

# 20-12 Work with Crocodiles



## Summary of Validation Feedback, Responses and Actions

May 2020

This project includes the development of one new qualification, 11 new units of competency and eight new skill sets within the SFI Seafood Industry Training Package. The final draft materials were developed as a result of feedback provided by stakeholders and Subject Matter Experts (SMEs) during the validation period 06 – 30 April 2020.

Two validation meetings were held on 8 April 2020 and 30 April 2020, all documents were validated through this process.

Validation feedback was also received from a variety of stakeholders around the country via phone, online discussions and emails. The table below provides an overview of the groups and jurisdictions that have provided feedback during this phase of the project.

	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
<b>Industry (employer / employee)</b>									
<b>Industry association</b>									
<b>Union</b>									
<b>Registered Training Organisation (RTO)</b>									
<b>Government department</b>	*								

\* Note: Feedback received from a Government Department confirmed there are no relevant stakeholders in the Australian Capital Territory.

Feedback was also received indirectly via the ACM Animal Care and Management Training Package consultation with zoos and wildlife parks in states not directly consulted during the Work with Crocodiles project.

Below is a summary of the issues raised for the draft qualification, skill sets and units of competency developed and reviewed for the Work with Crocodiles project, and how these issues 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 validation feedback on Qualifications

### New qualifications

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>SFI30520 Certificate III in Working with Crocodiles</b>		
Industry and RTO; NT	<p>To reiterate what I told you over the phone, there is certainly a need for this qualification in Crocodile Care. Speaking just for ourselves, we have a long list of ranger groups across WA, NT and QLD (including those represented by organisations such as NLC, CLC and others) who are waiting for this qualification to become available.</p> <p>There's a strong desire for training by community rangers who want the skills to deal with croc management issues. I have half a dozen groups asking about 2020 training alone, although with <i>Covid19</i> things are clearly going to be delayed. I'm also receiving regular inquiries from private individuals who are looking for accredited qualifications for future work as rangers, in the industry, or in research. They're all waiting for this process to be completed.</p> <p>We'll be putting it to use as soon as our RTO gets it on scope.</p>	<p><b>Noted.</b> Thank you for this feedback, confirmation that a crocodile specific qualification is absolutely required and that there is an RTO willing to put it on scope, was essential in order to continue with its development.</p>
RTO; NT	<p>A crocodile qualification costs a lot to run. I would like to confirm just how many people would take this up. I wouldn't be against a qualification existing, so long as it could be gained in steps through skill sets</p>	<p><b>Noted.</b> Thank you for your concern. RTOs in both QLD and NT have confirmed that there is a need and with the skill sets developed as part of this project, individuals will have pathways into the qualification and be able to use credit transfer for those units completed in the skill set, where applicable.</p>
Industry; NT & WA, Government; NT, RTO; NT & WA	<p>Title needs to change to better reflect the content. Crocodile management in the wild or captivity, or what about simply Working with Crocodiles?</p>	<p><b>Adopted.</b> Discussion resulted in a new title 'Working with Crocodiles'.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry and RTO; NT	Lots of Ranger Groups want training at this level. They want skills and they want a qualification; this includes NLC and CLC. The demand for a qualification is out there. Charles Darwin University will put it on scope the minute it is available.	<b>Noted.</b> A certificate III qualification 'Working with Crocodiles' has been developed with the knowledge that there are RTOs that are wanting to put it onto scope and that there is a need for training for the job roles that are currently associated with this industry.
RTO; NT	Previously I had concerns about a qualification, I did not want that to be all that was on offer in the way of certification. So long as access to skill sets remains then I am in favour of the development of a crocodile specific qualification at certificate III level.	<b>Noted.</b> Thank you. In addition to the qualification, eight skill sets have been developed. Please refer back to the project web page for more details on these skill sets.
Industry; NT & WA, Government; NT, RTO; NT & WA	So long as individuals can use crocodile units as part of their certificates in CLM, we have no objection to the development of a crocodile specific qualification.	<b>Noted.</b> Certificates III and IV in CLM are currently under review; five of the newly created crocodile units of competency are proposed to be included as electives in the newly created CLM Cert III and IV qualifications.
Industry; WA	The qualification should be at Cert III due to the level of skill required to work with crocodiles. Much of the work is unsupervised. A qualification would be a great way to reward individuals who are doing really well in their job.	<b>Adopted.</b> This qualification is at Certificate III level due to the high risk and skill required, also due to the minimal supervision.
Government and Industry; NT	What will the core requirements be? Must state that SOPS are adhered to.	<b>Adopted.</b> SOP adherence is specified in the units of competency.
Industry; QLD, NT, RTO; QLD, Government; NT	All present like the idea of a crocodile specific qualification. While the issue of which RTO will put this on scope was raised, this was not seen as a	<b>Noted.</b> Thank you, there is now a proposed training facility in both QLD and NT.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	large enough obstacle to consider at this stage. One stakeholder; a crocodile farm owner, who has a Certificate IV in Training and Assessment has offered his farm as a training venue.	
Industry; QLD, NT, RTO; QLD, Government; NT	Agreed that level III was the correct level with respect to skill level.	<b>Noted.</b> Thank you for your support for the qualification needing to be at AQF Level 3.
Industry; QLD, NT, RTO; QLD, Government; NT	We support the development of a crocodile specific qualification at Certificate III level.	<b>Noted.</b> Thank you for your support for the qualification needing to be at AQF Level 3.

