout the consultation phases.

The key drivers of investment in training for the Seafood Industry includes improving operations, the adoption of new technology or to meet legislative, regulatory or licensing requirements. Skill sets were identified as a training means that would meet these needs, mainly in having employees trained in specific organisational needs with less time away from work. However, while employers are obligated to meet legislative, regulatory or licensing requirements, in most states/territories, access to funding was identified as the most common barrier to formal training that would otherwise benefit the individual's capacity and organisation's market edge.

Although there are a number of industry focused Registered Training Organisations that deliver quality training to the Seafood Industry, there is a continuing issue with the lack of Register Training Organisations that have the resources or flexibility and ability to tailor training to meet organisational needs, particularly in regional or remote areas where the majority of the industry operates.

## F. Quality assurance reports

Skills Impact declares that the proposed components of the *SFI Training Package Version 1.0* meet the requirements of the *Standards for Training Packages 2012* and the *Training Package Development and Endorsement Process Policy*.

The table provides a statement of evidence that the components meet the Training Package Quality Principles.

Principle	Evidenced by:
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> <li>Changes demonstrate a clear link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and Proposed Schedule of Work, National Review Schedule and/or Case for Change, or demonstrate other evidence of industry needs.</li> <li>Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy</li> <li>Evidence that the training package components respond to Ministers' policy initiatives, in particular the CISC 2015 training package reforms</li> <li>Open and inclusive consultation and validation commensurate with scope and impact has been conducted</li> </ul>
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> <li>Packaging rules, qualifications framework, and pathways support movement within and across sectors</li> <li>Identification of skill sets that respond to client needs</li> <li>Other national and international standards for skills are considered</li> <li>Solutions to incorporate licensing and regulatory requirements are brokered and there is clear evidence of support from licensing and industry regulatory bodies</li> </ul>
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> <li>Active engagement across industry has sought to achieve a national consensus about the advice being provided to the AISC.</li> <li>Best use is made of cross-industry and work and participation bank units</li> </ul>
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> <li>Provide flexible qualifications that enable application in different contexts</li> <li>Provide multiple entry and exit points</li> <li>Pre-requisite units of competency are used only when required</li> </ul>
5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> <li>Provide pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications</li> </ul>
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> <li>Industry advice about delivery is provided via a Companion Volume Implementation Guide ready for publication at the same time as the Training Package</li> <li>Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth</li> <li>Compliance with the TGA/National Register requirements for publication</li> <li>Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package</li> </ul>

The declaration and statement of evidence is confirmed by the independent Quality Report which is provided in **Appendix 3: Quality Report**.

The *SFI Seafood Industry Training Package Companion Volume Implementation Guide* has been quality assured through Skills Impact's quality processes and is available.

## G. Implementation of COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC would support the COAG Industry and Skills Council reforms to training packages. Completion of training package development work, together with extensive consultation with relevant stakeholders, confirms that the submission:

- does not duplicate existing qualifications or units of competency
- Removed units of competency that duplicated existing units from other training packages. The replacement units have been imported into relevant qualifications
- Removed units of competency that had low or no enrolments in the past three years
- Removed the *Certificate IV in Fishing Operations*, *Diploma of Fishing Operations* and *Diploma of Seafood Processing* qualifications due to lack of enrolments, and stakeholder feedback indicating job roles in this sector did not exist at these higher levels, so no real job outcomes were available from the qualification.
- Developed 4 new units of competency and 2 new skill sets to address industry advice that biosecurity training was required for all sectors of the seafood industry
- Reviewed and corrected the AQF alignment of units of competency to reflect the level of skills covered
- Reviewed and corrected the AQF alignment of qualifications
- Removed all prerequisite requirements in units to address issues with prerequisites being used as a preferred delivery method, rather than being a prerequisite condition for building knowledge and skills
- Proposed deletion of 5 obsolete skill sets and the creation of 14 new skill sets that are designed to create easier access to skills required by industry
- Qualifications include several electives from other sectors of the *SFI Seafood Industry Training Package* that will enable learners to gain credit into other SFI qualifications
- Elective units have been imported from multiple other Training Packages to enable learners to gain credit into other qualifications from these Training Packages.

In addition:

- The existing endorsed *Certificate I in Aquaculture*, *Certificate I in Fishing Operations* and *Certificate I in Seafood Processing* have been revised and merged into one qualification suitable for all industry sectors; the *Certificate I in Seafood Industry*. The Core units have been revised and the total number of units reduced by two.
- The existing endorsed *Certificate II in Seafood Processing* has been revised to incorporate content from the *Certificate II in Seafood Industry (Sales and Distribution)* and has been retitled *Certificate II in Seafood Post Harvest Operations*. This qualification has been revised and strengthened by increasing core units by 2 and including 2 imported units to address communication and workplace health and safety (WHS)
- The existing endorsed *Certificate III in Seafood Industry (Sales and Distribution)* is being deleted but with content incorporated into the revised and retitled *Certificate III in Seafood Post Harvest Operations*
- The existing endorsed *Certificate III in Fishing Operations* has been revised to better reflect outcomes and allow for specialisations in diving and vessel operations.
- The existing endorsed *Certificate III in Seafood Industry (Environmental Management Support)* is being deleted and content incorporated into the *Certificate III in Aquaculture* and *Certificate III in Fishing Operations*.
- The existing endorsed *Certificate IV in Fishing Operations* and *Diploma of Fishing Operations* are being deleted based on advice from industry that there are no job outcomes for these

qualifications. Training required by managers can be adequately met by the *Business Services (BSB) Training Package*.

- The existing endorsed *Diploma of Seafood Processing* is being deleted based on advice from industry that there are no job outcomes for this qualification. Training required by managers can be adequately met by the *Business Services (BSB) Training Package*
- The *Diploma of Fisheries Compliance* has been revised to better reflect the job role. The total number of units has been reduced by 8 units (removing nesting of skills) and the Core units have been revised and increased by 1 unit.

## H. Evidence of completion

Skills Impact confirms that the proposed components of the *SFI Seafood Industry Training Package Version 1.0* have been completed according to the work assigned by the AISC in the Case for Change and the subsequent Activity Order.

The developed training package components are listed in **Appendix 1: Components for Endorsement**. Full copies of the listed training package components are provided with this Case for Endorsement.

### **Evidence that training package component(s) are prepared for publication.**

The Quality Report provides confirmation that the draft components meet the *Standards for Training Packages 2012*.

All components have been created to comply with the National Register requirements for publication. The **Mapping Summary** and **Training Package Modification History** provided in **Appendix 1 Components for endorsement** provide details of the changes to the training package components that are required to allow them to be published on the National Register.



## I. IRC support

The Aquaculture and Wild Catch Industry Reference Committee supports the submission of the training package components detailed in this Case for Endorsement.

Signed for and on behalf of the Aquaculture and Wild Catch Industry Reference Committee by its appointed Chair.

Name of Chair: Johnathon Davey

Signature of Chair:

Date:

30/4/2019.

I

## Appendix 1: Components for endorsement

### a. List of qualification titles and codes

Qualifications in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFI10119	Certificate I in Seafood Industry
SFI20119	Certificate II in Aquaculture
SFI20219	Certificate II in Fishing Operations
SFI20319	Certificate II in Seafood Post Harvest Operations
SFI20419	Certificate II in Fisheries Compliance
SFI30119	Certificate III in Aquaculture
SFI30219	Certificate III in Fishing Operations
SFI30319	Certificate III in Seafood Post Harvest Operations
SFI30419	Certificate III in Fisheries Compliance
SFI40119	Certificate IV in Aquaculture
SFI40219	Certificate IV in Seafood Post Harvest Operations
SFI40319	Certificate IV in Fisheries Compliance
SFI50119	Diploma of Aquaculture
SFI50219	Diploma of Fisheries Compliance

### b. List of unit titles and codes and associated assessment requirements

Units of competency in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFIAQU101	Carry out basic aquaculture activities
SFIAQU201	Collect broodstock and seedstock
SFIAQU202	Handle stock
SFIAQU203	Manipulate stock culture environment
SFIAQU204	Undertake routine maintenance of water supply and disposal systems and structures
SFIAQU205	Monitor water quality
SFIAQU206	Feed stock
SFIAQU207	Monitor stock and environmental conditions
SFIAQU208	Produce algal or live-feed cultures
SFIAQU209	Carry out on-farm post-harvest operations
SFIAQU210	Harvest cultured or held stock
SFIAQU211	Maintain stock culture, holding and other farm structures
SFIAQU212	Operate and maintain a recirculating aquaculture system
SFIAQU213	Use waders safely in aquatic environments
SFIAQU214	Control predators and pests
SFIAQU215	Control diseases
SFIAQU216	Work with crocodiles
SFIAQU301	Undertake effluent treatment and waste disposal
SFIAQU302	Construct or install stock culture, holding and farm structures
SFIAQU303	Monitor stock handling activities

Units of competency in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFIAQU304	Maintain water quality and environmental monitoring
SFIAQU305	Monitor harvest and post-harvest activities
SFIAQU306	Monitor production and maintain algal or live-feed cultures
SFIAQU307	Monitor the operations of a recirculating aquaculture system
SFIAQU308	Support hatchery operations
SFIAQU309	Carry out emergency procedures
SFIAQU310	Apply control measures for predators and pests
SFIAQU311	Apply control measures for diseases
SFIAQU312	Monitor feed activities
SFIAQU401	Develop and implement a stock health program
SFIAQU402	Coordinate construction or installation of stock culture, holding and farm structures
SFIAQU403	Manage water quality and environmental monitoring in enclosed systems
SFIAQU404	Operate hatchery
SFIAQU405	Develop emergency procedures for an aquaculture enterprise
SFIAQU406	Implement low water exchange microbial floc technologies
SFIAQU407	Coordinate sustainable aquacultural practices
SFIAQU408	Supervise harvest and post-harvest activities
SFIAQU409	Implement, monitor and review stock production
SFIAQU410	Implement a program to operate, maintain or upgrade a recirculating aquaculture system
SFIAQU501	Develop a stock nutrition program
SFIAQU502	Develop and implement an aquaculture breeding strategy
SFIAQU503	Establish an aquaculture facility
SFIAQU504	Plan and implement environmentally sustainable aquacultural practices
SFIAQU505	Plan stock health management
SFIAQU506	Manage an aquaculture research trial
SFIAQU507	Plan and design water supply and disposal systems
SFIAQU508	Plan and design stock culture or holding systems and structures
SFIAQU509	Develop stock production plan
SFIAQU510	Design a recirculating aquaculture system
SFIAQU511	Culture new aquaculture species
SFIBIO201	Inspect and clean aquatic work equipment
SFIBIO301	Identify and report signs of aquatic disease or pests
SFIBIO401	Apply aquaculture biosecurity measures
SFIBIO501	Plan and implement an aquaculture biosecurity plan
SFICPL201	Undertake a local operation
SFICPL202	Conduct field observations
SFICPL203	Promote sustainable use of local marine and freshwater environments
SFICPL204	Communicate effectively in cross-cultural environments
SFICPL205	Present evidence in a court setting
SFICPL301	Maintain operational safety
SFICPL302	Exercise compliance powers
SFICPL303	Board vessel at sea

Units of competency in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFICPL304	Support the judicial process
SFICPL305	Perform administrative duties
SFICPL306	Gather, collate and record information
SFICPL307	Facilitate effective communication in the workplace
SFICPL308	Monitor fish catches for legal compliance
SFICPL309	Conduct fisheries management awareness programs
SFICPL401	Conduct an investigative audit
SFICPL402	Plan the surveillance operation
SFICPL403	Operate and maintain surveillance equipment
SFICPL404	Operate an observation post
SFICPL405	Perform post-surveillance duties
SFICPL406	Perform mobile surveillance
SFICPL407	Undertake prosecution procedures for magistrate's court
SFICPL408	Manage own professional performance
SFICPL409	Undertake patrol operations
SFICPL410	Promote fisheries management awareness programs
SFICPL411	Implement fisheries compliance
SFICPL412	Operate in remote areas
SFICPL501	Administer the district office
SFICPL502	Contribute to fisheries management
SFICPL503	Undertake the prosecution in a trial
SFIDIV301	Work effectively as a diver in the seafood industry
SFIDIV302	Perform diving operations using SSBA
SFIDIV303	Perform diving operations using SCUBA
SFIDIV304	Undertake emergency procedures in diving operations using SSBA
SFIDIV305	Undertake emergency procedures in diving operations using SCUBA
SFIDIV306	Perform underwater work in the aquaculture sector
SFIDIV307	Perform underwater work in the wild catch sector
SFIEMS201	Participate in environmentally sustainable work practices
SFIEMS401	Implement and monitor environmentally sustainable work practices
SFIFSH201	Assemble and repair damaged netting
SFIFSH202	Cook on board a vessel
SFIFSH203	Use trawls to land catch
SFIFSH204	Use pots and traps to land catch
SFIFSH205	Apply deckhand skills aboard a fishing vessel
SFIFSH206	Use hand operated lines to land catch
SFIFSH207	Use beach seines, mesh nets or gill nets to land catch
SFIFSH301	Operate vessel deck machinery and lifting appliance
SFIFSH302	Perform breath-hold diving operations
SFIFSH303	Construct nets and customise design
SFIFSH304	Adjust and position fishing gear
SFIFSH305	Locate fishing grounds and stocks of fish
SFIFSH306	Manage and control fishing operations
SFIOBS301	Monitor and record fishing operations
SFIOBS302	Collect reliable scientific data and samples

Units of competency in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFIOBS303	Collect routine fishery management data
SFIOBS304	Analyse and report onboard observations
SFIPRO101	Clean fish
SFIPRO102	Clean work area
SFIPRO103	Fillet fish and prepare portions
SFIPRO104	Work with knives
SFIPRO201	Head and peel crustaceans
SFIPRO202	Process squid, cuttlefish and octopus
SFIPRO203	Shuck molluscs
SFIPRO301	Monitor hygiene and sanitation requirements
SFIPRO302	Handle and pack sashimi-grade fish
SFIPRO303	Slaughter and process crocodiles
SFIPRO304	Boil and pack crustaceans
SFIPRO401	Evaluate a batch of seafood
SFIPRO402	Manage a product recall
SFIPRO403	Develop and implement a seafood waste utilisation strategy
SFIPRO404	Plan and develop formulations and specifications for new seafood product
SFISAD201	Prepare, cook and retail seafood products
SFISAD202	Retail seafood
SFISAD301	Wholesale product
SFISAD401	Buy seafood product
SFISAD402	Analyse domestic seafood market opportunities
SFISAD403	Analyse international seafood market opportunities
SFISAD404	Develop and provide information about seafood product
SFISTR201	Prepare, pack and dispatch non-live product
SFISTR202	Receive and distribute product
SFISTR203	Assemble and load refrigerated product
SFISTR204	Prepare, pack and dispatch stock for live transport
SFISTR301	Operate refrigerated storerooms
SFISTR302	Supervise storage of temperature controlled stock
SFIVOP201	Comply with organisational and legislative requirements for vessel operations
SFIVOP202	Contribute to safe navigation
SFIVOP203	Operate a small vessel
SFIVOP204	Operate and maintain outboard motors
SFIVOP205	Prepare for vessel maintenance
SFIWHS201	Meet workplace health and safety requirements
SFIWHS301	Contribute to workplace health and safety processes
SFIXSI101	Apply basic seafood handling and safety practices
SFIXSI102	Communicate in the seafood industry
SFIXSI201	Work effectively in the seafood industry
SFIXSI202	Maintain the temperature of seafood
SFIXSI401	Participate in a media interview or presentation
SFIXSI402	Act to prevent interaction with protected species

