PULP AND PAPER MANUFACTURING

Case for Endorsement

Pulp and Paper Manufacturing Industry Training Package
Version 3.0

Pulp and Paper Manufacturing Industry Reference Committee

Skills Impact - Skills Services Organisation

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1. Administrative details of the Case for Endorsement

*Refer to **Attachment A** for the title and code for each of the training package components that are submitted for approval, and an indication of whether these are updated (including equivalence or non-equivalence status), new or deleted products.*

1.1 Case for Change details

Skills Impact/TPD/2020-21/001 approved by the AISC at their 12 August 2020 meeting with the following scope of work as described in the activity order, Rationalise pulp and paper manufacture.

PPM Pulp and Paper Manufacturing Industry Training Package (Release 2.0)

- Review seven qualifications (update up to seven, delete up to four qualifications)
- Review 80 units (update up to 80 units, delete up to 20 units)
- Review and update up to 10 skill sets (create up to five skills sets, delete up to two skill sets).

1.2 Timeframes and delays

The project has been delivered in accordance with the agreed timeframe

2. Changes to training products and how these will meet the needs of industry

*Refer to **Attachment B** for information on how the proposed updates to qualifications will better support job roles in industry.*

This project required a full review of the qualifications, skill sets and units of competency that make up the *PPM Pulp and Paper Manufacturing Industry Training Package.* Seven qualifications, 10 skills sets and 80 units of competency were revised and updated to reflect the evolution of industry job roles and skills needs, including skills for the operation of new technologies and production processes that have evolved in the past 10 years. Components proposed for endorsement are:

- 4 qualifications, including:
    - 6 merged
    - 1 reviewed
- 68 units of competency, including:
    - 7 new units of competency
    - 23 merged
    - 50 reviewed
    - 7 deleted

- 11 skill sets will also be uploaded as a minor update. A review of the current skill sets has resulted in:
    - 3 new skill sets
    - 8 revised skill sets, and
    - 2 skills sets have been deleted.

Key messages from industry stakeholders and subsequent changes to training packages include:
- Strong support for a simplified qualification structure:
    - workers in pulp and paper manufacturing facilities work across a variety of operational areas linked to both papermaking and pulping and it is important for learners to develop a broad understanding of plant operations
    - no longer a need for separate qualifications specific to either papermaking and pulping at Australian Qualifications Framework (AQF) levels 2, 3 and 4
    - all qualifications have been redesigned, including merging qualifications at each of AQF levels 2, 3 and 4 and describing skills to work across multiple operational areas in pulp and paper manufacturing facilities

- the Diploma of Pulp and Paper Operations Management has been updated to incorporate skills for those who work at the managerial or leadership level in the pulp and paper manufacturing industry
- overall, the consolidation of qualifications has decreased the number of qualifications in the training package from seven to four
- confirmation that the seven newly created units are fit for purpose, address skill gaps as identified in the skills forecast and reflect current industry practices
- support for the inclusion of problem solving skills, work health and safety and quality assurance as core skills to be reflected across all qualifications
- Strong support for a consolidation of common skills:
  - current cross-sector units and units from other parent training packages have been included in PPM qualifications where appropriate
  - certain tasks associated with production processes are now incorporated into one role allowing for merging of content between two or more units into one, and a consolidation of common skills standards
  - 23 units of competency include merged content to better reflect job tasks and reduce duplication
  - general skills to work across a variety of plant production areas included in updated units of competency
  - revised units of competency related to specific functional operations incorporate skills and knowledge for the operation of emerging technologies
  - overall the number of units of competency has decreased from 80 to 68, which includes the development of 7 new units
- Strong support for development of skills required to incorporate emerging technologies associated with bio-processing, use of recovered fibre and de-inking:
  - three new units created to address 'de-inking'
  - two new diploma level units covering skills to plan for future activities while ensuring that functional areas of the organisation comply with legislative and quality requirements
  - two new units created to cover skills for working in the industry and knowledge of the structure, products and key future trends. Funding has been sought to develop resources to complement training delivery in these units according to industry requirements
- Strong support to improve the viability of training delivery:
  - a simplified qualifications structure, alongside targeted consultation with Registered Training Organisations (RTOs), aims to improve viability of training delivery
  - there will be a need for targeted and ongoing consultations between RTOs and Industry representatives to facilitate the uptake of accredited training
- Strong support to revise skill sets to incorporate updated and newly created units of competency:
  - need to recognise skills requirements in emergence of new technologies
  - need for greater recognition of both leadership and operational roles
  - all 10 existing skills sets were reviewed
  - overall 3 new skill sets were created, 8 were revised and 2 were deleted

