

20-12 Work with Crocodiles

Summary of Feedback, Responses and Actions



March 2020

Draft qualifications, units of competency and skill sets for the 20-12 Work with Crocodiles project were made available on the [Skills Impact Website](#) for stakeholder review from 07 February until 09 March 2020. Please visit the website to view a full list of the documents that were submitted for consultation during these phases.

Feedback was received from a variety of stakeholders around the country via email, phone, the Skills Impact Feedback Hub, site visits, at face-to-face workshops and a webinar, as follows:

	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
Industry (employer / employee)									
Industry association									
Union									
Registered Training Organisation (RTO)									
Government department									
Industry advisory body									

All State and Territory Training Authorities were informed about this project and feedback has been requested, however, the only response outside of Queensland, the Northern Territory and Western Australia, where crocodiles are found; was an email from the Analytic and Policy Services, Skills Canberra. This email stated that there are no providers or students in this course and so, the Australian Capital Territory has no comment to make.

Feedback received during the 'drafts available' period for the qualifications, units of competency and skill sets that have been developed for crocodiles has been positive, the stakeholders are extremely enthusiastic and have contributed several changes to draft documentation. All documents developed are new.,

Below is a summary of the feedback raised for the draft qualifications, units of competency and skill sets developed and reviewed for the 20-12 Work with Crocodiles project, and how these have been dealt with. This involves a consideration of the information provided, views of industry stakeholders and from people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to consider the needs and views of stakeholders to the extent possible, and to comply with the *Standards for Training Package 2012*. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

Acronyms - PC – Performance Criteria, PE – Performance Evidence, KE – Knowledge Evidence, AC – Assessment Conditions, SMEs – Subject Matter Experts

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Summary of feedback on draft qualification *SFIXX20 Certificate III in Crocodile Care*

Comments related to Core Units

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry & RTO, QLD	It would be good if the Core units also made a Skill Set. This way individuals could complete the Skill Set as a step to gain a qualification	If industry agrees to proceed with a crocodile specific qualification, the core units will form a skill set.
Industry, Industry Association, Government, RTO; QLD, NT & WA	Teamwork is essential to include in Core. All work with crocodiles over 1.2 metres is carried out in a team	Feedback adopted – <i>SFIWHS201 Meet workplace health and safety requirements</i> is included
Industry, Industry Association, Government, RTO; QLD, NT & WA	First aid is essential to include in Core; in fact, remote first aid would be even better	Feedback adopted – <i>HLTAID005 Provide first aid in remote situations</i> is included
Industry, Industry Association, Government, RTO; QLD, NT & WA	A general basic understanding of crocodiles must be included in Core. An essential starting place	Feedback adopted – two general units have been included in Core; <i>SFICRO2X1 Prepare to work with crocodiles</i> and <i>SFICRO2X5 Work safely in crocodile waterways</i>

Comments related to Elective Units – Group A – Crocodile Specialisation

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, Industry Association, Government, RTO; QLD, NT & WA	Crocodile specific electives must allow for individuals to build a strong qualification to acquire skills to work in the wild or with crocodiles in controlled environment. There must be appropriate choice available.	Noted – there are eight Group A electives; skills in all crocodile environments are catered for.

Comments related to Elective Units – Group B

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; WA	Happy to see the inclusion of HLTAHW001 Work with Aboriginal and/or Torres Strait Islander clients and communities, is included in the proposed qualification. There are many cultural sites around the coast of the top end of WA.	Noted

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, Government Dept, Industry Association, RTO; WA	Does SFIVOP202 mention anything about driving a boat at night? Night boat handling skills are essential for work with crocodiles	<i>SFIVOP202 Operate small vessels</i> generically applies to night and day.
Industry; NT	Need to include a unit on sedation.	Feedback adopted – <i>ACMAIM404 Collaborate in planning sedation and anaesthesia of large animals</i> is included
Industry; WA	Would be useful to add units on operating boats and 4WD to the Group B electives.	Feedback adopted – <i>TLIC3004 Drive heavy rigid vehicle on unsealed roads</i> and <i>SFIVOP203 Operate a small vessel</i> are included

Comments related to Elective Units – General

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO; WA	Flexibility in the Electives. Could be really good if this was available.	Noted – flexibility has been built into electives to cater for skills to work in all crocodile environments

General Qualification comments

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry and RTO; QLD	A specific qualification for working with crocodiles would be great for the industry	Noted
RTO; QLD	Concern with a qualification for working with crocodiles would be around placement and trainers	Noted
Industry and RTO; QLD	The qualification should be at Cert III due to the level of skill required to work with crocodiles.	Feedback adopted – the draft qualification has been developed at a Certificate III level
Industry and RTO; QLD	Change packaging rules to: 13 total units of competency 5 core units instead of 4 - add an amended SFICRO2X2	Adopted – if a qualification is introduced. In fact, total unit requirement may be 14 units (further discussion needed).