### c. List of skill set titles and codes (non-endorsable)

Skill Sets in the SFI Seafood Industry Training Package V1.0	
Code	Title
SFISS00015	Abalone Diver Environmental Management Skill Set
SFISS00016	Aquaculture Chemical Skill Set
SFISS00017	Basic Aquatic Biosecurity Skill Set
SFISS00018	Aquatic Biosecurity Skill Set
SFISS00019	Crocodile Handling and Processing Skill Set
SFISS00020	Deckhand Induction Skill Set
SFISS00021	Environment Sustainability Management Skill Set
SFISS00022	Fish Processor Induction Skill Set
SFISS00023	Fisheries Compliance for Industry Skill Set
SFISS00024	Fisheries Compliance Surveillance Operations Skill Set
SFISS00025	Fisheries Resource Management Observer Skill Set
SFISS00026	Fishing Operator Skill Set
SFISS00027	Net Construction and Repair Skill Set
SFISS00028	Sector Representation Skill Set

### d. Mapping information

Qualifications from SFI11 Version 2.2 to SFI Version 1.0

Mapping of qualifications from SFI11 Seafood Industry Version 2.2 to SFI Seafood Industry Training Package Version 1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
SFI10111 Certificate I in Aquaculture	SFI10119 Certificate I in Seafood Industry	Updated to meet Standards for Training Packages. Qualification merged with SFI10211 Certificate I in Fishing Operations and SFI10511 Certificate I in Seafood Processing. Title change. Revised packaging rules. Total number of units reduced by 2. Core units revised.	Equivalent qualification
SFI10211 Certificate I in Fishing Operations	SFI10119 Certificate I in Seafood Industry	Updated to meet Standards for Training Packages. Qualification merged with SFI10111 Certificate I in Aquaculture and SFI10511 Certificate I in Seafood Processing. Title change. Revised packaging rules. Total number of units reduced by 2. Core units revised.	Equivalent qualification

<b>Mapping of qualifications from SFI11 Seafood Industry Version 2.2 to SFI Seafood Industry Training Package Version 1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFI10511 Certificate I in Seafood Processing	SFI10119 Certificate I in Seafood Industry	Updated to meet Standards for Training Packages. Qualification merged with SFI10111 Certificate I in Aquaculture and SFI10211 Certificate I in Fishing Operations Title change. Revised packaging rules. Total number of units reduced by 2. Core units revised.	Equivalent qualification
SFI20111 Certificate II in Aquaculture	SFI20119 Certificate II in Aquaculture	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 3 units. Core units revised and increased by 1 unit.	Equivalent qualification
SFI20211 Certificate II in Fishing Operations	SFI20219 Certificate II in Fishing Operations	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 3 units. Core units revised and increased by 1 unit.	Equivalent qualification
SFI20411 Certificate II in Fisheries Compliance Support	SFI20419 Certificate II in Fisheries Compliance Support	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 3 units. Core units revised and increased by 1 unit.	Equivalent qualification
SFI20511 Certificate II in Seafood Processing	SFI20319 Certificate II in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI20611 Certificate II in Seafood Industry (Sales and Distribution). Title change. Revised packaging rules to better reflect outcomes. Total number of units reduced by 3 units. Core units revised and increased by 1 unit.	Equivalent qualification
SFI20611 Certificate II in Seafood Industry (Sales and Distribution)	SFI20319 Certificate II in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI20511 Certificate II in Certificate II in Seafood Processing.	Equivalent qualification

Mapping of qualifications from SFI11 Seafood Industry Version 2.2 to SFI Seafood Industry Training Package Version 1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
		Revised qualification title and packaging rules to better reflect outcomes. Total number of units reduced by 3 units. Core units revised and increased by 2 units.	
SFI30111 Certificate III in Aquaculture	SFI30119 Certificate III in Aquaculture	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes and allow for specialisations. Total number of units reduced by 2 units. Core units revised and decreased by 1 unit.	Equivalent qualification
SFI30211 Certificate III in Fishing Operations	SFI30219 Certificate III in Fishing Operations	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes and allow for specialisations. Total number of units reduced by 2 units. Core units revised and increased by 1 unit.	Equivalent qualification
SFI30311 Certificate III in Seafood Industry (Environmental Management Support)	Not applicable	Deleted qualification.	Not applicable
SFI30411 Certificate III in Fisheries Compliance	SFI30419 Certificate III in Fisheries Compliance	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Core units revised and increased by 5 units.	Equivalent qualification
SFI30511 Certificate III in Seafood Processing	SFI30319 Certificate III in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI30611 Certificate III in Seafood Industry (Sales and Distribution). Title change. Revised packaging rules to better reflect outcomes. Total number of units reduced by 2 units. Core unit revised and increased by 1 unit.	Equivalent qualification
SFI30611 Certificate III in Seafood Industry (Sales and Distribution)	SFI30319 Certificate III in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI30511 Certificate III in Seafood Processing. Title change.	Equivalent qualification



<b>Mapping of qualifications from SFI11 Seafood Industry Version 2.2 to SFI Seafood Industry Training Package Version 1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Revised packaging rules to better reflect outcomes. Total number of units reduced by 2 units. Core unit revised and increased by 1 unit.	
SFI40111 Certificate IV in Aquaculture	SFI40119 Certificate IV in Aquaculture	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 5 units. Core units revised and decreased by 1 unit.	Equivalent qualification
SFI40211 Certificate IV in Fishing Operations	Not applicable	Deleted qualification.	Not applicable
SFI40311 Certificate IV in Seafood Industry (Environmental Management)	Not applicable	Deleted qualification.	Not applicable
SFI40411 Certificate IV in Fisheries Compliance	SFI40319 Certificate IV in Fisheries Compliance	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 8 units. Core units revised and increased by 3 units.	Equivalent qualification
SFI40511 Certificate IV in Seafood Processing	SFI40219 Certificate IV in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI40611 Certificate IV in Seafood Industry (Sales and Distribution). Title change. Revised packaging rules to better reflect outcomes. Total number of units reduced by 5 units. Core units revised and decreased by 2 units.	Equivalent qualification
SFI40611 Certificate IV in Seafood Industry Sales and Distribution	SFI40219 Certificate IV in Seafood Post Harvest Operations	Updated to meet Standards for Training Packages. Qualification merged with SFI40511 Certificate IV in Seafood Processing. Title change. Revised packaging rules to better reflect outcomes. Total number of units reduced by 5 units. Core units revised and decreased by 1 unit.	Equivalent qualification

<b>Mapping of qualifications from SFI11 Seafood Industry Version 2.2 to SFI Seafood Industry Training Package Version 1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFI50111 Diploma of Aquaculture	SFI50119 Diploma of Aquaculture	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 9 units in removing nesting of skills. Core units revised and decreased by 2 units	Equivalent qualification
SFI50211 Diploma of Fishing Operations	Not applicable	Deleted qualification.	Not applicable
SFI50411 Diploma of Fisheries Compliance	SFI50219 Diploma of Fisheries Compliance	Updated to meet Standards for Training Packages. Revised packaging rules to better reflect outcomes. Total number of units reduced by 5 units in removing nesting of skills. Core units revised and increased by 1 unit.	Equivalent qualification
SFI50511 Diploma of Seafood Processing	Not applicable	Deleted qualification.	Not applicable

### Units of competency from SFI11 Version 2.2 to SFI Version 1.0

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIAQUA102B Carry out basic aquaculture activities	SFIAQU101 Carry out basic aquaculture activities	Updated to meet Standards for Training Packages.	Equivalent unit
SFIAQUA201C Collect broodstock and seedstock	SFIAQU201 Collect broodstock and seedstock	Updated to meet Standards for Training Packages. Minor changes to performance criteria for clarity.	Equivalent unit
SFIAQUA205C Feed stock	SFIAQU206 Feed stock	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA206C Handle stock	SFIAQU202 Handle stock	Updated to meet Standards for Training Packages Minor changes to elements and	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		performance criteria to clarify intent of unit	
SFIAQUA209C Manipulate stock culture environment	SFIAQU203 Manipulate stock culture environment	Updated to meet Standards for Training Packages. Minor changes to performance criteria for clarity.	Equivalent unit
SFIAQUA211C Undertake routine maintenance of water supply and disposal systems and structures	SFIAQU204 Undertake routine maintenance of water supply and disposal systems and structures	Updated to meet Standards for Training Packages. Minor changes to performance criteria for clarity.	Equivalent unit
SFIAQUA212C Work with crocodiles	SFIAQU216 Work with crocodiles	Updated to meet Standards for Training Packages. Minor changes to performance criteria for clarity.	Equivalent unit
SFIAQUA213C Monitor stock and environmental conditions	SFIAQU205 Monitor water quality	Updated to meet Standards for Training Packages Content relating to water testing has been incorporated into this unit All other content has been incorporated into SFIAQU207 Monitor stock and environmental conditions	Not equivalent unit
SFIAQUA213C Monitor stock and environmental conditions	SFIAQU207 Monitor stock and environmental conditions	Updated to meet Standards for Training Packages Content relating to water testing has been incorporated into SFIAQU205 Monitor water quality All other content has been incorporated into this unit	Not equivalent
SFIAQUA214B Produce algal or live-feed cultures	SFIAQU208 Produce algal or live-feed cultures	Updated to meet Standards for Training Packages Minor changes to performance criteria for clarity	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIAQUA215B Carry out on-farm post-harvest operations	SFIAQU209 Carry out on-farm post-harvest operations	Updated to meet Standards for Training Packages. Minor changes to element and performance criteria for clarity.	Equivalent unit
SFIAQUA216B Harvest cultured or held stock	SFIAQU210 Harvest cultured or held stock	Updated to meet Standards for Training Packages. Minor amendments to performance criteria for clarity.	Equivalent unit
SFIAQUA217B Maintain stock culture, holding and other farm structures	SFIAQU211 Maintain stock culture, holding and other farm structures	Updated to meet Standards for Training Packages. Minor changes to elements for clarity	Equivalent unit
SFIAQUA219B Operate and maintain high technology water treatment components	SFIAQU212 Operate and maintain a recirculating aquaculture system	Updated to meet Standards for Training Packages. Revised title. Minor changes to elements and performance criteria for clarity.	Equivalent unit
SFIAQUA220A Use waders	SFIAQU213 Use waders safely in aquatic environments	Updated to meet Standards for Training Packages. Title change and minor changes to performance criteria to clarify intent of unit.	Equivalent unit
SFIAQUA221A Control predators and pests	SFIAQU214 Control predators and pests	Updated to meet Standards for Training Packages. Minor changes to elements and performance criteria to clarify intent of unit.	Equivalent unit
SFIAQUA222A Control diseases	SFIAQU215 Control diseases	Updated to meet Standards for Training Packages. Minor changes to elements and performance criteria to clarify intent of unit	Equivalent unit
SFIAQUA301C Oversee and undertake effluent and waste treatment and disposal	SFIAQU301 Undertake effluent treatment and waste disposal	Updated to meet Standards for Training Packages. Minor changes to title and content to better reflect unit outcome	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIAQUA302C Construct or install stock culture, holding and farm structures	SFIAQU302 Construct or install stock culture, holding and farm structures	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA303C Coordinate stock handling activities	SFIAQU303 Monitor stock handling activities	Updated to meet Standards for Training Packages. Revised unit title and minor amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA308C Maintain water quality and environmental monitoring	SFIAQU304 Maintain water quality and environmental monitoring	Updated to meet Standards for Training Packages. Minor amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA309C Oversee harvest and post-harvest activities	SFIAQU305 Monitor harvest and post-harvest activities	Updated to meet Standards for Training Packages. Revised unit title and amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA311B Oversee production and maintain algal or live-feed cultures	SFIAQU306 Monitor production and maintain algal or live-feed cultures	Updated to meet Standards for Training Packages. Revised unit title and minor amendments to performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA313B Oversee operations of high technology water treatment components	SFIAQU307 Monitor the operations of a recirculating aquaculture system	Updated to meet Standards for Training Packages. Revised unit title and minor amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA314A Support hatchery operations	SFIAQU308 Support hatchery operations	Updated to meet Standards for Training Packages. Minor changes to elements and	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		performance criteria for clarity.	
SFIAQUA315A Oversee emergency procedures for on-land operations	SFIAQU309 Carry out emergency procedures	Updated to meet Standards for Training Packages. Revised unit title and minor amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA316A Oversee the control of predators and pests	SFIAQU310 Apply control measures for predators and pests	Updated to meet Standards for Training Packages. Revised unit title and minor changes to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA317A Oversee the control of diseases	SFIAQU311 Apply control measures for diseases	Updated to meet Standards for Training Packages. Revised unit title and minor changes to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFIAQUA318A Coordinate feed activities	SFIAQU312 Monitor feed activities	Updated to meet Standards for Training Packages. Revised unit title and minor amendments to element and performance criteria for clarity.	Equivalent unit
SFIAQUA401C Develop and implement a stock health program	SFIAQU401 Develop and implement a stock health program	Updated to meet Standards for Training Packages. Minor amendments to element and performance criteria for clarity.	Equivalent unit
SFIAQUA402C Coordinate construction or installation of stock culture, holding and farm structures	SFIAQU402 Coordinate construction or installation of stock culture, holding and farm structures	Updated to meet Standards for Training Packages.	Equivalent unit
SFIAQUA404C Operate hatchery	SFIAQU404 Operate hatchery	Updated to meet Standards for Training Packages.	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIAQUA406C Seed and harvest round pearls	Not applicable	Deleted unit	Not applicable
SFIAQUA407C Coordinate sustainable aquacultural practices	SFIAQU407 Coordinate sustainable aquacultural practices	Updated to meet Standards for Training Packages.	Equivalent unit
SFIAQUA408C Supervise harvest and post-harvest activities	SFIAQU408 Supervise harvest and post-harvest activities	Updated to meet Standards for Training Packages. Amendments to elements and performance criteria for clarity.	Equivalent unit
SFIAQUA409B Implement, monitor and review stock production	SFIAQU409 Implement, monitor and review stock production	Updated to meet Standards for Training Packages. Minor amendments to performance criteria for clarity.	Equivalent unit
SFIAQUA410B Implement a program to operate, maintain or upgrade a system comprising high technology water treatment components	SFIAQU410 Implement a program to operate, maintain or upgrade a recirculating aquaculture system	Updated to meet Standards for Training Packages. Revised title and minor amendments to performance criteria for clarity.	Equivalent unit
SFIAQUA411A Manage water quality and environmental monitoring in enclosed systems	SFIAQU403 Manage water quality and environmental monitoring in enclosed systems	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA413A Develop emergency procedures for an aquaculture enterprise	SFIAQU405 Develop emergency procedures for an aquaculture enterprise	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA501C Develop a stock nutrition program	SFIAQU501 Develop a stock nutrition program	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA502C Develop and implement an aquaculture breeding strategy	SFIAQU502 Develop and implement an aquaculture breeding strategy	Updated to meet Standards for Training Packages. Amendments to elements and performance criteria for clarity.	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIAQUA503C Establish an aquacultural enterprise	SFIAQU503 Establish an aquaculture facility	Updated to meet Standards for Training Packages. Revised unit title.	Equivalent unit
SFIAQUA504C Plan environmentally sustainable aquacultural practices	SFIAQU504 Plan and implement environmentally sustainable aquacultural practices	Updated to meet Standards for Training Packages. Revised unit title to better reflect outcomes. Element divided for clarity.	Equivalent unit
SFIAQUA505C Plan stock health management	SFIAQU505 Plan stock health management	Updated to meet Standards for Training Packages.	Equivalent unit
SFIAQUA507C Plan and design water supply and disposal systems	SFIAQU507 Plan and design water supply and disposal systems	Updated to meet Standards for Training Packages.	Equivalent unit
SFIAQUA508C Plan and design stock culture or holding systems and structures	SFIAQU508 Plan and design stock culture or holding systems and structures	Updated to meet Standards for Training Packages. Minor changes to elements for clarity.	Equivalent unit
SFIAQUA509B Develop stock production plan	SFIAQU509 Develop stock production plan	Updated to meet Standards for Training Packages	Equivalent unit
SFIAQUA510B Select, plan or design a system or facility utilising high technology water treatment components	SFIAQU510 Design a recirculating aquaculture system	Updated to meet Standards for Training Packages. Revised title and amendments to elements and performance criteria for clarity	Equivalent unit
SFICOMP201B Undertake a local operation	SFICPL201 Undertake a local operation	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP202B Conduct field observations	SFICPL202 Conduct field observations	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP203B Promote sustainable use of local marine and freshwater environments	SFICPL203 Promote sustainable use of local marine and freshwater environments	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP204B Present evidence in a court setting	SFICPL205 Present evidence in a court setting	Updated to meet Standards for Training Packages	Equivalent unit