3. Stakeholder consultation strategy

*Refer to **Attachment C** for:*
- *list of stakeholders that actively participated in consultation on the project*
- *summary feedback provided by stakeholder type and the IRCs response to this feedback*
- *summary of issues raised during stakeholder consultation and the IRCs response to these issues*

3.1 Identification of stakeholders

The Pulp and Paper Manufacturing Industry Reference Committee (PPM IRC), which has representation from major pulp and paper facilities that are located primarily in Victoria, NSW and SA had the overall oversight of this project and were able to nominate a range of stakeholders to participate in project activities, including Subject Matter Expert Working Group (SMEWG). The SMEWG included personnel currently working in the sector as experienced machinery operators, training managers, HR managers and also members of industry associations and union representatives.

Experienced operators and training staff provided invaluable advice about job roles, including skills and knowledge requirements for workplace tasks. SMEWG members also nominated those with expertise in

specific areas within their own organisation to provide input and feedback throughout various stages of the project where needed.

To facilitate participation by RTOs, those that are currently delivering accredited training in the broader Forest and Wood Products (FWP) sector were targeted for their input and RTOs that undertake training delivery in the workplace more broadly were approached to consider how their delivery practices could be adapted to suit training delivery in the pulp and paper sector.

Additional stakeholders were also identified and targeted for participation via project news alerts, website alerts calling interested parties to contribute, and a series of public consultation sessions that were broadly advertised, held via zoom and encouraged participation from the broader training sector including the Victorian Primary Industries Curriculum Maintenance Manager (CMM), RTOs and state based Industry Training Advisory Boards (ITABS).

3.2 Strategies for engaging stakeholders

Consultation activities included:
- An initial meeting with the PPM IRC was held in November 2020 to confirm the project plan, timeline and objectives
- PPM IRC members were updated throughout the project and in turn, they informed their industry networks
- A project page was set up on the Skills Impact website (Pulp and Paper Manufacturing Review Project - Skills Impact) containing information about the project together with progress updates
- Stakeholders identified as potentially having an interest in the project were contacted via phone or email on commencement of the project during November/December 2020. These stakeholders were kept informed throughout all stages of the review
- A SMEWG was created to provide input, advice and feedback throughout all stages of development, including sourcing additional stakeholders
- Two site visits at two different pulp and paper manufacturing facilities (Victoria and SA) were undertaken by project team members to gather information about skill requirements for machine operation across a range of functional operations and also the training systems currently in place in these facilities
- News articles and updates were included in Skills Impact newsletters throughout the project and distributed using the Skills Impact and ForestWorks database of subscribers. News articles were shared on the Skills Impact website, and Skills Impact Twitter and LinkedIn accounts
- Monthly emails and newsletters were sent to state and territory training authorities, VET regulators, ITABs and other stakeholders to provide project updates
- Three SMEWG and functional analysis workshops were held at different stages of the project to provide input on new qualification structures, proposed new units and content of revised units
- Draft qualifications, skill sets and units of competency were made available for review and feedback from 18 March – 7 May 2021
- Opportunities to provide feedback during the 18 March – 7 May 2021 consultation stage could be made during 5 online consultation sessions, an online feedback hub and/or email/phone
- Input on validation drafts via website access and online consultation session with broad industry representation
- RTOs and industry sectors that have effective partnerships, where nationally accredited training is taking place in workplace settings, were approached to provide information about how these partnerships work in practise, including on-site assessment practices
- Feedback continued to be sought throughout the project. Interested stakeholders were regularly invited to provide feedback on draft components. A variety of methods to review drafts were made available; the project webpage link connected to the feedback hub, emails with drafts attached were sent, follow up emails and phone calls made.

Note: Online consultation workshops replaced face-to-face consultation workshops due to Covid-19 restrictions.

3.3 Participation by different types of stakeholders

Forest Works worked closely with the PPM (IRC), and nominated technical experts who participated in the SMEWG. The technical experts represented major pulp and paper making facilities in Australia which are located in urban, regional, and rural areas of Victoria, NSW and SA. Communication with stakeholders that were not part of any official working group was facilitated by using methods of communication that best suited their circumstances on an individual basis.