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
	4 or 5 units from Group A (instead of proposed 3) Group A being crocodile specific units	
Industry, Government, RTO; NT. Industry; National	Some discussion over whether or not a Cert III might restrict/exclude Indigenous individuals.	Noted – discussions ensued with regard to literacy levels of Indigenous individuals. It was decided unanimously among stakeholders that RTOs can deliver and assess accordingly. Care has been taken to limit the necessity for written assessments.
Industry, Government, RTO; NT. Industry; National	<p>The discussion focused on not further developing a Qualification. A variety of reasons were given; ranging from literacy issues with indigenous individuals, to the issue of who is going to do the training?, to what will the uptake be? Would the top experts in the country need to complete the Qualification? If they have to do the Qualification prior to working in the field there will not be anyone to work with crocodiles.</p> <p>Recommendation for Crocodiles to be a specialisation with a CLM Qualification</p> <p>Which RTO would put a Cert in Crocodiles on scope?</p> <p>Qualifications require a specific job role, perhaps would be better to be included in an existing qualification?</p> <p>Recommend not to develop a qualification at this point in time</p>	<p>Noted – discussion ensued with regard to availability of suitable providers and the issue of uptake in some regions.</p> <p>Crocodile specific units of competency can be included as electives in the CLM qualification; discussions throughout consultation ensured the wording of all units are able to be used in AHC, ACM and SFI Training Package qualifications.</p> <p>With regard to the question as to whether the top crocodile experts would need to complete a crocodile qualification if one is introduced - it will be up to the State and Territory authorities whether attainment is mandated.</p> <p>Ongoing discussion as to whether a qualification is required at this point in time continues. This will be a major talking point during validation.</p>
Industry, Government, RTO; NT. Industry; National	<p>General discussion: Cert II V Cert III</p> <p>Cert II would have more end users</p> <p>Cert III restricts to Charles Darwin University and team leaders</p> <p>If a Cert III is written, there also needs to be a Cert II</p> <p>Cert II is cause for concern with respect to unsupervised workers</p>	<p>Noted - Ongoing discussion as to whether a qualification is required at this point in time continue. This will be a major talking point during validation.</p> <p>Some stakeholders feel that a crocodile specific qualification will be beneficial to the industry and that it would acknowledge that skill is required to work safely and humanely with crocodiles. As T2 Rangers are unsupervised and much of the work undertaken with crocodiles is a high skill level, most stakeholders feel Certificate III is the correct level for a qualification if it is agreed that a qualification is needed at this point in time.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	T2 Rangers are unsupervised. Question: How much supervision is needed? What is supervised? All agreed not to develop a qualification at this point in time	If not working under direct supervision the qualification should be at Certificate III level, if it is introduced. Furthermore, the skill and knowledge levels align to a Certificate III.
Industry; NT	A specific qualification for working with crocodiles would be great for the industry. Happy for a qualification to exist at Certificate III. Should require skill to attain, not be too easy.	Noted – the draft qualification has been developed at Certificate III
Industry Association; WA	Initially said there is not a huge need for a Qualification. However, as the discussion continued, and the timeline of the proposed completion date of this project was mentioned, then perhaps it is a good idea to work towards having a crocodile specific qualification for 2021.	Noted - Ongoing discussion as to whether a qualification is required at this point in time continue. This will be a major talking point during validation.
RTO; WA	A qualification would be good to create employment and income opportunities for Indigenous people. A Skill Set is good, but a Qualification has more clout and creates an is a bit more advantageous. Qualification offers recognition of skills.	Noted
Industry; WA	Rangers already do the CLM Certificate IV. These units fit well within that. Better not to have a stand alone Crocodile Qualification at this point in time. However, if when called to a crocodile incident, I have a group with specific crocodile experience it does make the capture easier. I would have greater confidence in a team who held a specific qualification in Working with Crocodiles.	Noted – there will be further discussion on whether a qualification is needed during validation because views are mixed.
Industry, Industry Association*, RTO; WA	Need to include; pre-capture care, use of sedatives and care in transit.	Adopted. Pre-capture care is included in <i>SFICRO4X4 Capture, transport and release crocodiles</i>
Industry; WA	The introduction of a Qualification would build capacity for Indigenous Groups. Certificate III is the appropriate level for a Qualification as the skill level is high and the work is in many instances under minimal or no supervision.	Noted. Draft Certificate III qualification has been developed. Further discussion is required as to whether a qualification is introduced. There are differing views on this issue and this will be further reviewed in the validation phase of the project.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Government; WA, Industry; NT, Government; NT	The varied views from previous Consultation Workshops on whether or not a Qualification in Work with Crocodiles is needed, were shared. The response was "if there is a Qualification, the skill and knowledge requirements warrant a Certificate III level qualification".	Adopted if a qualification is introduced.
Industry; NT	The problem I have with the argument on whether a Crocodile Qualification, is needed, is that we don't have much if any other representation from community rangers that would benefit from the wild training components primarily for safety and management (not industry related). All the negative comments I've seen recently have been from the industry, along the same lines as those made during the initial Darwin meeting (which may be relevant for industry). I am a strong proponent of the training being necessary for wild rangers given the number of requests we get about it each year, so I want to make sure that voice is heard and not drowned out by industry who have very different priorities. It may be that perhaps it simply needs to be wild / management focused at this stage.	Thank you for your feedback and this has been noted.
Government, NT	The Qualification Description states that this qualification is for people who work with crocodiles EITHER on crocodile farms OR in the wild. One of these MUST evidence requirements will be impossible to attain	Noted. Discussion on whether a qualification should be introduced will reference this point. If we proceed with a qualification, competence in the elective units attained will indicate whether a person trained on a farm or in the wild.