<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFICOMP205B Communicate effectively in cross-cultural environments	SFICPL204 Communicate effectively in cross-cultural environments	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP302C Exercise compliance powers	SFICPL302 Exercise compliance powers	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP308C Monitor fish catches for legal compliance	SFICPL308 Monitor fish catches for legal compliance	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP310C Operate off-road vehicles	Not applicable	Deleted unit	Not applicable
SFICOMP315A Support the judicial process	SFICPL304 Support the judicial process	Updated to meet Standards for Training Packages. Removal of one element and amendments to elements and performance criteria to better reflect outcomes.	Equivalent unit
SFICOMP316A Gather, collate and record information	SFICPL306 Gather, collate and record information	Updated to meet Standards for Training Packages. Element 5 removed to better reflect unit intent.	Equivalent unit
SFICOMP317A Facilitate effective communication in the workplace	SFICPL307 Facilitate effective communication in the workplace	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP318A Perform administrative duties	SFICPL305 Perform administrative duties	Updated to meet Standards for Training Packages. Element 5 removed and minor amendment to element for clarity.	Equivalent unit
SFICOMP401C Administer the district office	SFICPL501 Administer the district office	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code to better reflect outcomes.	Equivalent unit
SFICOMP402C Plan the	SFICPL402 Plan the surveillance operation	Updated to meet Standards for Training Packages	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
surveillance operation			
SFICOMP403C Operate and maintain surveillance equipment	SFICPL403 Operate and maintain surveillance equipment	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP404C Operate an observation post	SFICPL404 Operate an observation post	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP405C Perform post-surveillance duties	SFICPL405 Perform post-surveillance duties	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP406C Perform mobile surveillance	SFICPL406 Perform mobile surveillance	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP407C Undertake prosecution procedures for magistrate's court	SFICPL407 Undertake prosecution procedures for magistrate's court	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP409A Plan and undertake patrol operations	SFICPL409 Undertake patrol operations	Updated to meet Standards for Training Packages. Title change and minor amendments to element and performance criteria for clarity.	Equivalent unit
SFICOMP410A Promote fisheries management awareness programs	SFICPL410 Promote fisheries management awareness programs	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP411A Implement aquaculture compliance	SFICPL411 Implement fisheries compliance	Updated to meet Standards for Training Packages. Revised title and minor amendments to performance criteria to better reflect outcomes.	Equivalent unit
SFICOMP412A Operate in remote areas	SFICPL412 Operate in remote areas	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP413A Maintain operational safety	SFICPL301 Maintain operational safety	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code and minor amendments to	Equivalent unit

Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
		performance criteria to better reflect outcomes	
SFICOMP414A Manage own professional performance	SFICPL408 Manage own professional performance	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP415A Board vessel at sea	SFICPL303 Board vessel at sea	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code and minor amendments to performance criteria to better reflect outcomes.	Equivalent unit
SFICOMP501C Conduct an investigative audit	SFICPL401 Conduct an investigative audit	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code to better reflect outcomes.	Equivalent unit
SFICOMP502C Contribute to fisheries management	SFICPL502 Contribute to fisheries management	Updated to meet Standards for Training Packages	Equivalent unit
SFICOMP503C Undertake the prosecution in a trial	SFICPL503 Undertake the prosecution in a trial	Updated to meet Standards for Training Packages	Equivalent unit
SFICORE101C Apply basic food handling and safety practices	SFIXSI101 Apply basic seafood handling and safety practices	Updated to meet Standards for Training Packages Revised title to better reflect outcomes. Unit sector revised	Equivalent unit
SFICORE103C Communicate in the seafood industry	SFIXSI102 Communicate in the seafood industry	Updated to meet Standards for Training Packages. Unit Sector revised. Minor amendments to elements and performance criteria for clarity.	Equivalent unit
SFICORE105B Work effectively in the seafood industry	SFIXSI201 Work effectively in the seafood industry	Updated to meet Standards for Training Packages. Unit Sector revised. Change to AQF indicator in unit	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		code to better reflect outcomes	
SFICORE106B Meet workplace OHS requirements	SFIWHS201 Meet workplace health and safety requirements	Updated to meet Standards for Training Packages. Revised title. Unit Sector revised. Change to AQF indicator in unit code to better reflect outcomes. Amendments to element and performance criteria for clarity.	Equivalent unit
SFIDIST201C Prepare, cook and retail seafood products	SFISAD201 Prepare, cook and retail seafood products	Updated to meet Standards for Training Packages Amendments to element and performance criteria for clarity	Equivalent unit
SFIDIST202C Retail fresh, frozen and live seafood	SFISAD202 Retail seafood	Updated to meet Standards for Training Packages Element added and minor amendment to performance criteria for clarity Revised unit title	Equivalent unit
SFIDIST301C Wholesale product	SFISAD301 Wholesale product	Updated to meet Standards for Training Packages	Equivalent unit
SFIDIST401C Buy seafood product	SFISAD401 Buy seafood product	Updated to meet Standards for Training Packages	Equivalent unit
SFIDIST501C Export product	Not applicable	Deleted unit	Not applicable
SFIDIST502C Import product	Not applicable	Deleted unit	Not applicable
SFIDIVE309A Work effectively as a diver in the seafood industry	SFIDIV301 Work effectively as a diver in the seafood industry	Updated to meet Standards for Training Packages. Prerequisite removed. Minor amendments to element and performance criteria for clarity.	Equivalent unit
SFIDIVE310A Perform diving	SFIDIV302 Perform diving operations using SSBA	Updated to meet Standards for Training Packages.	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
operations using SSBA		Minor amendments to performance criteria for clarity.	
SFIDIVE311A Perform diving operations using SCUBA	SFIDIV303 Perform diving operations using SCUBA	Updated to meet Standards for Training Packages. Minor amendments to performance criteria for clarity.	Equivalent unit
SFIDIVE312A Undertake emergency procedures in diving operations using SSBA	SFIDIV304 Undertake emergency procedures in diving operations using SSBA	Updated to meet Standards for Training Packages. Prerequisite removed. Performance criteria added to replace gap in the removal of prerequisite.	Equivalent unit
SFIDIVE313A Undertake emergency procedures in diving operations using SCUBA	SFIDIV305 Undertake emergency procedures in diving operations using SCUBA	Updated to meet Standards for Training Packages. Prerequisite removed. Performance criteria added to replace gap in the removal of prerequisite.	Equivalent unit
SFIDIVE314A Perform compression chamber diving operations	Not applicable	Deleted unit	Not applicable
SFIDIVE315A Perform underwater work in the aquaculture sector	SFIDIV306 Perform underwater work in the aquaculture sector	Updated to meet Standards for Training Packages. Prerequisite removed. Minor amendments to elements and performance criteria for clarity.	Equivalent unit
SFIDIVE316A Perform underwater work in the wild catch sector	SFIDIV307 Perform underwater work in the wild catch sector	Updated to meet Standards for Training Packages. Prerequisite removed. Minor amendments to elements and performance criteria for clarity.	Equivalent unit
SFIEMS201B Participate in environmentally sustainable work practices	SFIEMS201 Participate in environmentally sustainable work practices	Updated to meet Standards for Training Packages. Minor amendments to element and	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		performance criteria for clarity.	
SFIEMS301B Implement and monitor environmentally sustainable work practices	SFIEMS401 Implement and monitor environmentally sustainable work practices	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code to better reflect outcomes. Minor amendments to element and performance criteria for clarity.	Equivalent unit
SFIEMS302B Act to prevent interaction with protected species	SFIXSI402 Act to prevent interaction with protected species	Updated to meet Standards for Training Packages. Unit Sector revised. Change to AQF indicator in unit code to better reflect outcomes.	Equivalent unit
SFIEMS401B Conduct an internal audit of an environmental management system	Not applicable	Deleted unit	Not applicable
SFIEMS501B Develop workplace policy for sustainability	Not applicable	Deleted unit. Skills and knowledge of SFIEMS501B addressed in BSBSUS501 Develop workplace policy and procedures for sustainability.	Not applicable
SFIFCHA301C Develop information and advice on fishing charter trips	Not applicable	Deleted unit	Not applicable
SFIFCHA302C Operate an inshore day charter	Not applicable	Deleted unit	Not applicable
SFIFCHA501C Plan and manage extended fishing charter trips	Not applicable	Deleted unit	Not applicable
SFIFISH202C Cook on board a vessel	SFIFSH202 Cook on board a vessel	Updated to meet Standards for Training Packages. Minor amendments to elements and	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		performance criteria for clarity.	
SFIFISH203C Maintain, prepare, deploy and retrieve trawls to land catch	SFIFSH203 Use trawls to land catch	Updated to meet Standards for Training Packages. Title shortened.	Equivalent unit
SFIFISH204C Maintain, prepare, deploy and retrieve pots and traps to land catch	SFIFSH204 Use pots and traps to land catch	Updated to meet Standards for Training Packages. Title shortened.	Equivalent unit
SFIFISH205C Maintain, prepare, deploy and retrieve drop lines and long lines to land catch	Not applicable	Deleted unit	Not applicable
SFIFISH206C Maintain, prepare, deploy and retrieve hand operated lines to land catch	SFIFSH206 Use hand operated lines to land catch	Updated to meet Standards for Training Packages. Title shortened.	Equivalent unit
SFIFISH207C Maintain, prepare, deploy and retrieve beach seines, mesh nets or gill nets to land catch	SFIFSH207 Use beach seines, mesh nets or gill nets to land catch	Updated to meet Standards for Training Packages. Title shortened.	Equivalent unit
SFIFISH208C Maintain, prepare, deploy and retrieve purse seines to land catch	Not applicable	Deleted unit	Not applicable
SFIFISH209C Maintain the temperature of seafood	SFIXSI209 Maintain the temperature of seafood	Updated to meet Standards for Training Packages. Unit sector revised. Minor amendments to performance criteria for clarity	Equivalent unit
SFIFISH210C Assemble and repair damaged netting	SFIFSH201 Assemble and repair damaged netting	Updated to meet Standards for Training Packages	Equivalent unit
SFIFISH211A Provide support for diving operations	Not applicable	Deleted unit	Not applicable
SFIFISH214B Contribute to at-sea processing of seafood	Not applicable	Deleted unit	Not applicable

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIFISH215B Apply deckhand skills aboard a fishing vessel	SFIFSH205 Apply deckhand skills aboard a fishing vessel	Updated to meet Standards for Training Packages.	Equivalent unit
SFIFISH309B Construct nets and customise design	SFIFSH303 Construct nets and customise design	Updated to meet Standards for Training Packages.	Equivalent unit
SFIFISH310A Adjust and position fishing gear	SFIFSH304 Adjust and position fishing gear	Updated to meet Standards for Training Packages. Minor amendments to performance criteria for clarity.	Equivalent unit
SFIFISH311A Operate vessel deck machinery and lifting appliance	SFIFSH301 Operate vessel deck machinery and lifting appliance	Updated to meet Standards for Training Packages. Minor amendments to performance criteria for clarity.	Equivalent unit
SFIFISH312A Perform breath-hold diving operations	SFIFSH302 Perform breath-hold diving operations	Updated to meet Standards for Training Packages. Prerequisite removed.	Equivalent unit
SFIFISH401C Locate fishing grounds and stocks of fish	SFIFSH305 Locate fishing grounds and stocks of fish	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code. Minor changes to element and performance criteria for clarity.	Equivalent unit
SFIFISH402C Manage and control fishing operations	SFIFSH306 Manage and control fishing operations	Standards for Training Packages. Change to AQF indicator in unit code. Minor amendment to element for clarity.	Equivalent unit
SFILEAD401B Develop and promote knowledge of the industry sector	Not applicable	Deleted unit	Not applicable
SFILEAD402B Negotiate effectively for the sector	Not applicable	Deleted unit	Not applicable
SFILEAD403B Demonstrate commitment and professionalism	Not applicable	Deleted unit	Not applicable



<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFILEAD407A Provide expert information to a resource management group	Not applicable	Deleted unit	Not applicable
SFILEAD408A Analyse information to develop strategic seafood management options	Not applicable	Deleted unit	Not applicable
SFILEAD409A Negotiate collective outcomes within the resource management group process	Not applicable	Deleted unit	Not applicable
SFILEAD501C Develop and promote industry knowledge	Not applicable	Deleted unit	Not applicable
SFILEAD502C Shape strategic thinking	Not applicable	Deleted unit	Not applicable
SFILEAD503C Cultivate productive working relationships	Not applicable	Deleted unit	Not applicable
SFILEAD504C Plan and achieve change and results	Not applicable	Deleted unit	Not applicable
SFILEAD505C Communicate with influence	Not applicable	Deleted unit	Not applicable
SFILEAD506C Demonstrate personal drive and integrity	Not applicable	Deleted unit	Not applicable
SFILEAD507C Provide corporate leadership	Not applicable	Deleted unit	Not applicable
SFIOBSV301B Monitor and record fishing operations	SFIOBS301 Monitor and record fishing operations	Updated to meet Standards for Training Packages.	Equivalent unit
SFIOBSV302B Collect reliable scientific data and samples	SFIOBS302 Collect reliable scientific data and samples	Updated to meet Standards for Training Packages.	Equivalent unit
SFIOBSV303B Collect routine fishery management data	SFIOBS303 Collect routine fishery management data	Updated to meet Standards for Training Packages.	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
SFIOBSV304B Analyse and report onboard observations	SFIOBS304 Analyse and report onboard observations	Updated to meet Standards for Training Packages.	Equivalent unit
SFIOHS301C Implement OHS policies and guidelines	Not applicable	Deleted unit	Not applicable
SFIOHS501C Establish and maintain the enterprise OHS program	Not applicable	Deleted unit	Not applicable
SFIPROC101C Clean fish	SFIPRO101 Clean fish	Updated to meet Standards for Training Packages. Prerequisite removed.	Equivalent unit
SFIPROC102C Clean work area	SFIPRO102 Clean work area	Updated to meet Standards for Training Packages	Equivalent unit
SFIPROC105B Fillet fish and prepare portions	SFIPRO103 Fillet fish and prepare portions	Updated to meet Standards for Training Packages. Prerequisite removed Minor amendments to performance criteria for clarity.	Equivalent unit
SFIPROC106B Work with knives	SFIPRO104 Work with knives	Updated to meet Standards for Training Packages Amendments to performance criteria for clarity and better reflect level of complexity	Equivalent unit
SFIPROC201C Head and peel crustaceans	SFIPRO201 Head and peel crustaceans	Updated to meet Standards for Training Packages. Minor amendments to elements	Equivalent unit
SFIPROC202C Process squid, cuttlefish and octopus	SFIPRO202 Process squid, cuttlefish and octopus	Updated to meet Standards for Training Packages. Minor amendments to element and performance criteria for clarity.	Equivalent unit
SFIPROC203C Shuck molluscs	SFIPRO203 Shuck molluscs	Updated to meet Standards for Training Packages.	Equivalent unit