## Summary of validation feedback on Skill Sets

### New skill sets

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>SFISS00032 Introduction to Working with Crocodiles</b>		
RTO; NT	Suggestion to remove HLTAID005 Provide first aid in a team. The level is too detailed for an introductory skill set.	<b>Adopted.</b> ' <i>HLTAID005 Provide first aid in a team</i> ' has been removed from this skill set.
<b>SFISS00033 Care for Crocodiles in a Controlled Environment</b>		
Industry; QLD & NT, RTO; QLD, GOV; NT	Suggestion to add SFIAQU207 Monitor stock and environmental conditions. Controlled environment SMEs agreed.	<b>Adopted.</b> ' <i>SFIAQU207 Monitor stock and environmental conditions</i> ' has been added to this skill set.
<b>SFISS00034 Hatchling and Juvenile Crocodile Care</b>		
Industry; QLD	Add <i>SFIBIO401 Apply aquaculture biosecurity measures</i>	<b>Noted.</b> This was discussed during the validation meeting by the SMEWG. After consideration, the group decided not to add ' <i>SFIBIO401 Apply aquaculture biosecurity measures</i> ' as it specifically refers to 'farms in PCs, PE and KE and they felt this was not appropriate for this Skill Set.
<b>SFISS00035 Crocodile Egg Harvesting</b>		
Industry; NT, WA & QLD, Government; NT, RTO; NT & WA	Communication is an essential skill while egg harvesting.	<b>Noted.</b> Added ' <i>SFICOM201 Communicate remotely</i> '.
<b>SFISS00036 Crocodile Relocation</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Relocation does not always involve a boat and if we include SFIVOP202 in this skill set it may cause unnecessary barriers to delivery in some States.	<b>Adopted.</b> ' <i>SFIVOP Contribute to safe navigation</i> ' has been removed from this skill set.
<b>SFISS00037 Crocodile Incident</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; NT & WA, Government; NT, RTO; NT & WA	The level of social media in SIRXOSM002 is way too high for industry needs. This unit should be removed.	<b>Adopted.</b> 'SIRXOSM002 Maintain ethical and professional standards when using social media and online platforms' has been removed from this skill set.
<b>SFISS00038 Crocodile Survey</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Surveying does not always involve a boat and if we include SFIVOP202 in this skill set it may cause unnecessary barriers to delivery in some States.	<b>Adopted.</b> 'SFIVOP202 Contribute to safe navigation' has been removed from this skill set.
<b>SFISS00039 Crocodile Public Relations</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	The level of social media in SIRXOSM002 is way too detailed for industry needs. This unit should be removed.	<b>Adopted.</b> 'SIRXOSM002 Maintain ethical and professional standards when using social media and online platforms' has been removed from this skill set.
Industry; QLD	SFISXXX20 Should be a prerequisite to understand the basic behaviour	<b>Noted.</b> However, on further discussion with the SMEWG it was decided that it is not necessary to have any entry requirements for this skill set.

## Summary of validation feedback on Units of Competency

### New units of competency

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>SFICOM201 Communicate Remotely</b>		
RTO; NT	Five is good for frequency in the PEs. All others agreed	<b>Noted.</b> Thank you. PE reads, 'There must be evidence that the individual has communicated remotely on at least five occasions.'
Industry; NT & WA, Government; NT, RTO; NT & WA	This generic unit will be able to be fine-tuned by each RTO to suit the individuals involved.	<b>Noted.</b> Thank you.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD, NT, RTO; QLD, Government; NT	This unit is fine how it is. No need to change anything.	<b>Noted.</b> Thank you. The unit will remain as is.
<b>SFICRO301 Support hatchery and juvenile crocodile care</b>		
RTO; VIC	Can PC 4.4 be less specific 'feed hatchlings five to seven times...'?	<b>Adopted.</b> Initially industry requested specificity. We were waiting for further industry feedback before proceeding. Now industry has re-defined unit of competency requirements and has embraced a more generic approach.
RTO; VIC	Suggest splitting PC 4.5 in two; Maintain and Monitor	<b>Noted.</b> Following SMEWG discussions PC 4.5 is now PC 4.4 and reads, ' <i>Maintain feeding records according to workplace SOPs, and report any observed feeding abnormalities</i> '
RTO; VIC	Consider changing the wording for PC 5.3, removing 'Care for hatchling and juvenile crocodiles' to make it less generic.	<b>Noted.</b> Following SMEWG discussions during the validation workshop these PCs were re-worded, there are no generic PCs now.
Industry; QLD	PC 2.1 Change wording; remove 'contaminants entering the incubator'	<b>Adopted.</b> PC 2.1 now reads: ' <i>Prepare clutches of eggs to be placed into the incubator according to standard operating procedures (SOPs)</i> '. And PC 2.2 reads, ' <i>Examine crocodile eggs during stages of embryo development to estimate embryo age and detect and remove dead specimens to prevent contaminating the incubator</i> '.
Industry; QLD	PC 2.2 Need to clarify correct temperature	<b>Adopted.</b> There is no direct reference to temperature now. Instead, as suggested by industry during the validation workshop the terminology is ' <i>according to SOPs</i> '.
Industry; QLD	PC 2.3 Change the tense for ease of reading	<b>Adopted.</b> PC 2.3 now reads: ' <i>Monitor the incubation environment according to SOPs and hygiene standards to maximise survival rates</i> '.
Industry; QLD	PC 2.4 Reword as suggested; remove 'released at' and 'fall onto'	<b>Adopted.</b> Upon further advice at the validation workshop PC 2.4 now reads, ' <i>Identify and monitor eggs close to hatching and follow SOP processes to minimise risks of premature hatching</i> '.



Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD	PC 3.1 Not sure that 'have been identified for all eggs' is the correct wording.	<b>Adopted.</b> The PC was re-worded as per requirements following validation meeting. PC 3.1 now reads, 'Determine appropriate crocodile protection legislation or regulation, codes of practice and biosecurity issues associated with working with crocodiles in a controlled environment'.
Industry; QLD	PC 4.3 Delete 'rapidly'.	<b>Adopted.</b> Changes were made as requested but further changes were requested at the validation meeting and the PCs were reviewed accordingly. All industry stakeholders agreed. Reference to ' <i>rapidly</i> ' in the feeding of crocodiles has been withdrawn.
Industry; QLD	PC 6.4 Change 'dehydrated' to 'sick or injured'	<b>Adopted.</b> Changes were made as requested but further changes were requested at the validation meeting and the PCs were reviewed accordingly. All industry stakeholders agreed. Reference to ' <i>dehydrated crocodiles</i> ' has been broadened.
Industry; QLD	PC 6.5 Delete 'individual' from 'individual feeding abnormalities'	<b>Adopted.</b> Changes were made as requested but further changes were requested at the validation meeting and the PCs were reviewed accordingly. All industry stakeholders agreed. Reference to ' <i>individual feeding abnormalities</i> ' has been removed.
Industry; QLD	PC 7.1 Delete 'and WHS standards'.	<b>Adopted.</b> Changes were made as requested but further changes were requested at the validation meeting and the PCs were reviewed accordingly. All industry stakeholders agreed. PC 7.1 does not exist anymore and references to WHS are placed appropriately.
Industry; QLD	PCs 7.4 to 7.8 are all too site specific. Better not to include.	<b>Adopted.</b> These four PCs have been replaced with PC 5.2 which reads, ' <i>Clean crocodile pens according to SOPs and relevant codes of practice</i> '.
Industry; QLD	All of Element 8 is too site specific. Needs to be reconsidered.	<b>Adopted.</b> Element 8 has been deleted.
Industry; QLD, NT, RTO; QLD, Government; NT	Not all elements are needed. Also, can simplify PCs.	<b>Adopted.</b> Elements were combined and reduced from 8 to 6. PCs were simplified in order to be more generic and therefore more useful.
Industry; QLD, NT, RTO; QLD, Government; NT	Frequency, two is not enough occasions. Need to show more often.	<b>Adopted.</b> Frequency changed to five times for each crocodile egg incubation and hatchling and juvenile support activity.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD, NT, RTO; QLD, Government; NT	Again, too much detail in KE. Simplify	<b>Adopted.</b> All second level bullet points have been deleted except for those under ' <i>reasons for poor crocodile survival rates</i> '.
<b>SFICRO302 Conduct crocodile surveys</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Teamwork and understanding of all the different roles are important; awareness of planning and reporting, record, collect, file for someone else to do the rest, understanding the 'site' is very important, all roles are conducted in teams.	<b>Noted.</b> PCs updated. PCs 1.5 and 2.3 references communicating with team members. PC 1.5 reads, ' <i>Determine crocodile field survey activity incorporating teamwork, humane treatment of crocodiles and waterway safety procedures</i> ' and PC 2.3 reads, ' <i>Communicate with team members while conducting designated roles</i> '.
RTO; WA	I support whatever Industry deem to be appropriate	<b>Noted.</b> Thank you.
Industry; NT & WA, Government; NT, RTO; NT & WA	Frequency of five is restrictive for delivery. Many roles exist in surveys, a team approach works well. Better to limit frequency to three and to refer to teamwork.	<b>Noted.</b> PE now reads, ' <i>planned and conducted at least three crocodile survey activities</i> ' and ' <i>documented data relating to crocodile survey activities on at least three occasions</i> '.
Industry; NT & WA, Government; NT, RTO; NT & WA	Reference to 'notes' should be replaced with 'raw data'.	<b>Adopted</b> PC 2.4 now reads, ' <i>Maintain accurate raw data, including accurate crocodile size estimates during field survey activity</i> '.
Industry; NT & WA, Government; NT, RTO; NT & WA	It is also important for individuals to be able to estimate crocodile size	<b>Noted.</b> Reference to size has been added to PC 2.4, it now reads, ' <i>Maintain accurate raw data, including accurate crocodile size estimates during field survey activity</i> ' and a second level bullet point ' <i>size of crocodiles</i> ' has been added to KE ' <i>crocodile survey data</i> '.
<b>SFICRO303 Care for crocodiles over 1.2 metres in a controlled environment</b>		
RTO; VIC	PCs 2.1 and 2.2 are too broad. Best to reword and perhaps combine. Delete 2.1 and 2.2 and reword 2.3.	<b>Adopted.</b> Industry guidance helped to redefine needs and reword PCs accordingly. These PCs have been deleted due to industry feedback.
Industry; QLD	PC 1.4 is not relevant. Suggest deleting.	<b>Adopted.</b> Deleted PC 1.4. Industry redefined needs and requested that all references to fencing be deleted.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD	PC 2.2 Reword 'body condition' more specific reference required. Suggest reference to physical and mental health/disease and injury.	<b>Adopted.</b> Element 4 now references to monitoring crocodiles' health. This covers broader issues than body condition.
Industry; QLD	Remove 'in accordance with food safety requirements from PC 3.2	<b>Adopted.</b> Industry has redefined needs and the unit has been reworded accordingly. PC 2.2 now reads, <i>'Prepare and store food and food supplements according to food safety requirements'</i>
Industry; QLD	PC 3.3 Delete specificity with reference to feeding, instead say 'as required'. This also applies to the second level bullet point in KE referring to 'one to two times a week'	<b>Adopted.</b> Industry has redefined needs and the unit has been reworded accordingly. Specificity about feeding times has been deleted.
Industry; QLD	PC 3.4 Dehydration is only one condition that might affect crocodiles. Broaden this statement to include other issues	<b>Adopted.</b> Industry has redefined needs and the unit has been reworded accordingly. Monitoring health conditions of crocodiles has been broadened.
Industry; QLD	PC 4.2 Removing dead crocodile is not the solution, must ask 'why did they die?' also not sure about reference to isolating sick or injured crocodiles?	<b>Noted.</b> Industry has redefined needs and the unit has been reworded accordingly. There is now broader reference to crocodiles' health. Specifics such as 'isolating sick crocodiles' have been deleted. KE refers to reasons for poor survival rate to address the 'why'.