Summary of feedback on draft Skill Sets

The Skill Sets below evolved continuously as Consultation progressed. The general consensus of stakeholders is that Skill Sets are essential in the Crocodile Industry; they provide an opportunity for a wide range of individuals to participate and specialise according to their workplace requirements.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SFISSXXX11 Care for Crocodiles in a Controlled Environment		
Industry, RTO; QLD	Change title from 'Commercial crocodile farming' to 'Crocodile Handling'	Feedback adopted – original title ' <i>Commercial crocodile farming</i> ' was edited to 'Crocodile Handling' and then further edited to 'Care for crocodiles in a controlled environment' to enable uptake from individuals working on farms, wildlife parks and zoos and to better reflect the units included
Industry, RTO; QLD	Change the units in this skill set to include: 4X2 with the new title, 4X4 with new size, 3X2 with new size, 4X5 with new title and BSBFLM312.	Feedback adopted – <i>SFICRO4X2 Carry out crocodile breeding activities</i> and <i>SFICRO4X4 Capture, transport and release crocodiles over 2.5 metres</i> , have been incorporated into <i>SFICRO3X4 Care for crocodiles over 1.2 metres</i> . <i>SFICRO3X4 Care for crocodiles over 1.2 metres</i> is included in this skill set. <i>SFICRO4X5</i> is no longer part of this skills set as WA industry stakeholders suggested <i>SFICRO4X6 Harvest crocodiles</i> was more appropriate. <i>BSBFLM312</i> was never part of this skill set
Industry, Government, RTO; NT Industry; National	No comment as this skill set is specifically for farms	Noted
SFISSXXX12 Crocodile Breeding		
Industry, RTO; QLD, Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	Feedback from Consultation workshops suggests this Skill Set is not needed as the skills are incorporated in other Skill Sets	Feedback adopted – no further development required. Stakeholder feedback recommended this skill set be incorporated into <i>SFISSXXX11 Care for crocodiles in a controlled environment</i> .
SFISSXXX13 Crocodile Education		
Industry, RTO; QLD, Industry, Government, RTO; NT Industry; National, Industry,	Feedback from Consultation workshops suggests this Skill Set is not needed as the skills are incorporated in other Skill Sets.	Feedback adopted – no further development required <i>SFISSXXX13 Crocodile education</i> was originally developed as a skill set for individuals who inform the public about crocodile programs/sustainability; however, during consultation

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry Association*, Government, RTO; WA		workshops, stakeholders agreed that 'SFISXXX19 Crocodile Public Relations' is a more appropriate skill set for this.
SFIXXX14 Crocodile Egg Harvesting		
Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	Change the title. Original title; 'SFISXXX14 Crocodile egg harvesting with traditional land owners'. This title limits uptake. Request to remove 'with traditional land owners' to enable broader uptake.	Feedback adopted – 'SFISXXX14 Crocodile Egg Harvesting' adopted as a more appropriate title
Industry; WA	Happy to see the inclusion of 'HLTAHWO01 Work with Aboriginal and/or Torres Strait Islander clients and communities', included in this proposed Skill Set. There are many cultural sites around the coast of the top end of WA.	Noted
SFISXXX15 Hatchling and Juvenile Crocodile Care		
Industry; NT	Change title to incorporate juvenile crocodiles. 'SFISXXX15 Crocodile Hatchling Care' is too limited. It is usual for individuals to work with both these groups of crocodiles	Feedback adopted – Title changed to 'SFISXXX15 Hatchling and Juvenile Crocodile Care'.
Industry, RTO; QLD	Agree to combine juveniles and hatchlings Include units: SFICRO3X1 Support hatchery operations (with unit amended that incorporates caring for juvenile crocodiles) SFIAQU205 Monitor water quality SFIAQU207 Monitor stock and environmental conditions SFIAQU214 Control predators and pests	Feedback adopted – Skill set comprised; SFICRO3X1 Support hatchery operations (with unit amended that incorporates caring for juvenile crocodiles) SFIAQU205 Monitor water quality SFIAQU207 Monitor stock and environmental conditions SFIAQU214 Control predators and pests
Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	The first draft skill set referred only to hatchling care; all stakeholders support broadening its application to include juvenile crocodile care.	Feedback adopted – juvenile crocodile care incorporated with hatchling care to reflect industry crocodile care structures. Title confirmed as 'SFISXXX15 Hatchling and Juvenile Crocodile Care'.
SFISXXX16 Crocodile Incident		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, RTO; QLD	This skill set is not needed	Noted – however, stakeholders from NT and WA stated that this is an essential skill set for individuals who work with crocodiles in the wild.
Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	This is an essential skill set for all individuals working with crocodiles, particularly for those who work with crocodiles in the wild.	Feedback adopted – this skill set is particularly useful for those who work with crocodiles in the wild. This skill set will remain.
SFISSXXX17 Crocodile Relocation		
Industry, RTO; QLD	This skill set is not needed	Noted – however WA stakeholders state that this skill set is essential and forms a major part of their work with crocodiles.
Industry, Government, RTO; NT Industry; National	Relocation in the wild can have its problems as crocodiles can travel great distances to return to the place where they caused trouble. Still probably needed.	Feedback adopted – this skill set has been developed
Industry; NT	Problem crocodiles are not relocated. Crocodiles will travel back to the place where they were a nuisance. Crocodiles captured are either killed or go to a farm.	Noted – however, this skill set will be developed further as; the act of catching a crocodile and moving it to a farm could be considered ‘relocation’. In addition, stakeholders in other states require this skill set.
Industry, Industry Association*, Government, RTO; WA	Definitely develop this Skill Set. Absolutely what Rangers do in WA.	Feedback Adopted – this skill set has been developed
SFISSXXX18 Crocodile Survey		
Industry, RTO; QLD, Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	Feedback from Consultation workshops suggests this Skill Set is needed, surveying is carried out in many situations	Feedback adopted – this skill set has been developed
Industry, RTO; QLD, Industry, Government, RTO; NT Industry; National, Industry,	Surveying is done all the time. Teamwork is needed, good communication, ability to navigate, first aid. And of course basic surveying.	Feedback adopted - This skill set will comprise; <i>SFICRO3X3 Conduct crocodile surveys, HLTAID005 Provide first aid in remote situations, SIRCOM002 Work effectively in a team, SFICOM2X1 Communicate effectively and SFIVOP202 Contribute to safe navigation</i> will be included