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Minor amendments to performance criteria for clarity.	
SFIPROC302C Handle and pack sashimi-grade fish	SFIPRO302 Handle and pack sashimi-grade fish	Updated to meet Standards for Training Packages	Equivalent unit
SFIPROC304B Boil and pack crustaceans	SFIPRO304 Boil and pack crustaceans	Updated to meet Standards for Training Packages. Minor amendments to elements and performance criteria for clarity	Equivalent unit
SFIPROC305B Slaughter and process crocodiles	SFIPRO303 Slaughter and process crocodiles	Updated to meet Standards for Training Packages. Minor changes to performance criteria for clarity.	Equivalent unit
SFIPROC401C Evaluate a batch of seafood	SFIPRO401 Evaluate a batch of seafood	Updated to meet Standards for Training Packages. Minor amendments to elements and performance criteria for clarity.	Equivalent unit
SFIPROC402C Maintain hygiene standards while servicing a food handling area	Not applicable	Deleted unit	Not applicable
SFIPROC403C Follow basic food safety practices	Not applicable	Deleted unit	Not applicable
SFIPROC404C Apply and monitor food safety requirements	Not applicable	Deleted unit	Not applicable
SFIPROC405C Oversee the implementation of a food safety program in the workplace	Not applicable	Deleted unit	Not applicable
SFIPROC406C Develop food safety programs	Not applicable	Deleted unit	Not applicable
SFIPROC407C Conduct internal food safety audits	Not applicable	Deleted unit. Skills and knowledge of SFIPROC407C addressed in HLT FSE008 Conduct	Not applicable

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
		internal food safety audits	
SFIPROC501C Manage seafood processing production units	Not applicable	Deleted unit	Not applicable
SFIPROC502C Produce technical reports on seafood processing systems	Not applicable	Deleted unit	Not applicable
SFIPROC503C Analyse seafood packaging requirements	Not applicable	Deleted unit	Not applicable
SFIPROC504C Design and manage a product recall	SFIPRO402 Manage a product recall	Updated to meet Standards for Training Packages. Revised unit title and change to AQF indicator in unit code to better reflect outcomes.	Equivalent unit
SFIPROC601C Establish costs and/or conditions for sale of seafood product	Not applicable	Deleted unit	Not applicable
SFIPROC602C Plan and manage seafood and related product concept development	Not applicable	Deleted unit	Not applicable
SFIPROC603C Develop and manage seafood and related product production trials	Not applicable	Deleted unit	Not applicable
SFIPROC604C Plan and develop formulations and/or specifications for new seafood product	SFIPRO404 Plan and develop formulations and specifications for new seafood product	Updated to meet Standards for Training Package. Minor amendment to title and change to AQF indicator in unit code.	Equivalent unit
SFIPROC606C Develop and implement energy control systems in seafood processing environments	Not applicable	Deleted unit	Not applicable
SFIPROC607C Prepare work	Not applicable	Deleted unit	Not applicable

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
instructions for new seafood processing tasks			
SFIPROC608C Provide practical and/or commercial advice to seafood users	Not applicable	Deleted unit	Not applicable
SFIPROC609C Monitor the seafood business environment to determine threats and opportunities	Not applicable	Deleted unit	Not applicable
SFIPROC610C Establish and manage effective external relationships	Not applicable	Deleted unit	Not applicable
SFIPROC611C Participate in a media interview or presentation	SFIXSI401 Participate in a media interview or presentation	Updated to meet Standards for Training Packages. Change to AQF indicator in unit code and unit sector to reflect use across sectors.	Equivalent unit
SFISHIP201C Comply with organisational and legislative requirements	SFIVOP201 Comply with organisational and legislative requirements for vessel operations	Updated to meet Standards for Training Packages Title change and minor changes to elements for clarity.	Equivalent unit
SFISHIP202C Contribute to safe navigation	SFIVOP202 Contribute to safe navigation	Updated to meet Standards for Training Packages. Amendments to elements and performance criteria for clarity.	Equivalent unit
SFISHIP205C Maintain marine plant	Not applicable	Deleted unit	Not applicable
SFISHIP206C Operate a small vessel	SFIVOP203 Operate a small vessel	Updated to meet Standards for Training Packages	Equivalent unit
SFISHIP207C Operate and maintain outboard motors	SFISVOP204 Operate and maintain outboard motors	Updated to meet Standards for Training Packages	Equivalent unit
SFISHIP208C Operate low	Not applicable	Deleted unit	Not applicable

<b>Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0</b>			
<b>Code and title SFI11 v2.2</b>	<b>Code and title SFI v1.0</b>	<b>Comments</b>	<b>Equivalence statement</b>
powered diesel engines			
SFISHIP211C Prepare for maintenance	SFIVOP205 Prepare for vessel maintenance	Updated to meet Standards for Training Packages Title change and minor amendments to performance criteria for clarity.	Equivalent unit
SFISTOR202C Receive and distribute product	SFISTR202 Receive and distribute product	Updated to meet Standards for Training Packages	Equivalent unit
SFISTOR203C Assemble and load refrigerated product	SFISTR203 Assemble and load refrigerated product	Updated to meet Standards for Training Packages	Equivalent unit
SFISTOR204A Prepare, pack and dispatch stock for live transport	SFISTR204 Prepare, pack and dispatch stock for live transport	Updated to meet Standards for Training Packages	Equivalent unit
SFISTOR205A Prepare, pack and dispatch non-live product	SFISTR201 Prepare, pack and dispatch non-live product	Updated to meet Standards for Training Packages	Equivalent unit
SFISTOR301C Operate refrigerated storerooms	SFISTR301 Operate refrigerated storerooms	Updated to meet Standards for Training Packages	Equivalent unit
Not applicable	SFIAQU406 Implement low water exchange microbial floc technologies	New unit	Not applicable
Not applicable	SFIAQU506 Manage an aquaculture research trial	New unit	Not applicable
Not applicable	SFIAQU511 Culture new aquaculture species	New unit	Not applicable
Not applicable	SFIBIO201 Inspect and clean aquatic work equipment	New unit	Not applicable
Not applicable	SFIBIO301 Identify and report signs of aquatic disease or pests	New unit	Not applicable
Not applicable	SFIBIO401 Apply aquaculture biosecurity measures	New unit	Not applicable
Not applicable	SFIBIO501 Plan and implement an aquaculture biosecurity plan	New unit	Not applicable

Mapping of units of competency from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
Not applicable	SFICPL309 Conduct fisheries management awareness programs	New unit	Not applicable
Not applicable	SFIPRO301 Monitor hygiene and sanitation requirements	New unit	Not applicable
Not applicable	SFIPRO403 Develop and implement a seafood waste utilisation strategy	New unit	Not applicable
Not applicable	SFISAD402 Analyse domestic seafood market opportunities	New unit	Not applicable
Not applicable	SFISAD403 Analyse international seafood market opportunities	New unit	Not applicable
Not applicable	SFISAD404 Develop and provide information about seafood product	New unit	Not applicable
Not applicable	SFISTR302 Supervise storage of temperature controlled stock	New unit	Not applicable
Not applicable	SFIWHS301 Contribute to workplace health and safety processes	New unit	Not applicable

## Skill Sets from SFI11 Version 2.2 to SFI Version 1.0

Mapping of skill sets from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
SFISS00001 Environment Management Systems Coordinator Skill Set	SFISS00021 Environment Sustainability Management Skill Set	Supersedes and is not equivalent to <i>Environment Management Systems Coordinator Skill Set</i> . Amended title to reflect broader target group. <i>SFIEMS401B Conduct an internal audit of an environmental management system removed.</i>	Not equivalent

Mapping of skill sets from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
SFISS00002 Extended Fishing Charter Operator Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00003 Fisheries Resource Management Observer Skill Set	SFISS00025 Fisheries Resource Management Observer Skill Set	Supersedes and is equivalent to <i>SFISS00003 Fisheries Resource Management Observer Skill Set.</i>	Equivalent
SFISS00004 Fishing Operator Skill Set	SFISS00026 Fishing Operator Skill Set	Supersedes and is not equivalent to <i>SFISS00004 Fishing Operator Skill Set. Revised units.</i>	Not equivalent
SFISS00005 Industry Leadership – Resource Management Group Membership Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00006 Industry Leadership - Sector Representation Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00007 Industry Leadership – Strategic Development Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00008 Limited Fishing Charter Operator Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00009 Net Construction and Repair Skill Set	SFISS00027 Net Construction and Repair Skill Set	Supersedes and is equivalent to <i>SFISS00009 Net Construction and Repair Skill Set. Revised units.</i>	Equivalent
SFISS00010 Fish Processor Induction Skill Set	SFISS00022 Fish Processor Induction Skill Set	Supersedes and is equivalent to <i>SFISS00010 Fish Processor Induction Skill Set.</i>	Equivalent
SFISS00011 Deckhand Induction Skill Set	SFISS00020 Deckhand Induction Skill Set	Supersedes and is not equivalent to <i>SFISS00011 Deckhand Induction Skill Set. Revised units.</i>	Equivalent



Mapping of skill sets from SFI11 Version 2.2 to SFI Seafood Industry Training Package V1.0			
Code and title SFI11 v2.2	Code and title SFI v1.0	Comments	Equivalence statement
SFISS00012 Abalone Diver Environmental Management Skill Set	SFISS00015 Abalone Diver Environmental Management Skill Set	Supersedes and is equivalent to <i>SFISS00012 Abalone Diver Environmental Management Skill Set. Unit SFIDIV312 Undertake emergency procedures in diving operations using SSBA added.</i>	Equivalent
SFISS00013 Senior Deckhand Skill Set	Not applicable	Deleted skill set	Not applicable
SFISS00014 Skipper Skill Set	Not applicable	Deleted skill set	Not applicable
Not applicable	SFISS00016 Aquaculture Chemical Skill Set	New skill set	Not applicable
Not applicable	SFISS00017 Basic Aquatic Biosecurity Skill Set	New skill set	Not applicable
Not applicable	SFISS00018 Aquatic Biosecurity Skill Set	New skill set	Not applicable
Not applicable	SFISS00019 Crocodile Handling and Processing Skill Set	New skill set	Not applicable
Not applicable	SFISS00023 Fisheries Compliance for Industry Skill Set	New skill set	Not applicable
Not applicable	SFISS00024 Fisheries Compliance Surveillance Operations Skill Set	New skill set	Not applicable
Not applicable	SFISS00028 Sector Representation Skill Set	New skill set	Not applicable

## e. Credit arrangements

Qualification Code	Qualification Title	Credit Arrangement Details
SFI10119	Certificate I in Seafood Industry	At the time of endorsement of this training package, no national credit arrangements exist.
SFI20119	Certificate II in Aquaculture	At the time of endorsement of this training package, no national credit arrangements exist.

<b>Qualification Code</b>	<b>Qualification Title</b>	<b>Credit Arrangement Details</b>
SFI20219	Certificate II in Fishing Operations	At the time of endorsement of this training package, no national credit arrangements exist.
SFI20319	Certificate II in Seafood Post Harvest Operations	At the time of endorsement of this training package, no national credit arrangements exist.
SFI20419	Certificate II in Fisheries Compliance Support	At the time of endorsement of this training package, no national credit arrangements exist.
SFI30119	Certificate III in Aquaculture	At the time of endorsement of this training package, no national credit arrangements exist.
SFI30219	Certificate III in Fishing Operations	At the time of endorsement of this training package, no national credit arrangements exist.
SFI30319	Certificate III in Seafood Post Harvest Operations	At the time of endorsement of this training package, no national credit arrangements exist.
SFI30419	Certificate III in Fisheries Compliance	At the time of endorsement of this training package, no national credit arrangements exist.
SFI40119	Certificate IV in Aquaculture	At the time of endorsement of this training package, no national credit arrangements exist.
SFI40219	Certificate IV in Seafood Post Harvest Operations	At the time of endorsement of this training package, no national credit arrangements exist.
SFI40319	Certificate IV in Fisheries Compliance	At the time of endorsement of this training package, no national credit arrangements exist.
SFI50119	Diploma of Aquaculture	At the time of endorsement of this training package, no national credit arrangements exist.
SFI50219	Diploma of Fisheries Compliance	At the time of endorsement of this training package, no national credit arrangements exist.

## Appendix 2: Industry support

During development of the training package products, the following communication strategies were used for consultation with stakeholders:

- A project page was set up on the Skills Impact website at the start of each of the projects, containing information about the project together with progress updates. Project pages remained on the website throughout the duration of the project. Visitors were invited to register their interest to receive email alerts about the project including notification and registration for public consultation workshops and opportunities to provide feedback on draft materials.
  - Aquaculture, Fishing Operations & Biosecurity project page:  
<https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/draft-aquaculture-fishing-operations-biosecurity-project/>
  - Seafood Post Harvest Operations project page: <https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/draft-seafood-post-harvest-project/>
  - Fisheries Compliance project page: <https://www.skillsimpact.com.au/aquaculture-and-wild-catch/training-package-projects/seafood-compliance-project/>
- Emails and newsletters were sent to state and territory training authorities (STAs/TTAs), VET regulators, industry training advisory bodies (ITABs) and other stakeholders to keep them informed of the project's progress
- Meetings – workplace site visits, face-to face meetings and/or video/teleconferences with key industry stakeholders and Subject Matter Experts (SMEs)
- IRC member communications with their industry networks
- Draft materials (including information regarding components proposed for deletion) were hosted on the Skills Impact website for a 4-week period, with an additional 2-week period for validation of final drafts. Stakeholders provided feedback via online questionnaires, emails or telephone calls, or during consultation workshops and webinars.

## Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations

### Workforce Functional Analysis workshop attendees

Forty stakeholders attended the Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations Workforce Functional Analysis workshops.