Industry; QLD	PC 4.9 and all of Element 5 are site specific. Suggest deleting.	<b>Adopted.</b> Deleted PC 4.9 and all of Element 5.
Industry; QLD	In KE the reference 'greater than 0.8m' does not make sense. This is size specific.	<b>Noted.</b> Reference to exact water depth removed.
Industry; QLD	Fat stores need to be sufficient and also not excessive	<b>Noted.</b> Visual inspection of the neck, abdomen and base of tail to ensure sufficient but not excessive fat stores was added to KE but during the validation workshop, industry stakeholders decided to delete all such specificity.
Industry; QLD	Need to refer to humans' poor night vision in KE	<b>Noted.</b> KE second level bullet: <i>'humans' poor night vision'</i> was added but during the validation workshop industry stakeholders decided to delete all such specificity.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD, NT, RTO; QLD, Government; NT	PCs are super specific, there is no real need for this. Generic would be better.	<b>Adopted.</b> PCs have been summarised to make them more generic.
Industry; QLD, NT, RTO; QLD, Government; NT	KEs are again super detailed. Can simplify	<b>Adopted.</b> All second level bullet points removed except those under ' <i>reasons for crocodile survival rates</i> ' and ' <i>skin quality requirements</i> '
<b>SFICRO304 Harvest crocodile eggs</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	General discussion about what should be included in this unit. Is it possible to have one unit for all collecting eggs in the wild and in captivity? Are we talking only about harvesting the eggs or also about the nest inspection? Extremely difficult area for experience to be gained. High risk activity requires a lot of observation before an individual is ready to carry out the task. It is possible to do some practise using simulation. No definitive answer to discussion points.	<b>Noted.</b> The existing unit will be split into separate 'egg harvesting in the wild' and 'egg harvesting in a controlled environment'. Further discussion took place and at the validation workshop it was decided to have only one re-written unit. The unit has been simplified with the removal of planning events and transporting eggs. The unit now applies to both the wild and controlled environments.
Industry; NT & WA, Government; NT, RTO; NT & WA	Frequency; on at least once occasion in each appropriate environment.	<b>Adopted initially,</b> however as the unit evolved, frequency in PE was changed on industry advice to ' <i>at least three occasions</i> '.
Industry; NT & WA, Government; NT, RTO; NT & WA	The KE are not too detailed. This amount of detail is essential due to the high-level risk.	<b>Noted.</b>
Industry; QLD	Harvest crocodile eggs in a controlled environment. PC 4.1 Might need to add more detail, sometimes 'hazing' is necessary to control the female.	<b>Noted.</b> The unit has been simplified now according to industry advice at validation. It was decided not to include reference to 'hazing'.
Industry; QLD	Suggest deleting second level bullet point 'paying attention to mechanical stimulation when eggs are near hatching.....	<b>Noted.</b> This is not included in the re-worked units.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD	Change 'breeding' to 'nestify'.	<b>Noted.</b> The unit has been simplified now according to industry advice at validation. It was decided not to include reference to 'breeding or nestifying'.
Industry; QLD	Reference to temperatures should be 35 Celsius not 34 Celsius	<b>Noted.</b> The unit has been simplified and written in a more generic manner with no specific reference to temperature.
Industry; NT	I have suggested changes for controlled environment unit, same could apply to wild unit if they are kept separated. I think the main decision here is whether we include only harvesting procedures in the unit or include the pre-collection surveys/nest locating and logistics as well. If the former (i.e. harvesting procedure only), I don't see a reason to split them up – the procedure including equipment, risk assessment/escape route planning at the nest, treatment and handling of eggs are the same. The only difference would be the collation of nests within containers on wild harvest runs to minimise transport space when returning to the post-harvest facility. If the latter (i.e. incorporate pre-collection surveys, nest locating), then they should be separate but also require expansion to include a multitude of other factors to achieve including pre-collection surveys, etc. I am inclined to keep this as a harvest procedure only unit and thus they can be combined. The main reason is that conducting surveys and developing nest collection plans seems out of the scope of even Cert IV level. Happy for others to disagree with me and if the units are separated, I can add my suggestions into the controlled environment unit.	<b>Adopted.</b> Thank you for your thorough review of the egg harvesting units. Recommendation supported by SMEWG. One unit of competency will be developed for both egg collection environments. Pre survey skills and transport will not be included.
Industry; NT	I agree with all comments made on egg harvesting that suggest developing one combined unit that does not include the pre harvest survey. I agree the unit should be for the actual collection only. It would be financially foolish to commit to a full collection without survey	<b>Adopted.</b> Thank you. Egg harvesting will be a combined unit referring specifically to egg collection. No pre collection survey and transport will be included.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	performed by a competent pilot and/or spotter. Disturbing green nests can severely impact on overall nesting.	
Industry; NT	I agree with comments made on this unit. I am not sure what level 'cert IV' is but there are a lot of factors attached to surveying, planning and committing a collection.	<b>Noted.</b> Thank you
<b>SFICRO305 Prepare to work with crocodiles</b>		
Industry & RTO; NT	No mention of 'population ecology' e.g. Why is this animal important to the environment in which it lives? Can you include 'understanding of ecology/crocodile population? This is relevant to Field Rangers.	<b>Noted.</b> This is the base level introductory unit requested to teach and assess individuals about crocodile biology, anatomy, health issues, diseases, behaviour, crocodile habitat management program aims. Population ecology, at an introductory level is covered under program management program aims.