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry Association*, Government, RTO; WA		
SFISSXXX19 Crocodile Public Relations		
Industry, RTO; QLD	The name 'Tourism' does not really suit. This implies the skills set is for tourism operators, but it is designed for individuals who inform the public about crocodiles. Change the name to Public Relations.	Feedback adopted – Title changed to <i>SFISSXXX19 Crocodile Public Relations</i> .
RTO; NT Industry	Agree with title change to Public Relations. See no need for a skill set with tourism in the title.	Feedback adopted – Title changed to <i>SFISSXXX19 Crocodile Public Relations</i> .
Industry; National	National Parks have their own PR regulations, this skill set is of no value to us.	Noted – however, as these documents cater for all crocodile environments, the skill set is needed for individuals who work on farms, and in zoos and wildlife parks.
RTO; WA	There is a CLM unit 'Liase with Media' at a level 4. Might be a good idea to see if it is suitable	Noted - liaising with media is already referenced in the new unit ' <i>SFICRO4X1 Manage crocodile incidents</i> '. The Skill Set on public relations does not entail liaising with media.
Industry Association*, Government, RTO; WA	Remove ' <i>SFICRO3X3 Conduct crocodile surveys</i> ' because surveying does not need to be conducted by people doing PR.	Feedback adopted – ' <i>SFICRO3X3 Conduct crocodile surveys</i> ' was removed from this skill set
SFISSXXX20 Introduction to Working with Crocodiles		
Industry, RTO; QLD,	This is a great skill set. The units in this skill set should make up the Core units of competency in the Certificate III in Crocodile Care	Feedback adopted – If the proposed qualification; ' <i>Certificate III in Crocodile Care</i> ' is developed, these units of competency will be Core units. Inclusion of the newly developed, ' <i>SFICRO2X5 Works safely in crocodile waterway</i> 's is to be confirmed at Validation.
Industry, Government, RTO; NT Industry; National, Industry, Industry Association*, Government, RTO; WA	All stakeholders agreed that this was an essential skill set and all agreed that if possible the Core units from the qualification should be the same as the units in this skill set. This way once an individual has completed this skill set, they are on the way to a qualification.	Feedback adopted – this Skill Set comprises the core units of competency from the proposed qualification; ' <i>Certificate III in Crocodile Care</i> '. The question of the inclusion of ' <i>SFICRO2X5 Works safely in crocodile waterways</i> ' is to be confirmed at Validation.