Every effort was made to ensure that as many stakeholders as possible were informed about the project and understood the implications of any changes that were made. A discerned effort was made to ensure stakeholders from regional and rural areas could participate, and two site visits to pulp and paper manufacturing facilities located in SA and Victoria were undertaken by members of the project team.

Stakeholders included:
- Employers
- Professional associations
- Industry groups
- Unions
- Pulp and paper processing workers/operators
- RTO managers and staff
- State and Territory Training Authorities
.

Stakeholders that provided feedback on draft qualifications, units of competency and skills sets during all stages of the project are described in the matrix below, with a full list of all engaged stakeholders in **Attachment C.**

	*ACT	NSW	*NT	Qld	SA	Tas	Vic	*WA	NAT
Industry (employer/employee)		■			■	■	■		
Industry association				■					■
Union									■
Registered Training Organisation (RTO)		■			■		■		
Government department									

 * **The table above is reflective of the Australian Pulp and Paper Manufacturing Industry which is concentrated in Victoria, New South Wales, South Australia and Tasmania.** See **Attachment C** for details of stakeholder feedback.

4. Evidence of industry support

4.1 Industry support

Industry representatives were involved at all stages of this project. The SMEWG comprised representatives from the majority of pulp and paper manufacturing facilities located in Australia (all were invited to participate). There was constant interaction between industry stakeholders and the project development team.

Online meetings and webinars were held in place of face-to-face meetings due to Covid-19 restrictions and numerous direct telephone and email discussions occurred throughout the project. Industry representatives were present at all meetings. (Refer to 3.2 for a full list of consultation activities).

Feedback received after the official closing date above was also considered and integrated into the final drafts.
At a final validation meeting, held in June 2021, it was confirmed that the changes made to draft qualifications, units and skills sets reflected current industry practices and skill requirements for the workforce. Attendees at this meeting included employers from five major pulp and paper manufacturing facilities, representation from a professional association, the union body, on-site training managers and senior pulp and paper machinery operators.

Twenty-three individuals provided feedback on draft components throughout this project; 17 represented employers, three represented the peak union body related to the pulp and paper manufacturing industry and two represented peak industry bodies, five of whom also represented the IRC. Support for draft components during the consultation was strong, with stakeholders satisfied their opinions were heard. 100% of the individuals engaged in this project supported the proposed changes. 18 of these 23 provided support for the finalised components presented for validation. Refer to **Attachment F** for Letters of Support.

4.2 Engagement of States and Territories

- Monthly emails and newsletters were sent to state and territory training authorities, VET regulators, ITABs and other stakeholders to keep them informed of the project's progress
- Targeted emails and follow-up calls were directed to representatives of state training authorities at the start of the project to invite their input. Those states without any pulp and paper manufacturing facilities were asked to identify important stakeholders the project team needed to engage with in their particular state
- Public consultation and validation phases included online consultation sessions to allow stakeholders from all states and territories to participate and contribute to the project
- Additional engagement took place at each phase of consultation with representatives from states and territories who are more directly impacted by the outcomes of the project
- Representatives from national associations were actively involved throughout the project
- States without direct industry participants (location of pulp and paper manufacturing facilities concentrated in NSW, VIC, SA and TAS), were represented by national associations to some extent.

4.3 Mitigation strategies

A key focus of the PPM Pulp and Paper Manufacturing Training Package review was the rationalising of qualifications and units of competency. Information about the consolidation of qualifications and units of competency, as well as the application of cross-sector units in multi-manufacturing sectors, was provided and support confirmed during the public consultation periods.

The qualifications have been revised to be a better fit with current industry needs and job roles. Industry representatives have confirmed support for the proposed qualifications and units of competency now that the components have been reviewed and updated to meet current industry practices and terminology.

To ensure training providers are aware of the subsequent need to update training materials and support documents, the draft components were presented with temporary codes and the impending changes were specifically referred to in workshops and webinars. During these consultation sessions it was confirmed that the components are now fit-for-purpose with regard to job roles.