Industry & RTO; NT	Can you include 'understanding of ecology/crocodile population? This is relevant to Field Rangers.	<b>Adopted.</b> <i>Ecological</i> added to the KE point about maintenance of a healthy crocodile population.
Industry; NT	Elements 2 and 5 are great. Thank you. Great to focus on identifying what information is relevant.	<b>Noted.</b> Thank you.
Industry; NT & WA, Government; NT, RTO; NT & WA	Agreement with frequencies in PEs. On at least five different occasions is good. As this is a prepare to work unit, it makes sense that a variety of crocodile environments are included.	<b>Adopted.</b> PE reads, ' <i>Observed crocodile operational and safety requirements on farms, wildlife parks, research facilities or crocodile habitats on at least five different occasions.</i> '
RTO; VIC	Prepare to work with crocodiles - Seek an alternative word to 'research' in PCs 1.5 and 3.1 (maybe 'source information about'.....)	<b>Adopted.</b> PC 1.3 now reads ' <i>Source information about common crocodile health issues</i> ' and PC 3.1 now reads, ' <i>Source information about risk factors in crocodile habitats</i> '.
RTO; VIC	Does this unit apply to both farms and crocodiles in the wild?	<b>Acknowledged.</b> Yes. This unit applies to all crocodile environments; in the wild and in controlled environments.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO; VIC	Can KE be further condensed?	<b>Adopted.</b> We were waiting for industry feedback recommendations to ensure that industry needs are met before we condensed this section. Industry stakeholders have re-defined their needs now and we have been able to condense KE.
Industry; QLD	These PCs are not for farms. Is this unit is intended as an intro for both rangers and farms?	<b>Acknowledged.</b> Yes, this unit is designed to build knowledge and skills in working with crocodiles either in controlled environments or in the wild.
Industry; QLD	I like the inclusion of crocodile management program or policy aims in the KE. This is important.	<b>Thank you.</b>
Industry; QLD, NT, RTO; QLD, Government; NT	Agree to change waterways to habitats to be consistent across all units.	<b>Noted.</b> Waterways has been changed to habitats in all units for consistency.
Industry; QLD, NT, RTO; QLD, Government; NT	Remove reference to ' <i>zoonotic diseases</i> ' and refer instead to ' <i>diseases</i> ' in general.	<b>Adopted.</b> The reference to ' <i>zoonotic diseases</i> ' will be replaced with ' <i>diseases</i> '.
Industry; QLD, NT, RTO; QLD, Government; NT	Element 4 refers to 'research' this is inaccurate.	<b>Adopted.</b> Element 4 now reads, ' <i>Access information about crocodile operations in controlled environments</i> '.
Industry; QLD, NT, RTO; QLD, Government; NT	PC 5.1 refer specifically to 'Code of Practice on Humane Treatment of Wild and Farmed Australian Crocodiles as well as Animal Welfare legislation.	<b>Noted.</b> Unfortunately, we cannot include specific names of codes and legislations as these can change and date the document. Relevant legislation/regulation and codes of practice will be referred to. The precise titles will be included in the CVIG which is a non endorsed document that can be updated any time to reflect legislation/regulation and codes of practice change.
Industry; QLD, NT, RTO; QLD, Government; NT	FS. Include 'show clear and concise communication skills.	<b>Adopted.</b> The Foundation Skill now reads, ' <i>Communicate clearly, concisely and in a culturally sensitive manner</i> '.
Industry; QLD, NT, RTO; QLD, Government; NT	PE. Could combine the two bullet points about crocodile safety	<b>Adopted.</b> This now reads, ' <i>observed crocodile operational and safety requirements on farms, wildlife parks, research facilities, or crocodile habitats on at least five different occasions</i> '.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD, NT, RTO; QLD, Government; NT	KE we can simplify most of these bullet points. Remove as per attached document.	<b>Adopted.</b> KE reduced/summarised as agreed in meeting. All level two bullet points were removed except those under: crocodile species; crocodile health; crocodile management program aims; and reasons for crocodiles in farming, research and wildlife parks.
Industry; QLD, NT, RTO; QLD, Government; NT	Assessors must have prior crocodile industry experience.	<b>Noted.</b> Experience of the assessor will be included in the CVIG.
Industry; QLD, NT, RTO; QLD, Government; NT	Should change 'and' to 'or' with respect to 'wild and controlled environments'.	<b>Adopted.</b> Changes made in Application, PCs, PEs and AC so the unit is applicable to controlled environments 'or' wild crocodile habitat.
<b>SFICRO306 Work safely in crocodile habitats</b>		
Industry; WA	In the Eastern Kimberley region, we need a unit for people who work in the mines or in caravan parks. This unit doesn't really do this if it refers to 'waterways'.	<b>Noted.</b> Further discussion agreed to remove all references to waterways.
Industry; QLD, NT, RTO; QLD, Government; NT	Remove; 'waterways' from Application and throughout, remove 'remote waterway environments' from PC 3.2	<b>Adopted.</b> Reference to waterways has been removed. Application now reads: The unit applies to individuals who work in various capacities in Australia where crocodiles are found. PC 1.2 now reads, ' <i>Identify key features of natural crocodile habitats</i> ' PC 3.2 now reads, ' <i>Access information about humane treatment of crocodiles and crocodile risk factors in crocodile habitats.</i> '
Industry; QLD, NT, RTO; QLD, Government; NT	Change title. Replace 'waterways' with 'habitats'.	<b>Adopted.</b> The proposed new title of this unit is, ' <i>Work safely in crocodile habitats.</i> '
Industry; QLD, NT, RTO; QLD, Government; NT	Discussion over the number of times safe crocodile procedures should be observed was unanimously agreed to be 'on at least one occasion'. Five different occasions was deemed too many for this particular unit.	<b>Noted.</b> PE changed to: ' <i>has followed safe crocodile habitat procedures on at least two occasions.</i> '
Industry; QLD, NT, RTO; QLD, Government; NT	KE is too detailed, most second level bullet points can be removed. Just keep those under, 'crocodile species'.	<b>Adopted.</b> All second level bullet points have been deleted except for those under 'crocodile species'.



Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO; VIC	Can we combine PC 1.1 and PC1.2	<b>Noted.</b> This suggestion is not supported by industry stakeholders. PC 1.1 is about identifying crocodile species and PC 1.2 is about recognising what might be crocodile habitat so as to be aware of risks.
RTO; VIC	Seek an alternative word to 'research' in PC 2.2	<b>Adopted.</b> PC 2.2 now reads ' <i>Source information about the key drivers that affect crocodile behaviour in the wild</i> '.
Industry; QLD	Suggest the addition of 'possible' to PC 1.2	<b>Adopted.</b> Now reads, ' <i>Identify key features of natural crocodile habitats.</i> '
Industry; QLD	Suggest deletion of 'remote' from PC3.2. Also 'crocodiles are referred to many times in one sentence, can this be reworded to avoid repetition?	<b>Adopted.</b> 'Remote' deleted'.
Industry; QLD	Suggest deleting some of the second level bullet points in KE. E.g. Alligators, gharials and caiman.	<b>Adopted.</b> Australian species only included here.
Industry; QLD	Suggest adding 'distribution/preferred habitat' as a second level bullet point under 'characteristics of crocodiles'	<b>Adopted initially.</b> However, on industry advice these second level bullet points were removed at the validation workshop.
Industry; QLD	Delete second level bullet point 'not working in known crocodile habitats unless absolutely necessary	<b>Adopted.</b> Unnecessary bullet point deleted.
<b>SFICRO401 Manage minor crocodile incidents in the wild</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	General discussion about the use of language to ensure the incident is not the fault of the crocodile. Usually incidents occur when people are in the wrong place. There is a need to continue to educate humans. Humans need to be educated and often relocated.	<b>Noted.</b> Thank you and language refers to incidents 'relating to humans' interactions with crocodiles'.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; NT & WA, Government; NT, RTO; NT & WA	Discussion about title; what kind of incident are we talking about? If major, then the police are called in. Training is needed for minor incidents. The title is appropriate, incidents is the correct word to use. Suggestion to alter Application Statement.	<b>Adopted.</b> Added to Application; <i>'This unit of competency describes the skills and knowledge required to manage incidents relating to humans' interactions with crocodiles'</i> .
Industry; NT & WA, Government; NT, RTO; NT & WA	To manage an interview well is the key. It is better to do one good interview than five poor interviews. Suggest limiting frequency in PE to ensure quality.	<b>Adopted.</b> PE: changed frequency to <i>'conducted at least one simulated media interview'</i> .
Industry; QLD	Suggest adding 'wild' to the title as most incidents will be in the wild. If there is an incident at a Wildlife Park or Zoo, DES or WHS; whomever is the controlling authority are called and an investigation is undertaken.	<b>Adopted.</b> Title changed to: <i>'Manage minor crocodile incidents in the wild'</i> .
Industry; QLD	Crocodiles kill all year round; this behaviour is not restricted to breeding season.	<b>Noted.</b> KE referring to breeding season removed.
Industry; QLD	Zoonotic disease risk not relevant here.	<b>Adopted.</b> Initially industry asked to include reference to it but in validation, industry experts requested that reference to zoonotic disease be broadened to just <i>'diseases'</i> .
Industry; QLD, NT, RTO; QLD, Government; NT	Suggestion to add wild to the title ( <i>'Manage wild crocodile incidents'</i> ) so that it applies only to crocodiles in the wild because in captive situations DES or WH&S (the controlling authority) is contacted when there's an incident and they conduct an investigation. Discussion ensued; title was changed to 'Manage minor incidents in the wild'	<b>Adopted.</b> Title changed to <i>'Manage minor incidents in the wild'</i> . Sentence included in the Application Statement to distinguish <i>'minor'</i> . <i>'This does not include managing incidents with human fatalities. It includes working with various agencies in relation to the incidents.'</i>
Industry; QLD, NT, RTO; QLD, Government; NT	See above. Controlled environment workers do not deal with incidents	<b>Adopted.</b> Removed working with crocodiles <i>'in controlled environments'</i> from the Application. Added reference to <i>'crocodile habitat'</i> . Application now reads, <i>'This unit of competency describes the skills and knowledge required to manage minor incidents relating to human interactions with crocodiles. This does not include managing incidents with human fatalities. It includes working with various agencies in relation to the incidents. The unit applies to individuals who work with crocodiles in crocodile habitats. While this</i>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		<i>unit relates mostly to saltwater crocodiles, it may also entail incidents with other crocodile species.'</i>