Summary of feedback on draft Units of Competency

New units of competency

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SFICOM2X1 Communicate remotely		
Industry, Industry Association*, Government, RTO; WA, Industry, Government, RTO; NT. Industry; National	A communication unit is needed. The communication unit cannot refer to digital communications due to the remote areas involved. Basic good communication to suit all forms of communication	Feedback noted - this unit was developed as a result of consultation as no existing communication units were appropriate
SFICRO2X1 Prepare to work with crocodiles		
Industry; NT	Remove 1.5. Put specifics about temperature in KE. Use 1.2m as the dividing length rather than 1.5m. It is at 1.2m where the method to catch changes from 'by hand' to 'stun gun' From 1.2m upwards many factors change. Ranging from; food size, risk of disease, skin quality risk, WHS as electricity is used wrt stun guns, animal welfare	Adopted – 1.2 metres is the dividing length
Government; NT	PC 1.1 Determine the key characteristics of crocodile species found in Australia. (remove various and add after species - found in Australia)	Noted – further discussion required at validation.
Government; NT	The Qualification Description states that this qualification is for people who work with crocodiles EITHER on crocodile farms OR in the wild. One of these MUST evidence requirements will be impossible to attain	Noted - Discussion on whether a qualification should be introduced will reference this point. If we proceed with a qualification, competence in the elective units attained will indicate whether a person is trained on a farm or in the wild.
Government; NT	Application section. Change AND to OR to reflect the Qualification description	Noted – further discussion required at validation, some industry stakeholders feel individuals should be exposed to both environments as an introduction to working with crocodiles.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Government; NT	For a Certificate II unit there is an extensive range of knowledge evidence required. I would suggest that there is little to no benefit to learners in having knowledge of caimans or alligators.	Noted. KE has been simplified and will, most likely be condensed further following validation discussions.
Industry, RTO; QLD	Agree to changing the three length divisions: crocodiles < 1.2m. (1.2m < crocodiles < 2.5m) and crocodiles > 2.5m	Adopted – the division in size is now 1.2 metres.
RTO; QLD	This is a good unit to be an elective in Certificate III in Captive Animals for use for people who work in Zoos	Thank you for this feedback. This information has been passed on to the project manager who is currently working on this ACM qualification.
Industry, RTO; QLD	Handling crocodiles in captivity: Hatchlings (hatchlings and crocodiles < 1.2m - caught by hand Growers (1.2m < crocodiles < 2.5m - caught with use of Stun gun Adults (crocodiles > 2.5m - caught with ropes Stun guns are not used often 'in the wild' they are very expensive; \$7000	Noted – thank you
Industry, RTO; QLD	Agree that juveniles should be incorporated into unit SFICRO3X1 Support crocodile hatchery operations	Adopted - 'SFICRO3X1 Support crocodile hatchery operations' has been expanded to include juvenile crocodiles: The unit title is now; 'SFICRO3X1 Support hatchery and juvenile crocodile care '
Government; NT	Assessment conditions. Change AND to OR. Access to crocodile farms and/or crocodile waterways.	Noted. This unit is meant to be an introductory unit for work on farms, research centres or wildlife parks and waterways to give trainees an appreciation of the full range of crocodile related work.
SFICRO2X5 Work safely in crocodile waterways		
Government; NT	A general awareness unit would be helpful to cater not only for those who work directly with crocodiles, also for those who work in areas where crocodiles may be present	Feedback noted - this unit was developed to enable a variety of users; ranging from tourism operators to individuals who work directly with crocodiles
SFICRO3X1 Support hatchery and juvenile crocodile care		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; NT	This unit could be combined to include young crocodiles up to 1.2m	Adopted – this unit now caters for hatchlings and juvenile crocodiles up to 1.2 metres
Industry; QLD	Farm and Community based hatchery Level III Insert 'Incubation' into title as egg and hatchling care are separate processes	Noted - however NT industry stakeholders feel that 'incubation' should be treated as a process within a unit on 'hatchling and juvenile crocodiles'
Industry, RTO; QLD	Add an element; PC, PE and KE on conducting operations caring for juvenile crocodiles under 1.2m.	Adopted – reference to juvenile crocodiles included
Industry; NT	New title Support hatchery and juvenile crocodile care	Adopted – New title is Support Hatchery and Juvenile Crocodile Care
SFICRO3X3 Conduct crocodile surveys		
Industry; QLD	Rangers	Noted – thank you
Industry, RTO; QLD	Add reference to GPS to PC 1.4 ie: Access map, photographs and electronic data	Adopted – PC 1.4 now reads Access maps, photographs or GPS or other available data
SFICRO3X4 Care for crocodiles over 1.2 metres in a controlled environment		
Industry; QLD	Delete. Covered in revised SFICRO2X2	Noted. Unit focus changed in accordance with feedback to 'Caring for crocodiles over 1.2 metres in a controlled environment'.
Industry, RTO; QLD	Change title to Conduct crocodile operations with crocodiles over 1.2m in a controlled environment OR Care for crocodiles - need to workshop title	Adopted. Title changed to 'control environment' which encapsulates farms, research centres and wildlife parks.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SFICRO4X1 Manage crocodile incidents		
Industry; QLD	Ranger Level III In a farm situation, senior mgt should handle this one. Rangers should have higher skills than II to under incident and professionally handle the matter. Also, farm incidents are extremely low compared to wild attacks	Noted. This unit is mainly for rangers but may apply to farms if the situation arises.
Industry, Government, RTO; NT Industry; National	Essential unit for working with crocodiles in the wild	Noted – thank you
SFICRO4X3 Harvest crocodile eggs		
Industry; QLD	Farm Level III	Noted – thank you
Industry, RTO; QLD	Should be a level III unit.	Noted - NT stakeholders felt that the skill level in this unit is at the Certificate IV level. However, units do not have an AQF level so this unit can be packaged at Certificate III level
Industry, RTO; QLD	Remove from the wild to make this unit work on farm too. Make the title <i>Harvest crocodile eggs</i>	Adopted – unit title now ' <i>SFICRO4X3 Harvest crocodile eggs</i> '
Industry, RTO; QLD	Absolute that there is a prerequisite for this unit. The degree of skill and experience required is high.	Noted. The Subject Matter Expert Working Group has not proposed prerequisites for Working with Crocodiles and the units incorporate appropriate skill/knowledge development to meet the nominated tasks. This will be confirmed at Validation.
Industry, RTO; QLD	WHS systems specific for the workplace	Noted