Five online consultation sessions were held, which were open for all interested parties, and were designed to focus on five separate topics related to the review of the PPM training Package components:
- Consultation session 1 – had a focus on proposed changes to units in functional operational areas (dry end operations, pulping, finishing and converting etc).
- Consultation session 2 – had a focus on WHS units and imported/cross-sector units in PPM qualifications
- Consultation session 3 – Covered aspects of emerging areas for the industry such as recovered paper and fibre, bio-processing and de-inking
- Consultation session 4 – had a focus on newly developed units of competency and integration of problem solving/generic skills
- Consultation session 5 – had a focus on the revised PPM qualifications, plus any additional areas as nominated by the group

All changes have been communicated to stakeholders to ensure there is broad understanding of the impact.

4.4 Letters of industry support

Letters of support have been received from three employers, the Industry Association and the representative union.and can be found in **Attachment G**. Support has been provided by the following organisations:

Name	Organisation	Stakeholder Group
Rod Beales General Manager Human Resources	Opal Australian Paper	Employer
Nathan Bright VP Human Resources	Norske Skog	Employer
Adele Elice-Invaso Executive Director	Appita Australasian Pulp and Paper Technical Association	Industry Association
Adam Carpenter Mill Manager Millicent Mill	Kimberly-Clark Australia	Employer
Denise Campbell-Burns President	CFMEU Manufacturing	Union

5. Dissenting views

5.1 Dissenting views/issues raised

No outstanding issues– all issues raised during this project were considered, addressed, and resolved

5.2 Rationale for approval

No outstanding issues remain – all issues raised during this project were considered, addressed, and resolved

6. Reports by exception

No reports by exception

7. Mandatory Workplace Requirements

Not applicable

There are no mandatory workplace requirements in any of the proposed units in this project. All units must be assessed in a workplace or an environment that reflects a real workplace, and is set up with the appropriate equipment, systems and guiding procedures and that reflect an actual workplace.

Pulp and paper facilities have a range of equipment and machinery to support integrated and continuous manufacturing processes. The fixed, complex and potentially hazardous nature of machinery and systems would be very difficult to simulate in an off-site training facility.

8. Implementation of the new training packages

8.1 Implementation issues

According to industry research, employers in the PPM industry find accredited training difficult to access primarily because there are no RTOs with the specialised PPM units of competency on their scope of registration. Training in pulp and paper manufacturing in Australia is currently undertaken on the job by in-house subject matter experts, utilising the PPM Pulp and Paper Manufacturing Training Package to design training and assessment activities. However, the industry remains strongly committed to engaging with the national VET system and throughout this review, consultation with RTOs has been undertaken to consider options for delivering the revised Certificates II, III and IV in Pulp and Paper Operations.

As discussed in previous sections, stakeholders were invited and encouraged to provide feedback on the proposed training package components throughout the full development and consultation process. Any implementation issues that arose were addressed as they were raised by modifying the training package components where appropriate.

There are no potential impacts for deleted training components on state and territory funding arrangements or implications for other training products in the training system. The deleted units relate specifically to pulp and paper operations which are now addressed by other PPM units or by imported and cross-sector units of competency.

The *PPM Pulp and Paper Manufacturing Companion Volume Implementation Guide* provides guidance on implementation and mapping documents outlining the equivalence status of each component.

Throughout this review, consultation with RTOs has been undertaken to consider options for delivering the revised Certificates II, III and IV in Pulp and Paper Operations. Industry feedback has established that models of training delivery which are based on RTO/industry partnerships with training delivery taking place in the workplace would best suit this sector.

8.2 Potential for traineeship or apprenticeships

The PPM IRC recommend the following qualifications and nominal duration for traineeship delivery:

Qualification	Delivery recommendation	Nominal Duration
PPM20121 Certificate II in Pulp and Paper Operations	Traineeship	12 months fulltime, 24 months parttime
PPM30121 Certificate III in Pulp and Paper Operations	Traineeship	24 months fulltime, 48 months parttime

8.3 Occupational and licensing requirements

No occupational licensing requirements apply to the qualifications at the time of publication. However, some imported units in the elective grouping of the Certificate II and III qualifications relate to equipment use that requires a high risk work licence. Users are advised that these units must be implemented in line with the parent training package requirements.

The Certificate IV qualification contains elective units *PPMEPG401 Troubleshoot and rectify power generation system* and *PPMSTM401 Troubleshoot and rectify boiler plant systems*. For these units, licensing requirements apply where the turbine or boiler equipment falls under the category for which a high risk work licence is required.