Name	Organisation
Aaron Irving	National Aquaculture Council Pearl Producers Australia, WA
Andrew Tabor	Southern Tasmania Divers, TAS
Andrew Watts	Seafood Industry Victoria (SIV), VIC
Bastien Finet	Pacific Reef Fisheries, QLD
Bill Stenson	Owner, Odyssey Fisheries, SA
Brad Duncan	Lakes Entrance Fisherman's Co-op (LEFCOL), VIC
Brett McCallum	WA Fishing Industry Council, WA
Chadd Mumme	Charles Darwin University, NT
Craig Reynolds	Huon Aquaculture, TAS
Dean Peters	Paspaley, NT
Debbie Knight	Industry Skills Advisory Council NT (ISACNT), NT
Di Maynard	Petuna, TAS
Emma Woodcock	Tasmanian Seafood Industry Council, TAS
Franca Romeo	Wildcatch Fisheries SA Inc, SA

Gary Leonard	Victorian Bays and Inlets Fisheries Association, VIC
Gavin Myers	Southern Ocean Express, SA
Heidi Mumme	Paspaley, NT
James Garde	Seafood Training Tas, TAS
John Moloney	Pacific Reef Fisheries, QLD
Kane Taylor	Paspaley, NT
Kirsten Rough	Australian Southern Bluefin Tuna Industry Association, SA
Kyri Toumazos	Rock Lobster, SA
Lachlan Hart	Paspaley, NT
Lisa Toogood	Australian Maritime and Fisheries Academy, SA
Matthew Jones	Seafood Training Tas, TAS
Melissa Wortman	NSW Agrifood ITAB, NSW
Michael Tokley	Central Zone Abalone, SA
Michelle Lewis	Charles Darwin University, NT
Natalie Chee Quee	Huon Aquaculture, TAS
Nicole Hancox	Executive Director, Abalone Industry Association of SA
Pauline Halse	Industry Skills Advisory Council NT (ISACNT), NT
Peter Cheesman	Tassal, TAS
Phil Elsegood	Tropical Aquaculture Australia, NT
Phillipa Sims	Petuna, TAS
Rory Byrne	Seafood Training Tas, TAS
Simon Clark	Executive Director, Spencer Gulf and West Coast Prawn Association, SA
Steve Thomson	Gazander Oysters, SA
Tina Thorne	Aquaculture Council of WA, WA
Vicki Simlesa	Northern Territory Government - Department of Primary Industry and Resources, NT
Waylon Zammit	Lakes Entrance Fisherman's Co-op (LEFCOL), VIC

### Site visits attendees

13 site visits of Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations stakeholder work environments were held.

Name	Organisation
Asher Flynn	Fremantle Octopus, WA
Brad Duncan	Lakes Entrance Fishermens' Co-Operative Society, VIC
Dean Peters	Paspaley Pearls – Training centre, NT
Gavin Myers	Southern Ocean Express, SA
Gus Dannoun	Sydney Fish Markets, NSW
John Moloney	Pacific Reef Fisheries, QLD
Kane Williams	Western Abalone, SA
Kon Magdanis	Kon Magdanis, Camberwell Market Seafoods, VIC
Paul Catalano	Catalano's Seafood, WA
Peter Cheesman	Tassal Salmon, TAS
Shanthi Perera	Clamms Seafood, VIC
Steve Thomson	Gazander Oysters, SA
Tracey Leo	Humpty Doo Barramundi Farm, NT

## Subject Matter Experts

11 stakeholders attended the Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations meetings as Subject Matter Experts

Name	Organisation
Aaron Irving	National Aquaculture Council Pearl Producers Australia, WA
Abby Irish	TASSAL, TAS
Alex Ogg	Western Australian Fishing Industry Council (WAFIC), WA
Andrew Duke	Craig Mostyn Group, WA
Craig Reynolds	Huon Aquaculture, TAS
Daniel Fels	Seafarms Group, QLD
Dr Matt Jones	Seafood Training Tas, TAS
James Garde	Seafood Training Tas, TAS
John Smythe	Abalone Association of NSW
Lisa Toogood	Australian Maritime and Fisheries Academy, SA
Neil MacDonald	NMAC, SA

## Summary of consultative activities

32 stakeholders attended the consultation workshops in person and via webinar. Consultation workshops were held in the following locations.

### Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations consultation workshop participants

Workshop	Participants	State
North Melbourne Consultation Workshop 18 July 2018  1 attendee	Lynda Green - Australian Apprenticeships and Traineeships Information Service	Vic
Adelaide Consultation Workshop 20 July 2018  4 attendees	Franca Romeo, Wildcatch Fisheries SA Inc. Josephine Mair, TAFE SA Judi Brooks, TAFE SA Tom Consentino, Southern Rock Lobster Ltd	SA
Darwin Consultation Workshop 24 July 2018  4 attendees	Debbie Knight, Industry Skills Advisory Council NT (ISACNT) Michelle Lewis, Charles Darwin University Neil Fitzpatrick, Industry Skills Advisory Council NT (ISACNT) Pauline Halse, Industry Skills Advisory Council NT (ISACNT)	NT
Fremantle Consultation Workshop 26 July 2018  6 attendees	Brett McCallum, WA Fishing Industry Council Frances Parnell, Department of Training & Workforce Development Lisa Barron, Department of Training & Workforce Development Marie Duplex, Indian Ocean Fresh Australia Paul Etheredge, Food, Fibre & Timber Industries Training Council Tina Thorne, Aquaculture Council of WA	WA

Workshop	Participants	State
Sydney Consultation Workshop 2 August 2018  4 attendees	Emma Wilkie, Select Oyster Co Jim Ward, NSW Fishing Industry Training Committee Melissa Wortman, NSW Agrifood ITAB Michael Wooden, Oceanwatch Australia	NSW
Coffs Harbour Consultation Workshop 3 August 2018  3 attendees	Jacqui Johnson, TAFE NSW John Manson, J&C Manson Lisa Terry, TAFE NSW	NSW
Consultation Workshop Webinar 8 September 2018  5 attendees	Ben Little, NR TAFE WA Claire Webber, Aust. Southern Bluefin Tuna Industry Assoc Ian Hutton, NAILSMA Leah Gardiner, Northern Territory Government Paul Saunders, Chisholm TAFE	WA
Hobart Consultation Workshop 10 August 2018  5 attendees	Annette Smolej, Huon Aquaculture Craig Reynolds, Huon Aquaculture James Garde, Seafood and Maritime Training Matt Jones, Seafood and Maritime Training Rory Byrne, Seafood and Maritime Training	TAS

#### **Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations Validation Forum participants**

Workshop	Participants	State
Melbourne 4 December 2018  8 attendees	Aaron Irving, National Aquaculture Council, Pearl Producers Australia Ben Cameron, Cameron of Tasmania Oysters Tas, Seafood Training Tasmania Brian Jeffriess, Australian Bluefin Tuna Assoc. Natalie Chee Quee, Huon Aquaculture Peter Cheesman, TASSAL Tricia Beatty, Professional Fishermens Association Zenobia Knox, Seafarms Group Andrew Christie, Lecturer Aquaculture, Melbourne Polytechnic	WA  TAS  SA TAS TAS NSW QLD VIC

#### **Other face-to-face consultation activities**

In addition to regular email and telephone contact with relevant stakeholders and Subject Matter Experts, the following face-to-face consultation activities have taken place as part of this project.

Activity	Details
Fishing Industry Training Committee FITC NSW presented Skill Impact Project information 4 December 2018	Andrew Hunt, NSW Fishing Industry Training Committee NSW FITC Andy Myers, Oceanwatch Australia Bahram Abedi, NSW RMS Brian Allen, NSW Fishing Industry Training Committee NSW FITC

Activity	Details
17 attendees	Darren Ward, NSW Fishing Industry Training Committee NSW FITC Greg Finn, NSW Fishing Industry Training Committee NSW FITC Gus Dannoun, NSW Fishing Industry Training Committee NSW FITC Ian Jones, AMSA Jim Ward, NSW Fishing Industry Training Committee NSW FITC Joakim Trygg Mansson, AMSA John Manson, NSW Fishing Industry Training Committee NSW FITC John Smythe, NSW Fishing Industry Training Committee NSW FITC John Wait, NSW Fishing Industry Training Committee NSW FITC Melissa Wortman, NSW Agrifood ITAB Michael Wooden, Oceanwatch Australia Stuart Johnson, NSW Fishing Industry Training Committee NSW FITC Michael Kitchener, The Master Fish Merchant's Association of Australia
Face-to-face meeting, WAFIC Fremantle WA 29 November 2018  14 attendees	Alex Ogg, Western Australian Fishing Industry Council (WAFIC) Ben Roennfeldt, South Metropolitan TAFE Brett McCallum, WAFIC Felicity Horn, Shark Bay Prawn Trawler Operators' Association Frances Parnell, Department of Training and Workforce Development Geoff Diver, Mareterram Fisheries Helen Jenkins, Animal Health Australia Jane Lovell, Seafood Industry Australia Johnathon Davey, Seafood Industry Victoria (SIV) Michael Lange, Chamber of Commerce WA Paul Etheredge, FFTITC Rebecca Mueller, South Metropolitan TAFE Scott Razga, Mareterram Fisheries Steven Gill, Maxima
Face-to-face meeting, Wildcatch Fisheries South Australia (WFSA) Council 9 November 2018  15 attendees	Franca Romeo, WFSA Harry Petropoulos, WFSA Karen Holder, Women in Seafood Australasia (WISA) Dennis Holder, SIA Michael Fooks, Kangaroo Island Fisher Glen Hill, Coorong Wild Seafood Roger Rowe, Southern Rock Lobster Tracy Hill, Coorong Wild Seafood Arthur Martel, Southern Abalone Zone Management Jonas Woolford, Abalone Council Australia (via Skype) Konrad Czepionka, Flinders Uni Aquaculture Lab Nathan Bicknell, Marine Fishers Association Kyri Toumazos, Northern Zone Rock Lobster Neil MacDonald (proxy for GSV), Gulf Saint Vincent Prawns Merilyn Nobes (proxy for Charter), Charter Association Zane Skrypek (observer), Lakes and Coorong

Activity	Details
<p>Face-to-face meeting, Seafood Industry Victoria Annual General Meeting 22 October 2018</p> <p>14 attendees</p>	<p>Jonathon Davey (Seafood Industry Victoria (SIV) Markus Nolle, Victorian Rock Lobster Association David Tonkin, Victorian Abalone Processors Association Alan Wilson, Victorian Fish &amp; Food Marketing Association Ed Meggitt, Victorian Trout Association Craig Fox, Western Abalone Divers Association Barbara Konstas, Melbourne Seafood Centre Dr Kate Brooks, SIV &amp; FRDC Director Michael Hobson, Port Albert Wharf Ltd Michelle Hanson, SIV Director Tony Marks, Animal Health Australia Jane Lovell, Seafood Industry Australia (SIA) Kaz Bartaska, Kansom Australia Pty Ltd Pauline Nolle, SIV</p>
<p>Ridley Australian Prawn Farmers Association Symposium 2018 13-15 August 2018</p> <p>200+ attendees</p>	<p>Annual conference for the prawn farming industry representatives from across Australia. Skills Impact presented SFI Project information as part of the official conference program.</p>
<p>Face-to-face meeting, Wildcatch Fisheries South Australia (WFSA) Council 20 March 2018</p> <p>19 attendees</p>	<p>Franca Romeo, WFSA Harry Petropoulos, WFSA Karen Holder, Women in Seafood Australasia (WISA) Dennis Holder, SIA Tom DiVittorio, Go Get Em Fishing Charters Michael Fooks, Kangaroo Island Fisher Bart Butson, Marine Fishers Association Glen Hill, Lakes and Coorong Roger Rowe, Southern Rock Lobster Tracy Hill, Coorong Wild Seafood Arthur Martel, Southern Abalone Zone Management Jonas Woolford, Abalone Council Australia Michael Tokley, Central Zone Abalone Konrad Czypionka, Aquaculture Nathan Bicknell, Marine Fishers Association Merilyn Nobes, NMAC Kyri Toumazos, Northern Zone Rock Lobster Neil MacDonald (proxy for GSV), Gulf Saint Vincent Prawns Simon Clark, Spencer Gulf and West Coast Prawns</p>

### All stakeholders engaged in project

This list includes all 183 stakeholders who attended workshops and/or meetings with Skills Impact, and those who provided feedback during consultation phases via email, telephone or survey. It also lists those who were unable to be directly involved in the project, but provided additional information regarding who would be involved, or forwarded project information on to colleagues and other relevant stakeholders. *(Note this list does not include those who were contacted to be involved, but who did not respond or engage).*



Name	Organisation
Aaron Irving	National Aquaculture Council Pearl Producers Australia
Abby Irish	TASSAL
Alex Ogg	Western Australian Fishing Industry Council (WAFIC)
Alistair Dick	Gold Coast Marine Aquaculture
Andrew Christie	Melbourne Polytechnic
Andrew Duke	Craig Mostyn Group
Andrew Hunt	NSW Fishing Industry Training Committee NSW FITC
Andrew Tabor	Southern Tasmania Divers
Andrew Watts	Seafood Industry Victoria (SIV)
Andy Myers	Oceanwatch Australia
Angela Lee	State Training Authority, ACT
Ann Jennings Tracy Harvey	via Peter Cheesman - Tassal
Anne Wiltshire	CMM, Victoria
Annette Smolej	Huon Aquaculture
Anni Conn	Blue Harvest
Anthea Brazel	Department of Employment, Small Business and Training QLD
Asher Flynn	Fremantle Octopus
Bahram Abedi	NSW RMS
Bastien Finet	Pacific Reef Fisheries
Ben Cameron	Cameron of Tasmania Oysters Tasmania Seafood Training Tasmania
Ben Little	North Regional TAFE
Ben Roennfeldt	South Metropolitan TAFE
Bernadette Northeast	Victorian Fisheries Authority
Bill Stenson	Odyssey Fisheries
Bob Richards	Humpty Doo Barramundi
Brad Duncan	Lakes Entrance Fisherman's Co-op (LEFCOL)
Brett McCallum	WA Fishing Industry Council
Brian Allen	NSW Fishing Industry Training Committee NSW FITC
Brian Jeffriess	Australian Bluefin Tuna Assoc.
Bronwen Campbell	Australian Diver Accreditation Scheme
Chadd Mumme	Charles Darwin University
Cheryl Bartolo	State Training Authority, Victoria
Christine Rae	Dept. Primary Industries NSW
Claire Webber	Aust. Southern Bluefin Tuna Industry Assoc
Craig Kestel	888 Abalone
Craig Reynolds	Huon Aquaculture
Dallas Donovan	Seafarms Group
Daniel Fels	Seafarms Group

<b>Name</b>	<b>Organisation</b>
Danielle Adams	Clarence River Fishermen's Co-Op
Darren Ward	NSW Fishing Industry Training Committee NSW FITC
David Carter	Austral Fisheries
Dean Peters	Paspaley
Debbie Knight	Industry Skills Advisory Council NT (ISACNT)
Dianne Maynard	Petuna Seafood
Dr Matt Jones	Seafood Training Tas
Ed Meggitt	Victorian Trout Association
Emma Davison	Fremantle Octopus
Emma Wilkie	Select Oyster Co
Emma Woodcock	Tasmanian Seafood Industry Council
Eric Perez	Queensland Seafood Industry Association
Felicity Horn	Shark Bay Prawn Trawler Operators' Association
Franca Romeo	Wildcatch Fisheries SA Inc.
Frances Parnell	Department of Training and Workforce Development
Gary Leonard	Victorian Bays and Inlets Fisheries Association
Gavin Myers	Southern Ocean Express
Geoff Diver	Mareterram Fisheries
Glenn Dibbin	Blue Mussel Holdings
Greg Finn	NSW Fishing Industry Training Committee NSW FITC
Gus Dannoun	NSW Fishing Industry Training Committee NSW FITC
Heidi Mumme	Paspaley
Helen Jenkins	Animal Health Australia
Harry Petropoulos	Wildcatch Fisheries SA
Ian Hutton	North Australian Indigenous Land and Sea Management Alliance Ltd (NAILSMA)
Ian Jones	AMSA
Ian Miles	TASSAL
Jacqueline Spencer	State Training Authority, Victoria
Jacqui Johnson	TAFE NSW
James Garde	Seafood Training Tas
Jane Lovell	Seafood Industry Australia
Jeff Cooper	NR TAFE WA
Jenny Kroonstuiver	MINTRAC
Jim Ward	NSW Fishing Industry Training Committee NSW FITC
Jo Anne Ruscoe	Australian Barramundi Farmers Association
Jodie Kafer	State Training Authority, ACT
Joakim Trygg Mansson	AMSA
John Harrison	WA Fishing Industry Council (WAFIC)
John Manson	NSW Fishing Industry Training Committee NSW FITC