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO; QLD	Must include 'Brief and debrief' Add to elements and PCs.	Adopted - Element 5. Conduct crocodile egg harvest debrief processes has been added. PC 5.1 Participate in a crocodile egg harvesting debrief session and PC 5.2 Discuss the processes and identify possible procedural improvements with team members or appropriate personnel
Industry, RTO; QLD	Select appropriate equipment	Adopted
Industry, RTO; QLD	PE change to 'at least one occasion, three is too much and add 'experience with handling adult crocodiles	Adopted
Industry, RTO; QLD	PC and KE add knowledge of breeders	Adopted
Industry, Government, RTO; NT Industry; National	All egg collection is connected with farms. Some is carried out in the wild and some in controlled environments. You can remove 'in the wild' from the title or it will be too hard to teach	Adopted
Industry; NT	Agree with removal of 'in the wild'	Adopted
Industry, Industry Association*, RTO; WA	WA does not do egg collection	Noted. The unit must be suitable on a National level and cater for such tasks, therefore if it is not applicable to WA then individuals will not need to select this unit as it is not a core unit but only an elective unit within Group A of the proposed qualification.
SFICRO4X4 Capture, transport and release crocodiles		
Industry; QLD	Level III This module requires a higher skill set as animals of this size kill and can they be easily killed by incompetence	Adopted. The original unit has been combined with the first draft SF13X2 unit and has been written at level 4. The new unit is ' <i>SFICRO4X4 Capture, transport and release crocodiles</i> ' without reference to specific size of crocodile

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, Government, RTO; NT Industry; National	Add PC maybe 2.5. Determine if chemical restraint is required and advise relevant personnel.	Adopted.
Industry, Government, RTO; NT Industry; National	Delete 'any body of water in northern Australia within 100km off the coast' from KE in all units where it appears.	Adopted.
Industry, Government, RTO; NT Industry; National	Delete 'avoid working at night' from KE in all relevant units	Adopted.
Industry, Government, RTO; NT Industry; National	Revise crocodile safety procedures in all units so that it does not read like a PC	Adopted.
Industry, Government, RTO; NT Industry; National	KE lengthy, reduce if possible	Adopted.
Industry, Government, RTO; NT Industry; National	Frequency: More than five times, in a team. Repetition is necessary.	Noted. There are differing views on this issue. In WA, industry stakeholders stated three times was enough, otherwise the unit cannot be delivered because they do not capture that many crocodiles. This frequency is for assessment only. The individual can undertake this task on multiple occasions as part of their training before they are deemed ready to be assessed and provide evidence of being competent. Therefore, the likelihood is they will undertake this task more than the three times stated in the performance evidence.
Industry, Government, RTO; NT Industry; National	Remove within 10m of a crocodile	Adopted.
Industry; NT	Combine with SFICRO3X2. Size is not relevant to Parks; all crocodiles are dangerous. Call it humane destruction.	Adopted.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, Industry Association*, RTO; WA	Is there a need for both SFICRO3X2 and SFICRO4X4? These could be combined.	Adopted.
Industry; WA	Risk increases immensely with size.	Noted. Treatment of crocodile as a result of size is referenced in KE.
Industry; WA	Crocodiles between 1.8m and 2.2m are unpredictable. Like adolescents. While some serious injuries occur with large crocodiles; these mid-size crocodiles are extremely dangerous	Noted.
Industry; WA	Frequency is difficult. The NT has many more crocodiles and many more incidents. In WA they are not so frequent. Always part of a team.	Noted.
Industry, Industry Association*, RTO; WA	Combine the units and make frequency on 3 occasions. There are not enough crocodiles in WA for on 5 occasions. Will make it impossible to assess.	Adopted.
Industry; WA	Combine with SFICRO3X2 and call it Capture, transport and release crocodiles	Adopted.
SFICRO4X5 Euthanise or destroy crocodiles		
Industry' QLD	Farm or Ranger? Level III Maybe focus on wild events. The farms will not support any euthanasia module without a strong focus on welfare assessment. Allowing trainees onsite would be denied. Public access on doc could be troublesome.	Noted, a separate unit has been developed ' <i>SFICRO4X6 Harvesting crocodiles</i> ', which applies to farms.
Industry' QLD	In reference to; Slaughter/Harvest/Killing. Will big companies want this in print for all to see?	Noted. Units are developed as a result of industry consultation that address industry training and assessment needs.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry' QLD	Some large companies are going to try being proactive, rather than reactive with respect to the methods of killing. To show that killing a crocodile on these big farms is carried out in a humane manner. Openness is important for the industry.	Noted. Humane harvesting is alluded to in this unit and ' <i>SFICRO4X6 Harvesting crocodiles</i> '
Industry, RTO; QLD	Add harvest to the title 'Harvest, euthanise or destroy crocodiles' A welfare assessment must be conducted before harvesting, euthanising or destroying. Must be reflected in PCs	Adopted. PC 1.2 reads Establish the reason for the euthanising or destruction of a crocodile and conduct a welfare assessment
Industry, Government, RTO; NT Industry; National	Agree to include Harvest	Adopted.
Industry, Government, RTO; NT Industry; National	A welfare assessment must be conducted before euthanising or destroying crocodiles. A PC needs to be added	Adopted.
Industry; NT	Agree with adding harvest to this title	Adopted
Industry, Industry Association*, RTO; WA	Park Rangers do not 'harvest' crocodiles. Do not add 'harvest' to this unit	Noted. A separate unit has been developed ' <i>SFICRO4X6 Harvesting crocodiles</i> '
RTO; WA	Concern over the use of 'or' in the title, 'or harvest of crocodiles'. While this keeps the unit 'open' to suit all crocodile environments, what if an individual completes this unit but never studies 'harvesting', then moves jobs and is, so called qualified in 'euthanasia'?	Noted - Crocodile harvesting will not be included in this unit; a separate unit ' <i>SFICRO4X6 Harvest crocodiles</i> ' has been developed to address this concern.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; WA	Do not agree to add 'harvest'. Harvest should be a separate unit for farming.	Noted - A separate unit has been developed ' <i>SFICRO4X6 Harvest crocodiles</i> '
Government; WA, Industry; NT, Government; NT	Whether a separate unit specifically on 'harvesting crocodiles' is needed can only be answered by Crocodile Farmers	Noted - Crocodile farmers have been consulted and a separate unit has been developed ' <i>SFICRO4X6 Harvest crocodiles</i> '
SFICRO4X6 Harvest crocodiles		
	No feedback on this specific unit. It was developed post consultation	This unit was developed as a result of feedback above