8.4 Extension to transition period

Not applicable

9. Quality Assurance

The Case for Endorsement meets the following requirements:	
Standards for Training Packages 2012	☒
Training Package Products Policy	☒
Training Package Development and Endorsement Process Policy	☒
Companion Volume Implementation Guide is available and quality assured.	☒
Copies of quality assurance reports are included in **Attachment F**.	

10. Implementation of the Minister's priorities in training packages

*Refer to **Attachment E** for information on no enrolment and low enrolment qualifications reviewed as part of this project, and the outcomes of this review (i.e. product proposed for deletion or retention). **Attachment D** also includes the rationale for retaining no and/or low enrolment products when this is the proposal.*

Please include an explanation of how approval of the proposed training products will support the reform priorities for training packages agreed by skills ministers in November 2015 and October 2020:

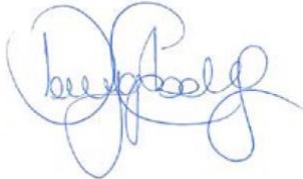| **Streamlining/rationalisation of training products**	• One of the priorities of this project was to remove obsolete training package components from the system and reduce duplication where possible. Seven qualifications have been reduced to four, and eighty units reduced to sixty-eight (which includes the creation of seven new units of competency). Units were not updated where content could be covered by including imported or cross-sector units or by merging content with existing PPM units.
	• Changes to the net number of units and qualifications in the training package**:**
	• Qualifications reduced from 7 to 4
	• Units reduced from 80 to 68.
Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices	• Discussions about industry's expectations of training delivery have taken place during PPM IRC meetings in 2020 and 2021. From these discussions, it has been established that the pulp and paper industry would be best served by training delivery that is undertaken primarily in a workplace setting. ForestWorks, which has an ongoing role in providing skills services to the forest and wood products industry, is looking to promote discussions and facilitate productive partnerships between industry and RTOs in the future to facilitate accredited training in the workplace.

	Research conducted during this project has confirmed that training in pulp and paper manufacturing in Australia is currently undertaken on the job by in-house subject matter experts, utilising the PPM Training Package to design training and assessment activities. This creates an opportunity for RTOs to consider options for delivery that accredit existing industry training practices.
Ensure the training system better supports individuals to move more easily between related occupations	• Within the pulp and paper manufacturing industry, there are a broad range of recognised occupational outcomes for the *PPM Training Package* qualifications. Consultation has indicated that pulp and paper manufacturing workers are rotated and exposed to various pulp and/or paper related specialised manufacturing operations during their employment. The rationalisation and restructure of the qualifications better support individual and organisational needs for individuals to move between pulping and papermaking operations. The use of imported units, particularly those related to the use of equipment requiring high risk work licences, further supports individuals to move across industries where this equipment is also used.
Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors	• As part of this project, PPM units of competency related to use of steam boilers and power generation equipment, that do not fall under the category of high risk work licences, were revised to allow their use by other industry sectors. This was in response to a request from AMP Meat Industry Reference Committee, highlighting that these units would be relevant to their industry once this PPM review has been completed.
Foster greater recognition of skill sets and work with industry to support their implementation	• The submission presents three new and eight revised skill sets that provide pathways towards all four PPM qualifications.

11. A link to the full content of the proposed training package component(s)

The AISC should be provided with a link to the full, developed training package component(s) to be approved under the Case for Endorsement.
A link to the training package components proposed for endorsement is included here.