Name	Organisation
John Moloney	Pacific Reef Fisheries
John Smythe	Abalone Association of NSW
John Wait	NSW Fishing Industry Training Committee NSW FITC
Johnathon Davey	Seafood Industry Victoria (SIV)
Josephine Mair	TAFE SA
Judi Brooks	TAFE SA
Julian Harrington	Tasmanian Seafood Industry Council
Juliana Fitzpatrick	State Training Authority, SA
Julie Murphy	Department of Economic Development, Jobs, Transport and Resources Victoria
Julie Tyson	Humpty Doo Barramundi
Justin Forrester	Coral Coast Barramundi
Kade Wakefield	Australian Workers Union
Kane Taylor	Paspaley
Karen Holder	Two Gulfs Crabs & Women In Seafood Australasia (WISA)
Dr Kate Brooks	Fisheries RDC Director
Katherine Winchester	Northern Territory Seafood Council
Kay Gerard	Food, Fibre and Timber Industries Training Council, WA
Kevin McAsh	McAsh Oysters
Kevin Midson	Australian Workers Union
Kim Harrington	Central Queensland University
Kirsten Rough	Australian Southern Bluefin Tuna Industry Association
Kon Magdanis	Camberwell Market Seafoods
Kyri Toumazos	Rock Lobster
Lachlan Hart	Paspaley
Leah Gardiner	Northern Territory Government
Lisa Barron	Department of Training & Workforce Development
Lisa Terry	TAFE NSW
Lisa Toogood	Australian Maritime and Fisheries Academy
Liz Horne	Skills IQ
Lynda Green	Australian Apprenticeships and Traineeships Information Service AATIS
Malcolm Garrick	Central Queensland University – Mackay
Marie Duplex	Indian Ocean Fresh Australia
Marina Borrello	State Training Authority, SA
Mark Cody	Primary Industry Skills Council
Marshall Betzel	QLD Seafood Marketers Association (QSMA) & SIA
Matt Jones	Seafood and Maritime Training
Dr Matt Landos	Future Fisheries
Matt Taylor	Western Rock Lobster Council
Matthew Jens	Seafood Training Tas
Matthew Richardson	Fisheries NSW

Name	Organisation
Melissa Wortman	NSW Agrifood ITAB
Michael Horton	TASSAL
Michael Kitchener	The Master Fish Merchant's Association of Australia
Michael Lange	Chamber of Commerce WA
Michael Tokley	Central Zone Abalone
Michael Wooden	Oceanwatch Australia
Michelle Lewis	Charles Darwin University
Mick Burns	Crocodile Farmers Association NT
Natalie Cheequee	Huon Aquaculture
Nathan Bicknell	Marine Fishers Association
Neil Fitzpatrick	Industry Skills Advisory Council NT (ISACNT)
Neil MacDonald	NMAC SA
Neil Moretto	Queensland Seafood Marketers Association
Nelson Brown	State Training Authority, NT
Nick Juniper	CMM, Victoria
Nicole Hancox	Abalone Industry Association of SA
Paul Catalano	Catalano's Seafood
Paul Etheredge	Food, Fibre & Timber Industries Training Council, WA
Paul Saunders	CMM, Chisholm TAFE
Paul Van Der Werf	Murray Cod Australia
Pauline Halse	Industry Skills Advisory Council NT (ISACNT)
Peter Cheesman	Tassal
Peter Perkins	Queensland Farmers Federation
Phil Elsegood	Tropical Aquaculture Australia
Phillip Gaffney	Dept. Agriculture and Fisheries QLD
Phillipa Sims	Petuna
Rebecca Mueller	South Metropolitan TAFE
Rob Gatt	Australian Diver Accreditation Scheme
Rob McCormack	NSW Aquaculture Association
Robert Gauta	Commercial Fisheries CoOp
Robin Katersky Barnes	University of TAS
Rory Byrne	Seafood Training Tas
Sam Evenhuis	Circular Head Christian School – Aquaculture School
Sam Nicolosi	QMI Solutions
Saroja Gurazada	TAFE NSW (Griffith)
Scott Bennett	NR TAFE WA
Scott Razga	Mareterram Fisheries
Shane Roulston	Australian Workers Union
Shanthi Perera	Clamms Seafood
Simon Clark	Spencer Gulf and West Coast Prawn Association
Simon Fraser	Huon Aquaculture

<b>Name</b>	<b>Organisation</b>
Son Ly	State Training Authority, NT
Stephen Traverso	Geraldton's Fishermen's Co-Op
Steve Harrison	Huon Valley Trade Training Centre
Dr Steve Percival	Huon Aquaculture
Steven Gill	Maxima Opportunity
Stuart Johnson	NSW Fishing Industry Training Committee NSW FITC
Stuart Richey	Richey Fishing Company
Suresh Job	Central Regional TAFE (Batavia campus)
Susan Bearfield	State Training Authority, NSW
Tina Thorne	Aquaculture Council of WA
Tom Consetino	Southern Rock Lobster Council
Tony Baker	Huon Aquaculture
Tony Marks	Animal Health Australia
Tony Woolrich	Department of Training and Education - Victoria
Tracey Leo	Humpty Doo Barramundi
Tracey Taylor	State Training Authority, TAS
Tricia Beatty	Professional Fishermen's Association NSW
Trudy McGowan	South Australian Oyster Growers Association
Vicki Lundh	State Training Authority, QLD
Vicki Simlesa	Northern Territory Government - Department of Primary Industry and Resources
Waylon Zammitt	Lakes Entrance Fisherman's Co-op (LEFCOL)
William Mure	Mures Fish Centre
Yvonne Webb	Industry Skills Advisory Council, NT
Zenobia Knox	Seafarms Group

# Letters of Support for the Aquaculture, Fishing Operations and Biosecurity and Seafood Post Harvest Operations project



14/03/2019

Dear Michelle

Subject: Skills Impact review of national seafood (SFI) training package

This letter is written in support of the changes being made to the Aquaculture, Biosecurity and Post-Harvest qualifications, skills sets and units of competency that are part of the review and update of the national *SFI Seafood training package*.

We participated by providing feedback of content through email correspondence, face-to-face meetings and the validation meeting.

We believe the changes made to the new SFI training package accurately reflects the current industry job roles, expectations and requirements for graduates of these qualifications.

Signature

A handwritten signature in blue ink, appearing to read "Peter Cheesman", with a long horizontal stroke extending to the right.

Peter Cheesman

Induction and Training Coordinator - Farming

Tassal Group Limited, ABN 15 106 067 270, Tassal Operations Pty Ltd, ABN 38 106 324 127  
All correspondence to: GPO Box 1645 Hobart Tasmania Australia 7001 E: [tassal@tassal.com.au](mailto:tassal@tassal.com.au) www.[tassal.com.au](http://tassal.com.au)

Hobart: 2 Salamanca Square, Battery Point, Tasmania 7004  
Melbourne: 344 High Street, Kew, Victoria 3101  
Huonville: 20 Glen Road, Huonville, Tasmania 7109

P: 1300 66 0491 F: 1300 88 0179  
P: 1300 66 4731 F: 1300 88 1429  
P: 1300 66 4251 F: 1300 88 0239

11.69 in





19<sup>th</sup> March 2019

Dear Michelle,

RE: SKILLS IMPACT REVIEW OF NATIONAL SEAFOOD (SFI) TRAINING PACKAGE

This letter is written in support of the changes being made to the qualifications, skills sets and units of competency that are part of the review and update of the national *SFI Seafood training package*.

Huron Aquaculture has been engaged with the review of the *SFI Seafood training package* as we are committed to not only build upon the capability and capacity of today's workforce but ensure the future workforce is in good stead.

Our involvement included participation in the following:

- Subject Matter Expert (SME) meetings
- Online Project hub
- Email correspondence
- Face-to-face meeting
- Validation meeting

In a couple of instances and after analysis of proposed amendments, feedback was provided to Skills Impact to ensure that the proposed changes capture the required training need. It was appreciated in these instance of feedback the requests were acknowledged and considered, resulting in positive outcomes and changes to the package and therefore relevant to the industry.

We believe the changes made to the new SFI training package accurately reflects the current industry job roles, expectations and requirements for graduates of these qualifications.

Kind Regards,

A handwritten signature in blue ink, appearing to read "N. Cheequee", written over a light blue circular stamp.

**Natalie Cheequee** | Organisational Development Manager  
Huron Aquaculture Group Limited



5 April 2019

Skills Impact  
Ms Michelle Lingley-Smith  
Industry Engagement Manager  
Level 2/32 South Terrace  
ADELAIDE  
SA 5000

Dear Michelle,

**RE: SKILLS IMPACT REVIEW OF NATIONAL SEAFOOD (SFI) TRAINING PACKAGE**

This letter is written in support of the changes being made to the Aquaculture qualifications, skills sets and units of competency that are part of the review and update of the national *SFI Seafood training package*.

Seafarms participated in the review process by providing feedback of content through email correspondence, face-to-face meetings and attendance at the industry validation meeting.

Skills Impact have managed to integrate the feedback from various organisations to effectively update the National Seafood Industry training packages in a manner which ensures that it remains relevant for the Seafood Industry in which we operate today. Seafarms has welcomed the opportunity to be involved in this process over the past 12 months and has contributed industry relevant expertise to ensure that the new training package accurately reflects the current needs of the Seafood Industry.

We are satisfied that the changes made to the new SFI training package accurately reflects current industry positions, expectations and requirements for graduates of these qualifications.

Yours sincerely,

**Dallas Donovan**  
Chief Operating Officer  
Seafarm Queensland Pty Ltd

**Seafarm Queensland Pty Ltd**  
ABN: 66 167 090 539

**Head Office**  
Level 2, 12 Browning Street  
West End QLD 4101 Australia  
PO Box 5127  
West End QLD 4101 Australia  
**T** +61 7 3248 0212  
**F** +61 7 3248 0299  
**E** [info@seafarms.com.au](mailto:info@seafarms.com.au)  
**W** [seafarms.com.au](http://seafarms.com.au)

**Operations**  
54394 Bruce Highway  
Cardwell QLD 4849 Australia  
PO Box 166  
Cardwell QLD 4849 Australia  
**T** +61 7 4066 4400  
**F** +61 7 4066 4423  
**E** [stqinfo@seafarms.com.au](mailto:stqinfo@seafarms.com.au)  
**W** [crystalbayprawns.com.au](http://crystalbayprawns.com.au)

Seafarm Operations Pty Ltd, Seafarm Queensland Pty Ltd, Project Sea Dragon Pty Ltd and CO2 Australia Limited are wholly owned subsidiaries of Seafarms Group Limited ABN 50 009 317 846 (ASX: SFG)



## Fisheries Compliance

### Subject Matter Experts

21 stakeholders attended the Fisheries Compliance meetings as Subject Matter Experts

Workshop	Participants
National Fisheries Compliance Committee Darwin 20 June 2018 12 attendees	Garry Hall, Australian Fisheries Management Authority (AFMA), National Investigations Taskforce Andrew Driscoll, Dept. Primary Industries NSW Christine Rae, Dept. Primary Industries NSW Deryck Donovan, South Australian Government PIRSA Julie Murphy, Department of Economic Development, Jobs, Transport and Resources Victoria Leah Gardiner, Northern Territory Government Naomi Bolton, Australian Fisheries Management Authority (AFMA) Peter Dietman, South Australian Government Phillip Gaffney, Dept. Agriculture and Fisheries QLD Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA Steve Ham, Ministry for Primary Industries, New Zealand Debbie Knight, Industry Skills Advisory Council, NT
Fremantle Public Consultation Workshop 26 July 2018 3 attendees	Duncan Faulds, DPIRD WA Natalie Tully, DPIRD WA Sandy Van Houwelingen, DPIRD WA
Largs North SME Workshop 26 September 2018 7 attendees	Garry Hall, Australian Fisheries Management Authority (AFMA), National Investigations Taskforce Deryck Donovan, PIRSA SA Sandy Van Houwelingen, DPIRD WA Leah Gardiner, DPIR – NT Fisheries Naomi Bolton, Australian Fisheries Management Authority Peter Dietman, PIRSA SA Lisa Toogood, Australian Maritime and Fisheries Academy SA

### Fisheries Compliance Validation Forum and Teleconference

Workshop	Participants
Fisheries Compliance Validation Forum, Adelaide 22 January 2019 4 attendees	Deryck Donovan, PIRSA - SA Lisa Toogood, Australian Maritime and Fisheries Academy Naomi Bolton, Australian Fisheries Management Authority Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA

Fisheries Compliance Validation Teleconference 24 January 2019  5 attendees	Deryck Donovan, PIRSA - SA Lisa Toogood, Australian Maritime and Fisheries Academy Naomi Bolton, Australian Fisheries Management Authority Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA Debbie Knight, Industry Skills Advisory Council, NT
---	---

### Summary of consultative activities

Fourteen stakeholders attended the consultation workshops in person and via webinar. Consultation workshops were held in the following locations.

### Fisheries Compliance workshop participants

Workshop	Participants	State
National Fisheries Compliance Committee Darwin 20 June 2018  11 attendees	Garry Hall, Australian Fisheries Management Authority (AFMA), National Investigations Taskforce Andrew Driscoll, Dept. Primary Industries NSW Christine Rae, Dept. Primary Industries NSW Deryck Donovan, South Australian Government PIRSA Julie Murphy, Department of Economic Development, Jobs, Transport and Resources Victoria Leah Gardiner, Northern Territory Government Naomi Bolton, Australian Fisheries Management Authority (AFMA) Peter Dietman, South Australian Government Phillip Gaffney, Dept. Agriculture and Fisheries QLD Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA Steve Ham, Ministry for Primary Industries, New Zealand	C'weatlh  NSW NSW SA  VIC  NT C'wealth  SA QLD WA  NZ
Fremantle Public Consultation Workshop 26 July 2018  3 attendees	Duncan Faulds, DPIRD WA Natalie Tully, DPIRD WA Sandy Van Houwelingen, DPIRD WA	WA WA WA
Largs North SME Workshop 26 September 2018  7 attendees	Garry Hall, Australian Fisheries Management Authority (AFMA), National Investigations Taskforce Deryck Donovan, PIRSA SA Sandy Van Houwelingen, DPIRD WA Leah Gardiner, DPIR – NT Fisheries Naomi Bolton, Australian Fisheries Management Authority Peter Dietman, PIRSA SA Lisa Toogood, Australian Maritime and Fisheries Academy	C'wealth  SA WA NT C'wealth  SA SA
Fisheries Compliance Validation Forum, Adelaide 22 January 2019	Deryck Donovan, PIRSA - SA Lisa Toogood, Australian Maritime and Fisheries Academy Naomi Bolton, Australian Fisheries Management Authority	SA SA  C'wealth

Workshop	Participants	State
4 attendees	Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA	WA
Fisheries Compliance Validation Teleconference 24 January 2019  5 attendees	Deryck Donovan, PIRSA - SA Lisa Toogood, Australian Maritime and Fisheries Academy Naomi Bolton, Australian Fisheries Management Authority Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA Debbie Knight, Industry Skills Council, NT	SA SA  C'wealth  WA NT

### Other face-to-face consultation activities

In addition to regular email and telephone contact with relevant stakeholders and Subject Matter Experts, the following face-to-face consultation activities have taken place as part of this project.