<b>SFICRO402 Harvest crocodiles for commercial use</b>		
Industry; QLD	Need to separate the reasons for killing crocodiles; welfare - euthanasia, production - harvest for skins and meat, and population management - euthanasia/harvest.	<b>Adopted.</b> Application and KE refers to reasons (i.e. for skin or for meat).
Industry; QLD	You could then expand the title to ' <i>Harvest crocodiles for skin and meat</i> '	<b>Adopted.</b> ' <i>for commercial use</i> ' was added to the title
Industry; QLD	Need to remove 'restricted drugs' from the Application statement because no drugs are allowed for meat production.	<b>Adopted.</b> 'restricted drugs' removed. Sentence now reads; ' <i>Licences or permits may be required for the use of firearms on crocodiles or if operating vehicles</i> '.
Industry; QLD	No need for PC 1.2.	<b>Adopted.</b> PC 1.2 deleted.
Industry; QLD	PC 1.3 needs reference to size of crocodile	<b>Adopted.</b> PC 1.3 now reads; ' <i>Identify crocodile to be harvested, and confirm that size meets market requirements with relevant parties</i> '
Industry; QLD	PC 2.1 needs the qualifier 'if necessary'.	<b>Adopted.</b> PC 2.1 now reads, 'Destroy the crocodile using a device to immediately destroy the brain'.
Industry; QLD	PC 3.1 there is no need to say, ' <i>if required for research or post-mortem examination</i> '.	<b>Adopted.</b> PC 3.1 now reads; ' <i>Handle and move carcass</i> ' according to workplace requirements.
Industry; QLD	In KE suggest removing ' <i>crocodiles posing a danger</i> ' and 'immobilising agents, stun guns and lethal injections - same reasons as given earlier. Also refer to ' <i>electrical stunner</i> '.	<b>Adopted.</b> these items have been removed.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; QLD	Reference to Code of Practice of the Humane Treatment of Wild and Farmed Australian Crocodiles.	<b>Noted.</b> legislation and codes have been referenced. Specific acts will be in the Companion Volume Implementation Guide.
Industry; QLD, NT, RTO; QLD, Government; NT	To refer to 'harvest' is only really appropriate if the crocodile is being killed for meat or skin or some purpose. If a crocodile is killed because it is ill or has been involved in an incident, that is called euthanasia or destruction. Crocodiles grown for the purpose are harvested.	<b>Adopted.</b> The title will be ' <i>Harvest crocodiles for commercial use</i> '.
Industry; QLD, NT, RTO; QLD, Government; NT	KE all to detailed again. Could remove most second level bullet points.	<b>Adopted.</b> All second level bullet points removed except those under ' <i>reasons for harvesting crocodiles</i> '.
<b>SFICRO403 Capture, transport and release crocodiles</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Discussion over frequency; WA would like three to be the maximum, NT say no five times is a minimum. High risk work, experiences are essential. Capture, transport and release are always done in teams, there are many roles, individuals must experience these roles. This might mean that WA individuals may have to travel to areas with greater crocodile populations to complete this requirement.	<b>Noted.</b> Following discussion during the validation workshop, the SMEWG agreed that 'three times' is not enough for this high risk skill. A frequency of 'at least five crocodiles' is necessary to ensure safe practice. It may be that individuals from WA need to travel to areas with greater crocodile populations to complete this requirement.
Industry; WA	There is a need to add something about legislation or jurisdiction	<b>Adopted.</b> This is now included in the Application statement. 'All work must be carried out to comply with workplace procedures, according to state/territory health and safety, biosecurity and environmental regulations, legislation and standards that apply to the workplace and the capture and release of crocodiles.'
RTO; WA	From an RTO perspective, it is not the number of times in training, it is the number of times for assessment. They may do this 25 or 30 times in training.	<b>Noted.</b>
Industry; NT	The team has to assess the individual. People learn at different rates and some are never competent in this area.	<b>Noted.</b>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; WA	Can there be RPL? This would assist WA.	<b>Yes</b> , but delivery issues are not part of this project.
Industry; QLD	In the Application statement the reference 'working in teams of at least two people' should not be there as it suggests all crocodiles are large.	<b>Adopted.</b> Now reads ' <i>working in teams</i> '.