Draft units of competency – not for further development

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SFICRO2X2 Conduct crocodile farm operations – initial potential draft unit		
Industry; QLD	On Farm Change to 2.5m to create only 3 size categories, hatchling, grower and adult Elective unit	Adopted - Reference to size has been amended to over 1.2 metres at the recommendation of SMEWG.
Industry, RTO; QLD	This unit should also address crocodiles in wildlife parks and zoos. Change title to Conduct crocodile operations with crocodiles in a controlled environment OR Care for crocodiles in a controlled environment	Adopted - Title changed to 'Care for crocodiles over 1.2 metres in a controlled environment' so that it may apply to research facilities, farms and wildlife parks.
Industry, RTO; QLD	This unit could become a core unit instead of an elective Juvenile crocodiles can be up to 1.2m	Noted - This unit has been incorporated into ' <i>SFICRO3X4 Care for crocodiles over 1.2 metres in a controlled environment</i> ', which is included in Group A Electives of the proposed qualification. It is not placed in Core, as it does not cater for individuals working with crocodiles in the wild.
Industry, RTO; QLD	Agree to changing the three length divisions: crocodiles < 1.2m. (1.2m < crocodiles < 2.5m) and crocodiles > 2.5m	Adopted - This unit has been incorporated into ' <i>SFICRO3X4 Care for crocodiles over 1.2 metres in a controlled environment</i> ' at the recommendation of SMEWG.
Industry, RTO, Industry Association; WA	Discussion about creation of a Generic: Care for adult crocodiles, unit instead of this 2X2. Participants felt this was not so relevant to Rangers. However, the creation of a Care for crocodiles in transit, unit would be extremely useful.	Adopted - This unit has been incorporated into ' <i>SFICRO3X4 Care for crocodiles over 1.2 metres in a controlled environment</i> ' at the recommendation of SMEWG.
Industry; NT	Theory might take less than 1 hour, maybe max 2hours face to face. The assessment needs to be done On Farm. Does assessment need to be done by an RTO or can the Supervisor do it? Recommend to combine units to make assessment manageable	Noted - Assessment must be signed off by a qualified person (with a Cert IV in TAA and industry expertise). Hatchery duties have been combined with caring for juvenile crocodiles.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Government; WA, Industry; NT, Government; NT	Discussion about the inclusion of a unit on waterway safety	Adopted - New unit developed: ' <i>SFICRO2X5 Work safely in crocodile waterways</i> '
SFICRO2X3 Operate and maintain equipment or technology for work with crocodiles - initial potential draft unit		
Industry; QLD	Is this unit needed? Could the specifics be included in relevant units instead? Use of equipment or technology already referenced in the correct context within each unit	Adopted - Development of this unit will not proceed because equipment and technology are referenced in all units where relevant.
RTO; QLD	Prepare, Use, Maintain, Clean, Store	Adopted - in units where equipment is referenced.
Industry, Government, RTO; NT Industry; National	No need for this unit. Remove.	Adopted.
Industry; WA	This is a great unit. This should be 'ramped up' and kept. Maintenance and upkeep of equipment and technology is extremely important.	Noted – However, on the recommendation of the SMEWG the contents of this unit are now placed where relevant in other units.
SFICRO2X4 Coordinate and maintain crocodile data - initial potential draft unit		
Industry; QLD	Rangers Core unit	Noted
Industry, RTO; QLD	This unit is not needed Should be absorbed into appropriate units	Adopted - Reference to crocodile data is now incorporated into ' <i>SFICRO3X3 Conduct crocodile surveys</i> '. In effect, these two units are now amalgamated.
Industry, RTO; NT	Combine SFICRO2X4 with SFICRO3X3 This would allow to teach more than the unit specifies	Adopted – On the recommendation of members of the SMEWG, reference to crocodile data is now incorporated into ' <i>SFICRO3X3 Conduct crocodile surveys</i> '. In effect, these two units are now amalgamated.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO; WA	There is a new unit in CLM called something like 'managing survey data'	Noted