Activity	Details
Face-to-face meeting National Fisheries Compliance Committee (NFCC) – WHS & Training Sub-Committee 27 February 2019	Sandy Van Houwelingen, Dept. Primary Industries and Regional Development WA Naomi Bolton, Australian Fisheries Management Authority (AFMA), Andrew Driscoll, Dept. Primary Industries NSW Christine Rae, Dept. Primary Industries NSW Deryck Donovan, South Australian Government PIRSA Julie Murphy, Department of Economic Development, Jobs, Transport and Resources Victoria Peter Dietman, South Australian Government Phillip Gaffney, Dept. Agriculture and Fisheries QLD Steve Ham, Ministry for Primary Industries, New Zealand

### All stakeholders engaged in project

This list includes all stakeholders who attended workshops and/or meetings with Skills Impact, and those who provided feedback during consultation phases via email, telephone or survey. It also lists those who were unable to be directly involved in the project, but provided additional information regarding who would be involved, or forwarded project information on to colleagues and other relevant stakeholders. *(Note this list does not include those who were contacted to be involved, but who did not respond or engage).*

Name	Organisation
Andrew Driscoll	Department Primary Industries NSW, Fisheries
Anthea Brazel	Department of Employment, Small Business and Training QLD
Anthony Chen Acting for Patrick Tully	Department of Primary Industries NSW
Ben Little	North Regional TAFE WA
Jeff Cooper	North Regional TAFE WA
Debbie Knight	Industry Skills Advisory Council NT (ISACNT)
Deryck Donovan	PIRSA - SA
Duncan Faulds	DPIRD WA
Enoch Wong	NSW Department of Industry

<b>Name</b>	<b>Organisation</b>
Garry Hall	Australian Fisheries Management Authority (AFMA) National Investigations Taskforce
Judy Hocking	North Regional TAFE
Julie Murphy	Victorian Fisheries Authority
Leah Gardiner	Northern Territory Government
Lisa Toogood	Australian Maritime and Fisheries Academy
Matthew Richardson	Department Primary Industries NSW, Fisheries
Naomi Bolton	Australian Fisheries Management Authority
Natalie Tully	DPIRD WA
Patrick Tully	DPI NSW
Peter Dietman	South Australian Government
Peter Godfrey	DPIRD WA
Phillip Gaffney	Department of Agriculture and Fisheries QLD
Sandy Van Houwelingen	DPIRD WA
Steve Ham	Ministry for Primary Industries, New Zealand
Tracey Scott-Holland	Department of Agriculture and Fisheries - QLD
Tricia Beatty	Professional Fishermens Association

# Letters of Support for Fisheries Compliance project



Government of South Australia  
Primary Industries and Regions SA

Ref No:

11 March 2019

Skills Impact  
Ms Michelle Ingley-Smith  
Industry Engagement Manager  
Level 2 / 32 South Terrace  
ADELAIDE  
SA 5000

Dear Michelle,

## RE: SKILLS IMPACT REVIEW OF NATIONAL SEAFOOD (SFI) TRAINING PACKAGE

This letter is written in support of the changes being made to the Fisheries Compliance qualifications, skill sets and units of competency that are part of the review and update of the national *SFI Seafood training package*.

I am a Senior Fisheries Officer and work in the capacity as Trainee Coordinator. I have worked as a Fisheries Officer for over 25 years in a variety of roles and functions. My experiences and knowledge of the Fisheries Management Act 2007 and the practical application relating to the enforcement of this legislation is extensive. I have a sound understanding of PIRSA Fisheries & Aquaculture business processes and procedures for associated office based and field based skills sets, including supervising team members. I believe my knowledge and experiences in this arena place me well to provide input into the review of the national *SFI Seafood training package*.

PIRSA Fisheries & Aquaculture participated by providing feedback of content through;

- Subject Matter Expert (SME) meetings
- Online Project hub
- Email correspondence
- Face-to-face meeting
- Validation meeting

PIRSA Fisheries & Aquaculture believe the changes made to the new SFI training package accurately reflects the current industry job roles, expectations and requirements for graduates of these qualifications.

A handwritten signature in blue ink that reads 'D. Donovan'.

Deryck Donovan

Senior Fisheries Officer – Trainee Coordinator



Department of  
Primary Industries and  
Regional Development

Our reference:  
Enquiries: 08 94328032

State Marine Operations Centre  
14 Capo D'Orlando Drive Fremantle  
Sandy.vanhouwelingen@dpird.wa.gov.au

Date: 15 March 2019

Dear Michelle,

**Re: SKILLS IMPACT REVIEW OF NATIONAL SEAFOOD (SFI) TRAINING PACKAGE**

This letter is written in support of the review process and changes being made to the Fisheries Compliance, Core Stream, of the National Seafood Training Package.

I have recently participated in the review process as a subject matter expert and have been involved in the national body governing the Fisheries Compliance curriculum including several national reviews, since 1999.

I have been employed as a Fisheries Compliance Officer, continuously since April 1985. I have worked across most of the recreational and commercial fisheries in Western Australia and delivered Fisheries Compliance training to Officers in Indonesia, Dubai and Oman. I have been responsible for the training and development of Fisheries and Marine Officers in Western Australia since 1999.

I am also the Chair of the National Fisheries Compliance Committee (NFCC), Training and OHS sub-committee. This committee is comprised of a national representative from each state and territory (except Tasmania), including New Zealand. The state representatives are all highly experienced in the area of Fisheries and Natural Resource Compliance and responsible for managing compliance training for most of the Fisheries Management agencies in Australia, including the commonwealth.

Myself and several other sub-committee members participated in the review process through:

- Subject matter expert meetings with Skills Impact representatives
- Email correspondence
- Face to face meetings with colleagues to provide feedback to Skills Impact
- Teleconferences

14 Capo D'Orlando Drive, Fremantle WA 6959  
Telephone +61 (0)8 9432 8000 enquiries: nattie.tully@dpird.wa.gov.au  
dpird.wa.gov.au  
ABN: 18 951 343 745

- Sub-committee discussion to agree on changes and outcomes.

We have appreciated the support given by Skills Impact staff to achieve positive outcomes and changes to the Fisheries Compliance Core stream and to ensure the package is contemporary and fit for industry purpose.

As the NFCC Training and OHS sub-committee Chair I am able to state that the changes accurately reflect the needs of our job roles and industry expectations and are commensurate with the responsibilities and expectations of statutorily empowered Fisheries Compliance Officers.

Yours sincerely

Alexander (Sandy) Van Houwelingen  
**Supervising Fisheries and Marine Officer**  
**Training and Development**  
**Operations and Compliance**  
**Sustainability and Biosecurity**  
**Department of Primary Industries and Regional Development**  
**Western Australia**



## Appendix 3: Quality assurance report

### Quality Report Template

#### Section 1 – Cover page

Information required	Detail
Training Package title and code	<b>SFI Seafood Industry Training Package V1.0</b>
Number of new qualifications and their titles <sup>1</sup>	<b>0</b>
Number of revised qualifications and their titles	<b>14</b> SFI10119 Certificate I in Seafood Industry SFI20119 Certificate II in Aquaculture SFI20219 Certificate II in Fishing Operations SFI20319 Certificate II in Seafood Post Harvest Operations SFI20419 Certificate II in Fisheries Compliance SFI30119 Certificate III in Aquaculture SFI30219 Certificate III in Fishing Operations SFI30319 Certificate III in Seafood Post Harvest Operations SFI30419 Certificate III in Fisheries Compliance SFI40119 Certificate IV in Aquaculture SFI40219 Certificate IV in Seafood Post Harvest Operations SFI40319 Certificate IV in Fisheries Compliance SFI50119 Diploma of Aquaculture SFI50219 Diploma of Fisheries Compliance
Number of new units of competency and their titles	<b>15</b> See attached Appendix A
Number of revised units of competency and their titles	<b>135</b> See attached Appendix A
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> <li>the Training Package or Training Package components review ('Yes' or 'No')</li> <li>development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	I confirm that I, Maree Thorne, am independent of: <ul style="list-style-type: none"> <li>the Training Package or Training Package components review (YES)</li> <li>development and/or validation activities associated with the Case for Endorsement (YES)</li> <li>undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES)</li> </ul>

<sup>1</sup> When the number of training products is high the titles can be presented as an attached list.



Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	The Training Package components in the Case for Endorsement comprising 14 (revised) qualifications, 15 new and 135 revised units of competency and their associated assessment requirements as part of the <i>SFI Seafood Industry Training Package Version 1.0</i> are compliant with the <i>Standards for Training Packages 2012</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	The Training Package components in the Case for Endorsement comprising 14 (revised) qualifications, 15 new and 135 revised units of competency and their associated assessment requirements as part of the <i>SFI Seafood Industry Training Package Version 1.0</i> are compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	The Training Package components in the Case for Endorsement comprising 14 (revised) qualifications, 15 new and 135 revised units of competency and their associated assessment requirements as part of the <i>SFI Seafood Industry Training Package Version 1.0</i> are compliant with the <i>Training Package Development and Endorsement Process Policy</i> .
Panel member's view about whether: <ul style="list-style-type: none"> <li>the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>estimated impact of the proposed changes is sufficient and convincing</li> </ul>	<b>It is the panel member's view that the evidence of the consultation and validation processes undertaken the developer are fit for purpose. The estimated impact of the proposed changes are sufficient.</b>
Name of panel member completing Quality Report	<b>Maree Thorne</b>
Date of completion of the Quality Report	<b>4 April 2019</b>

## Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>	<b>Yes</b>	<p>The proposed components of the SFI Seafood Industry Training Package Version 1.0 meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement (CfE) include:</p> <ul style="list-style-type: none"> <li>• 14 revised qualifications, and</li> <li>• 15 new and 150 revised units of competency, each with associated assessment requirements.</li> </ul> <p>The CfE specifies that no credit arrangements exist for any Seafood Industry Training Package (SFI) qualifications at the time of development.</p> <p>The SFI Seafood Industry Training Package V1.0 Companion Volume Implementation Guide (CVIG) provides implementation advice and has been quality assured in this process.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>As indicated in the Equity Report, Skills Impact has complied with the requirements of the <i>Standards for Training Packages 2012</i> for the 14 revised qualifications, as well as the 15 new and 150 revised units of competency.</p> <p>Supporting evidence includes:</p> <ul style="list-style-type: none"> <li>• Compliance with coding and titling of qualifications and units of competency.</li> <li>• No entry requirements for the SFI Training Package components, and evidence of removal of prerequisite units of competency where possible. Some imported elective units retain prerequisites which are included in elective banks.</li> <li>• The SFI Companion Volume Implementation Guide, Version 1.0 includes guidance to ensure that learners are not discriminated against, and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005.</li> <li>• The Companion Volume outlines how Foundation Skills have been addressed in units of competency and emphasises that RTOs must consider them as part of the training and assessment for each unit.</li> <li>• Pathway advice is included in the Companion Volume Implementation Guide (CVIG), as is clear information about qualification and unit mapping to inform users of changes to both equivalent and not equivalent qualifications and units</li> <li>• There are no barriers relating to entry requirements or prerequisite units except in a minor number of imported and specialist electives, and the availability of skill sets provides additional flexibility and pathway options for individuals and learners.</li> <li>• The qualifications are clearly written with clear, achievable packaging rules, and a significant range of elective options to cover a broad range of outcomes</li> </ul>

<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p><b>Yes</b></p>	<p>The CfE provides comprehensive information about Skills Impact's development and endorsement processes of the draft components, including alignment to and compliance with ASIC's Activity Order, comprising three areas of project activity:</p> <ul style="list-style-type: none"> <li>• Aquaculture, Fishing Operations and Biosecurity (seven qualifications, 89 units of competency, and eight skill sets) incorporating content from environmental management support qualifications</li> <li>• Seafood Post Harvest Operations (three qualifications, 28 units of competency and four skill sets) incorporating content from sales and distribution qualifications, and</li> <li>• Fisheries Compliance (four qualifications, 33 units of competency and two skill sets)</li> </ul> <p>The CfE outlines details of consultation undertaken and communication strategies and evidence of contributing personnel, listed in Appendices, supports evidence of extensive consultation undertaken throughout the development process with a wide range of stakeholders, including the conduct of eight Workforce Functional Analyses (WFA), a broad range of industry stakeholders, training organisations, subject matter experts (SME), and the Industry Reference Committee. Efforts were undertaken by Skills Impact to engage with stakeholders in regional areas where stakeholders may be predominately located.</p> <p>Consultation and validation strategies inclusive of online project information, face to face workshops and webinars, direct notifications, newsletters and online questionnaires support provision of wide range of opportunities for engagement with industry and other relevant stakeholders in the development and validation processes.</p> <p>Project(s) information on the Skills Impact website supports invitations to subject matter experts to assist in development, as well as provide updates of changes made throughout the development and validation processes. Summaries of feedback, responses and actions for the projects are available on the Skills Impact website and were referred to in the quality assurance process to validate stakeholder agreement.</p>
--	-------------------	---

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<b>Yes</b>	All units of competency have been reviewed to ensure they specify the standards of performance required in the workplace.
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<b>Yes</b>	As specified in the Editorial Report, the structure of all 150 units reviewed complies with the unit of competency template.
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<b>Yes</b>	<p>All Assessment requirements associated with the units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template.</p> <p>References to volume and frequency of Performance Evidence are clearly stated, as are Assessment Conditions in relation to how evidence may be gathered and provision of necessary resources for assessment conditions.</p> <p>The assessment requirements cross-reference well to the unit requirements.</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	<b>Yes</b>	All draft units of competency have associated assessment requirements, the structures of which comply with the assessment requirements template and the Standards for Training Packages 2012.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	<b>Yes</b>	<p>The QA process confirmed qualification packaging rules specified requirements to ensure AQF outcomes for qualification type met. The performance requirements of individual units of competency are considered to align to the AQF level specifications for the qualifications (including the collective complexity of required performance and knowledge). Information in the Case for Endorsement also confirmed that qualification compliance with the AQF Frameworks had been considered in consultation activities in reflecting the scope of work, level of autonomy and responsibility of workers and job roles in the industry areas.</p>
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	<b>Yes</b>	<p>The structure of the information for the 11 qualifications complies with the qualification template.</p> <p>No qualifications specify entry requirements. Each qualification specifies a total number of core and elective units to achieve the qualification, including occupational specialisation pathways where relevant, and packaging rules are clear, including enabling flexibility of importing units for varying contexts.</p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	<b>Yes</b>	<p>The CfE and SFI CVIG indicate that no national credit arrangements exist at this time for any of the proposed qualifications.</p>
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	<b>Yes</b>	<p>The training package components in this submission are accompanied by the SFI Seafood Industry Training Package Companion Volume Implementation Guide Version 1.0.</p> <p>The SFI CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and to the proposed endorsed components.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<b>N/A</b>	No additional companion volumes are produced

## Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

### Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non-compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	<b>Yes</b>	<p>The CfE provides comprehensive information about the extent of, and 'inclusive' strategies for industry consultation and the rationales for the changes that occurred in the review. It speaks to the changes in the industry and skill requirements including technology, legislation, sustainability and biosecurity in the 14 years since the training package components were last comprehensively reviewed.</p> <p>The CfE describes the conduct of Workforce Functional Analyses and site visits to identify the various job roles and tasks that exist within the seafood industry.</p> <p>There is evidence in the CfE that the SSO has addressed industry's requirements (for example, terminology of 'processing' not adequate to cover all job roles hence adoption of 'post harvest' terminology, and incorporation of biosecurity into components) and has undertaken comprehensive and appropriate stakeholder consultation including consideration of the 2015 training package reforms, in the development and validation process for the endorsed components submitted.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> <li>ensure obsolete and superfluous qualifications are removed from the system</li> </ul>	<b>Yes</b>	<p>The endorsed components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically:</p> <ul style="list-style-type: none"> <li><b>ensure obsolete and superfluous qualifications are removed from the system</b></li> </ul> <p>The CfE specifies the deletion of five qualifications considered to be obsolete, as well as merging qualifications (three certificate I qualifications merged to one; four certificate II qualifications merged to two; two certificate III qualifications merged to one and two certificate IV qualifications merged to one) to avoid duplication and provide more flexibility for industry and individuals.</p> <ul style="list-style-type: none"> <li><b>foster greater recognition of skill sets</b></li> </ul> <p>The endorsed components will be supported by 14 skill sets. A further 8 skill sets have been deleted as considered no longer required or relevant.</p>



<ul style="list-style-type: none"> <li>• ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</li> <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li> <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li> <li>• foster greater recognition of skill sets</li> </ul>		<ul style="list-style-type: none"> <li>• <b>improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</b></li> </ul> <p>The proposed qualifications import a wide range of units of competency from other training packages (BSB, MAR, SIS, TLI) to avoid sector specific duplication.</p> <ul style="list-style-type: none"> <li>• <b>ensure that the training system better supports individuals to move easily from one related occupation to another</b></li> </ul> <p>SFI and imported elective units are used across SFI qualifications and would enable transition and credit across SFI qualifications (for example from aquaculture to post harvest activities); creation of biosecurity units of competency which are incorporated in multiple SFI qualifications; flexible packaging rules which can support diversity of elective options to move within and across sectors;</p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p><b>Yes</b></p>	<p>The CfE outline of communication strategies and contributing personnel listed in the Appendices, supports evidence of extensive consultation undertaken throughout the development process with a range (national) of stakeholders, including industry and subject matter experts (SME), training organisations, regulatory authorities and the Industry Reference Committee, to ensure proposed endorsed components reflect contemporary work organisation and job profiles.</p> <p>The CfE cites consultation including site visits and conduct of eight Workforce Functional Analyses (WFA) across a range of seafood post harvest operations, evidencing efforts to reflect and align actual and genuine organisational job profiles into the development of the training package products.</p>

## **Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	<b>Yes</b>	<p>The draft Units of Competency and associated Assessment Requirements are written in a manner that allows adaptability and flexibility in relation to a broad range of industry variables. This enables the units to be contextualised to meet the various needs of a wide range of production contexts.</p> <p>All qualifications include a proportionately significant number of elective options, including options to import units from other training packages, to enable movement within organisations, within each sector, and through inclusion of import units, to other sectors.</p> <p>Endorsed components will be supported by 14 skill sets to provide entry and skill movements within and across the diversity of the seafood industry sectors.</p>
Promote national and international portability	<b>Yes</b>	<p>National legislation (WHS, Biosecurity Act 2015), standards and codes including Food Safety Standards Australia New Zealand and other standards such as AS 5300-2015 The Australian Fish Names Standard are incorporated into endorsed components and are integral to promoting national and international portability.</p> <p>Where requirements (environmental protection, maritime licencing or sustainability) may vary across jurisdictions, units of competency and associated assessment requirements do not reference specific standards or codes of practice, rather refer to skills according to organisational standard operating procedures and jurisdictional requirements.</p>
Reflect regulatory requirements and licensing	<b>Yes</b>	<p>The CfE and the SFI CVIG V1.0 identify regulatory or licencing requirements for components, including qualifications and individual units of competency, and clearly specify that imported units with licencing or regulatory requirements must be delivered and assessed according to the requirements of the parent training package. Where SFI units of competency may require licenced activities (such as gun use, driving, operating a vessel) it is included in the unit application to check with jurisdictional requirements. Statutory/legislative requirements apply to <i>SFI30419 Certificate III in Fisheries Compliance</i> and <i>SFI40319 Certificate IV in Fisheries Compliance</i> and wording to reflect this is included in the qualification descriptions according to the requirements of the 2012 Standards.</p>

### **Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	<b>Yes</b>	<p>The CfE evidences a national and broad consultation process providing opportunities to participate via a number of communication channels (SME workshops, face to face and online, direct engagement via site visits, inclusion of consultation in appropriate regional areas etc) to capture ongoing feedback on the endorsed components throughout the duration of the review.</p> <p>The CfE Appendix 2 reflects a range of respondent stakeholders including national industry participants, state training authorities, industry /content expert and training practitioners.</p>
Recognise convergence and connectivity of skills	<b>Yes</b>	Units listed in the qualifications include imported units from other nationally endorsed training packages

**Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	<b>Yes</b>	<p>The assessment requirements of all of the units specify that assessment must take place in a workplace, or in a setting that accurately reflects a real workplace. This allows for assessment to occur in a range of different contexts including a simulated environment if required.</p> <p>All qualifications include elective choices, and options to choose two or more units from any current training package or accredited course, suitable to vocational requirements and context – this ensures that each qualification can be packaged to suit different contexts and a range of employer and individual needs.</p> <p>The availability of 14 skill sets also ensures the diversity of individual and employer needs are able to be met.</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support equitable access and progression of learners	<b>Yes</b>	<p>None of the qualifications in the projects in the CfE specify entry requirements. Users, including RTOs can determine which candidates are suitable and appropriate for enrolment.</p> <p>Although not a formal part of this endorsement submission, 14 skill sets allow for different entry and exit points into and between sector specific qualifications.</p> <p>No SFI components have prerequisite units which could limit access or progression of learners and only a minor number of imported, and specialised units of competency included as electives, have prerequisites as determined by their parent training package.</p>

**Quality principle 5: Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	<b>Yes</b>	<p>The revised qualifications range from Certificate I through to Diploma level.</p> <p>The CVIG provides information about the pathways and opportunities for transition or movement between (upwards and crossways) qualifications.</p> <p>A number of qualifications are included in the CVIG as suitable for delivery in the school sector, and also specifies those that have been considered by the IRC as suitable for a traineeship or apprenticeship</p> <p>The CVIG notes that there are currently no nationally applicable credit arrangements between SFI qualifications and higher education qualifications.</p>

**Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements**

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	<b>Yes</b>	Industry advice about delivery is provided via the SFI Seafood Industry Training Package Version 1.0 Companion Volume Implementation Guide (CVIG) which has been quality assured and is ready for publication at the same time as the Training Package. The CVIG provides comprehensive advice about delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications
Support sound assessment practice	<b>Yes</b>	The draft Units of Competency and associated Assessment Requirements have consistent depth and breadth, including references to volume and frequency of Performance Evidence and include Assessment Conditions specifying how evidence must be gathered.  Units are written in a manner that allows adaptability and flexibility which enables the units to be contextualised to meet the varied and broad needs of the SFI industries
Support implementation	<b>Yes</b>	

## Appendix A

### New SFI Units of Competency (15)

Code	Title
SFIAQU406	Implement low water exchange microbial floc technologies
SFIAQU506	Manage an aquaculture research trial
SFIAQU511	Culture new aquaculture species
SFIBIO201	Inspect and clean aquatic work equipment
SFIBIO301	Identify and report signs of aquatic disease or pests
SFIBIO401	Apply aquaculture biosecurity measures
SFIBIO501	Plan and implement an aquaculture biosecurity plan
SFICPL309	Conduct fisheries management awareness programs
SFIPRO301	Monitor hygiene and sanitation requirements
SFIPRO403	Develop and implement a seafood waste utilisation strategy
SFISAD402	Analyse domestic seafood market opportunities
SFISAD403	Analyse international seafood market opportunities
SFISAD404	Develop and provide information about seafood product
SFISTR302	Supervise storage of temperature controlled stock
SFIWHS301	Contribute to workplace health and safety processes

### Revised SFI Units of Competency (135)

Code	Title
SFIAQU101	Carry out basic aquaculture activities
SFIAQU201	Collect broodstock and seedstock
SFIAQU202	Handle stock
SFIAQU203	Manipulate stock culture environment
SFIAQU204	Undertake routine maintenance of water supply and disposal systems and structures
SFIAQU205	Monitor water quality
SFIAQU206	Feed stock
SFIAQU207	Monitor stock and environmental conditions
SFIAQU208	Produce algal or live-feed cultures
SFIAQU209	Carry out on-farm post-harvest operations
SFIAQU210	Harvest cultured or held stock
SFIAQU211	Maintain stock culture, holding and other farm structures
SFIAQU212	Operate and maintain a recirculating aquaculture system
SFIAQU213	Use waders safely in aquatic environments
SFIAQU214	Control predators and pests
SFIAQU215	Control diseases
SFIAQU216	Work with crocodiles
SFIAQU301	Undertake effluent treatment and waste disposal
SFIAQU302	Construct or install stock culture, holding and farm structures
SFIAQU303	Monitor stock handling activities
SFIAQU304	Maintain water quality and environmental monitoring
SFIAQU305	Monitor harvest and post-harvest activities

Code	Title
SFIAQU306	Monitor production and maintain algal or live-feed cultures
SFIAQU307	Monitor the operations of a recirculating aquaculture system
SFIAQU308	Support hatchery operations
SFIAQU309	Carry out emergency procedures
SFIAQU310	Apply control measures for predators and pests
SFIAQU311	Apply control measures for diseases
SFIAQU312	Monitor feed activities
SFIAQU401	Develop and implement a stock health program
SFIAQU402	Coordinate construction or installation of stock culture, holding and farm structures
SFIAQU403	Manage water quality and environmental monitoring in enclosed systems
SFIAQU404	Operate hatchery
SFIAQU405	Develop emergency procedures for an aquaculture enterprise
SFIAQU407	Coordinate sustainable aquacultural practices
SFIAQU408	Supervise harvest and post-harvest activities
SFIAQU409	Implement, monitor and review stock production
SFIAQU410	Implement a program to operate, maintain or upgrade a recirculating aquaculture system
SFIAQU501	Develop a stock nutrition program
SFIAQU502	Develop and implement an aquaculture breeding strategy
SFIAQU503	Establish an aquaculture facility
SFIAQU504	Plan and implement environmentally sustainable aquacultural practices
SFIAQU505	Plan stock health management
SFIAQU507	Plan and design water supply and disposal systems
SFIAQU508	Plan and design stock culture or holding systems and structures
SFIAQU509	Develop stock production plan
SFIAQU510	Design a recirculating aquaculture system
SFICPL201	Undertake a local operation
SFICPL202	Conduct field observations
SFICPL203	Promote sustainable use of local marine and freshwater environments
SFICPL204	Communicate effectively in cross-cultural environments
SFICPL205	Present evidence in a court setting
SFICPL301	Maintain operational safety
SFICPL302	Exercise compliance powers
SFICPL303	Board vessel at sea
SFICPL304	Support the judicial process
SFICPL305	Perform administrative duties
SFICPL306	Gather, collate and record information
SFICPL307	Facilitate effective communication in the workplace
SFICPL308	Monitor fish catches for legal compliance
SFICPL401	Conduct an investigative audit
SFICPL402	Plan the surveillance operation
SFICPL403	Operate and maintain surveillance equipment
SFICPL404	Operate an observation post
SFICPL405	Perform post-surveillance duties
SFICPL406	Perform mobile surveillance

Code	Title
SFICPL407	Undertake prosecution procedures for magistrate's court
SFICPL408	Manage own professional performance
SFICPL409	Undertake patrol operations
SFICPL410	Promote fisheries management awareness programs
SFICPL411	Implement fisheries compliance
SFICPL412	Operate in remote areas
SFICPL501	Administer the district office
SFICPL502	Contribute to fisheries management
SFICPL503	Undertake the prosecution in a trial
SFIDIV301	Work effectively as a diver in the seafood industry
SFIDIV302	Perform diving operations using SSBA
SFIDIV303	Perform diving operations using SCUBA
SFIDIV304	Undertake emergency procedures in diving operations using SSBA
SFIDIV305	Undertake emergency procedures in diving operations using SCUBA
SFIDIV306	Perform underwater work in the aquaculture sector
SFIDIV307	Perform underwater work in the wild catch sector
SFIEMS201	Participate in environmentally sustainable work practices
SFIEMS401	Implement and monitor environmentally sustainable work practices
SFIFSH201	Assemble and repair damaged netting
SFIFSH202	Cook on board a vessel
SFIFSH203	Use trawls to land catch
SFIFSH204	Use pots and traps to land catch
SFIFSH205	Apply deckhand skills aboard a fishing vessel
SFIFSH206	Use hand operated lines to land catch
SFIFSH207	Use beach seines, mesh nets or gill nets to land catch
SFIFSH301	Operate vessel deck machinery and lifting appliance
SFIFSH302	Perform breath-hold diving operations
SFIFSH303	Construct nets and customise design
SFIFSH304	Adjust and position fishing gear
SFIFSH305	Locate fishing grounds and stocks of fish
SFIFSH306	Manage and control fishing operations
SFIOBS301	Monitor and record fishing operations
SFIOBS302	Collect reliable scientific data and samples
SFIOBS303	Collect routine fishery management data
SFIOBS304	Analyse and report onboard observations
SFIPRO101	Clean fish
SFIPRO102	Clean work area
SFIPRO103	Fillet fish and prepare portions
SFIPRO104	Work with knives
SFIPRO201	Head and peel crustaceans
SFIPRO202	Process squid, cuttlefish and octopus
SFIPRO203	Shuck molluscs
SFIPRO302	Handle and pack sashimi-grade fish
SFIPRO303	Slaughter and process crocodiles
SFIPRO304	Boil and pack crustaceans



Code	Title
SFIPRO401	Evaluate a batch of seafood
SFIPRO402	Manage a product recall
SFIPRO404	Plan and develop formulations and specifications for new seafood product
SFISAD201	Prepare, cook and retail seafood products
SFISAD202	Retail seafood
SFISAD301	Wholesale product
SFISAD401	Buy seafood product
SFISTR201	Prepare, pack and dispatch non-live product
SFISTR202	Receive and distribute product
SFISTR203	Assemble and load refrigerated product
SFISTR204	Prepare, pack and dispatch stock for live transport
SFISTR301	Operate refrigerated storerooms
SFIVOP201	Comply with organisational and legislative requirements for vessel operations
SFIVOP202	Contribute to safe navigation
SFIVOP203	Operate a small vessel
SFIVOP204	Operate and maintain outboard motors
SFIVOP205	Prepare for vessel maintenance
SFIWHS201	Meet workplace health and safety requirements
SFIXSI101	Apply basic seafood handling and safety practices
SFIXSI102	Communicate in the seafood industry
SFIXSI201	Work effectively in the seafood industry
SFIXSI202	Maintain the temperature of seafood
SFIXSI401	Participate in a media interview or presentation
SFIXSI402	Act to prevent interaction with protected species