Industry; QLD	Order of PCs does not make sense. PC 2.7 must be carried out earlier, whether or not chemical restraint is needed must happen before physical contact is made.	<b>Adopted.</b> Current PC2.7, ' <i>Monitor crocodile behaviour and consult with appropriate personnel to determine if chemical restraint is required.</i> ' is now PC 2.3.
Industry; QLD	PC 4.1 is not needed if PC 4.2 could be reworded to include content.	<b>Adopted.</b> PC 4.1 and 4.2 were combined. PC 4.1 now reads, ' <i>Safely manoeuvre the crocodile to the agreed location using appropriate equipment and physical effort in a haul team when require</i> '.
Industry; QLD	Need to add 'use of equipment' to PE	<b>Adopted.</b> ' <i>Used appropriate equipment correctly</i> ' added to PE.
Industry; QLD	KE; could remove second level bullets in types of equipment; rescue gliders and emergency halters	<b>Adopted.</b> These items have been removed from KE.
Industry; QLD	Crocodile size should be a second level bullet point.	<b>Adopted.</b> Crocodile size is now a second level bullet point in KE under ' <i>key features</i> '.
Industry; QLD	Reference to 'one operator' is inaccurate. We work in teams.	<b>Adopted.</b> Replaced with ' <i>working in a team that enables operators to restrain a crocodile and secure its jaws</i> '
Industry; QLD	Covering a crocodile's eyes is not always done with tape, you use what you have.	<b>Adopted.</b> Sentence now reads; ' <i>covering the crocodile's eyes to limit sight so as to calm the animal</i> '
<b>SFICRO404 Euthanise or destroy crocodiles</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry; NT & WA, Government; NT, RTO; NT & WA	Remove first point in PE, we cannot kill crocodiles in training. We can teach them this via video. They do need to know the correct place on the back of the head.	<b>Adopted.</b> The Application statement now reads; <i>'This unit applies to individuals who are required to euthanise sick crocodiles or to individuals who have permission from the appropriate authorities to destroy crocodiles for population management or for human safety following an incident or a potentially dangerous situation'</i>
Industry; QLD	Use stunner not stun gun. Also, stunners are only used for crocodiles under 2.5m. If you make this statement it assumes all crocodiles to be destroyed or euthanised will be over 2.5m.	<b>Noted.</b> 'Stunner' will be used in place of 'stun gun' in all instances. 'immobilise crocodile with stunner' has been deleted. PC2.2 has been reworded; <i>'Euthanise or destroy crocodile in a manner that is appropriate for crocodile's size and according to health and safety, biosecurity and regulatory requirements'</i>
Industry; QLD	KE the bullet point referring to reasons for euthanizing or destroying crocodiles that says 'crocodiles posing a danger and crocodiles involved in an incident' limits this unit to 'in the wild' only.	<b>Noted.</b> This bullet point has been removed. A second level bullet point about <i>'population management'</i> has been added instead.
Industry; QLD	Lethal injections are only used by Veterinarians in QLD.	<b>Noted.</b> Removed reference to lethal injection.
Industry; QLD	Could possibly delete all secondary bullet points here? Check at validation.	<b>Noted.</b> At validation it was decided to retain second level bullet points for <i>'reasons for euthanising/destroying crocodiles'</i> , <i>'equipment most commonly used for euthanasia and/or destruction'</i> and <i>'relevant conservation legislation and codes for euthanasia/destruction methods'</i> .
Industry; QLD, NT, RTO; QLD, Government; NT	PE should not say 'has conducted', would be better to say, 'has participated in'.	<b>Adopted.</b> PE now reads, <i>'participated in at least five crocodile euthanasia/destruction activities'</i> .
Industry; QLD, NT, RTO; QLD, Government; NT	KE there should be something about humane treatment of crocodiles, some reference to the fact that there is a code of practice.	<b>Adopted.</b> Reference added; <i>'the principles of animal welfare and ethics, and codes of practice relevant to crocodile welfare'</i> .

## Proposed units of competency for deletion

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>SFIAQU216 Work with crocodiles</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Unanimous support for deletion of this unit	<b>Adopted.</b> Deleted
Industry; QLD, NT, RTO; QLD, Government; NT	Unanimous support for deletion of this unit	<b>Adopted.</b> Deleted
<b>SFIPRO303 Slaughter and process crocodiles</b>		
Industry; NT & WA, Government; NT, RTO; NT & WA	Unanimous support for deletion of this unit	<b>Adopted.</b> Deleted
Industry; QLD, NT, RTO; QLD, Government; NT	Unanimous support for deletion of this unit	<b>Adopted.</b> Deleted