SFICRO3X2 Capture, transport and release a crocodile 1.5m to 2.5m - initial potential draft unit		
Industry; QLD	Farm and Ranger Change min TL to 0.5M to match size categories	Adopted - On the recommendation of members of the SMEWG, size reference is only referenced in KE because the two 'capture units" have been amalgamated. A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed
Industry, RTO, Government; NT, Industry; National	PC 2.4 change 'cable tie the crocodile' to 'restrain jaw' it is quite possible in the field that you don't always have a cable tie	Adopted - A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed – On the recommendation of members of the SMEWG
Industry, RTO, Government; NT, Industry; National	KE lengthy, reduce if possible	Adopted - A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed – On the recommendation of members of the SMEWG
RTO; NT	Completely remove KE4.4 Incident barricade procedures & incident zones	Adopted - A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed – On the recommendation of members of the SMEWG
Industry, RTO, Industry Association; WA	Is there a need for both SFICRO3X2 and SFICRO4X4? These could be combined.	Adopted - A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed – On the recommendation of members of the SMEWG
Industry; NT	Combine with SFICRO4X4 and call it Capture, transport and release crocodiles.	Adopted - A new unit <i>SFI4X4 Capture, transport and release crocodiles</i> , has been developed – On the recommendation of members of the SMEWG
SFICRO4X2 Carry out crocodile breeding operations - initial potential draft unit		
Industry; QLD	Complex area requiring a high level of skill, knowledge, plus an understanding of each animal.	Noted - Will not proceed with this unit. 'Breeding' is now referenced in <i>SFICRO3X4 Caring for crocodiles in a controlled environment</i> , on the recommendation of members of the SMEWG

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, RTO; QLD	Change title to Work with Adult Crocodiles or Carry out adult crocodile operations Include breeder information - refer to breeders	Noted - As above, 'references to 'breeding' is in <i>SFICRO3X4 Caring for crocodiles in a controlled environment</i> , on the recommendation of members of the SMEWG
RTO; QLD	Can the 'breeder' information be added to 2X1 instead of having 4X2?	Noted - As above, 'references to 'breeding' is in <i>SFICRO3X4 Caring for crocodiles in a controlled environment</i> , on the recommendation of members of the SMEWG
Industry; QLD	Agrees with including information with adult crocodiles; BUT how will an RTO assess working with crocodiles > 2.5m?	Noted - References to size in <i>SFICRO3X4 Caring for crocodiles in a controlled environment</i> are 'over 1.2 metres', this is on the recommendation of members of the SMEWG
Industry, RTO, Government; NT, Industry; National	This unit is for farm/controlled environment work only	Noted

Proposed units of competency for deletion

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SFIAQU216 Work with crocodiles		
Industry, RTO, Industry Association; WA, QLD, NT, National - unanimous	This unit of competency is all encompassing. Specific units are needed. This is why we wanted this project	Feedback adopted – SMEWG unanimously support the deletion of this unit. The new units developed will serve the industry far more effectively.
ISFIPRO303 Slaughter and process crocodiles		
Industry; QLD	Delete, only 2-3 processing plants in Australia for human consumption and they operate under a dedicated Code. Low need for training. Processing crocodile meat is a separate Code of Practice.	Feedback adopted – unit of competency proposed for deletion, on the recommendation of members of the SMEWG
Industry, RTO; QLD	This unit is not needed	Feedback adopted – unit of competency proposed for deletion, on the recommendation of members of the SMEWG
Industry, RTO, Government; NT, Industry; National	Agree to delete this unit	Feedback adopted – unit of competency proposed for deletion, on the recommendation of members of the SMEWG
Industry; NT	Not sure about the deletion of this unit. Can we discuss this at Validation please?	Noted – thank you. We will discuss this further with SMEWG