This Case for Endorsement was agreed to by the Pulp and Paper Manufacturing IRC

Name of Chair	Denise Campbell-Burns
Signature of Chair	
Date	9th August 2021

Attachment A: Training products submitted for approval

Please set out in the table below, the training products submitted for approval, including showing whether this is an updated, new or deleted product.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
Qualifications				
PPM20121	Certificate II in Pulp and Paper Operations	**Updated**	Not Equivalent	Merges two qualifications Replaces PPM20116 Certificate II in Pulping Operations, and PPM20216 Certificate II in Papermaking Operations Applies to production support roles across a range of processing operations (pulping and papermaking)
PPM30121	Certificate III in Pulp and Paper Operations	**Updated**	Not Equivalent	Merges two qualifications Replaces PPM30116 Certificate II in Pulping Operations and PPM30216 Certificate II in Papermaking Operations Applies to operational roles in pulping or papermaking Can be delivered as a general qualification or specialise in pulp or papermaking operations
PPM40121	Certificate IV in Pulp and Paper Operations	**Updated**	Not Equivalent	Merges two qualifications Replaces PPM30116 Certificate II in Pulping Operations and PPM30216 Certificate II in Papermaking Operations Applies to high level technical production roles across a broad range of pulping or papermaking operations Reflects the duties of a senior operator or technician or production specialist providing complex technical advice and support to a team
PPM50121	Diploma of Pulp and Paper Operations Management	**Updated**	Not Equivalent	Revised qualification title. Packaging rules, core and elective units revised.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				Updated to include two new core units and revised group of electives. Applies to management or oversight of pulping/papermaking operations, or related complex functional specialisations
Units of competency				
PPMCPR301	Operate chemical systems	**Updated**	Not equivalent	Changes to unit title, element, performance criteria and foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMCSK301	Operate process control equipment	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMDEO201	Monitor and control dry end operations	**Updated**	Not equivalent	Merged unit. Element added. Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMDEO301	Perform dry end operations	**Updated**	Not equivalent	Merges four units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMDEO401	Troubleshoot and rectify dry end systems	**Updated**	Not equivalent	Merged unit. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMENV201	Identify and monitor environmental discharges and emissions	**Updated**	Not equivalent	Minor amendment to unit title. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMENV401	Monitor and control environmental hazards	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge. Assessment Conditions updated.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
PPMEPG201	Monitor and control power generation systems	**Updated**	Not equivalent	Minor unit title change. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMEPG301	Perform power generation operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMEPG401	Troubleshoot and rectify power generation system	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMFCO201	Monitor and control paper finishing and converting operations	**Updated**	Not equivalent	Amended unit title. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Content relating to shut down removed and transferred to PPMCO301. Assessment conditions updated.
PPMFCO301	Perform paper finishing and converting operations	**Updated**	Not equivalent	Amended unit title. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Content relating to shutdown added. Assessment conditions updated.
PPMFCO401	Troubleshoot and rectify paper finishing and converting systems	**Updated**	Not equivalent	Minor amendment to title. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMHRF201	Pack and dispatch recovered fibre	**Updated**	Not equivalent	Amended unit title and unit sector code. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMHRF202	Receive recovered fibre	**Updated**	Not equivalent	Element added. Changes to unit title, unit sector code, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
PPMHRF203	Unload recovered fibre	**Updated**	Not equivalent	Changes to unit title, unit sector code, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMMHV201	Operate mobile crane	**Updated**	Not equivalent	Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment required updated.
PPMPLN401	Implement production plan	**Updated**	Not equivalent	Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRM201	Undertake operator level preventative maintenance	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRM202	Perform lubrication	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRS301	Identify and rectify operational problems	**Updated**	Not equivalent	Changes to unit title, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRS401	Solve systemic problems	**Updated**	Not equivalent	Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRV201	Operate ancillary equipment	**Updated**	Not equivalent	Changes to element, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPRV301	Co-ordinate and direct clothing changes	**Updated**	Not equivalent	Change to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPUL201	Monitor and control pulping operations	**Updated**	Not equivalent	Element added. Changes to performance criteria, foundation skills, performance and

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				knowledge evidence. Assessment conditions updated.
PPMPUL202	Store and distribute pulped product	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPUL301	Perform pulping operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMPUL401	Troubleshoot and rectify pulping processes	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMQAS201	Apply basic quality practices	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMQAS301	Monitor in-process quality assurance	**Updated**	Not equivalent	Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated
PPMQAS401	Oversee quality assurance process	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMREC201	Monitor and control chemical recovery operations	**Updated**	Not equivalent	Element added. Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMREC301	Perform chemical recovery operation	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMREC401	Troubleshoot and rectify chemical recovery operation	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
PPMRES201	Receive materials	**Updated**	Not equivalent	Changes to element, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRES202	Unload materials	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRES203	Distribute woodchips	**Updated**	Not equivalent	Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRES301	Operate woodchip production system	**Updated**	Not equivalent	Two elements added. Changes to unit title, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRES401	Troubleshoot and rectify primary resource operations	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRFO201	Monitor and control recovered fibre operations	**Updated**	Not equivalent	Element added. Changes to unit title, unit sector code, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRFO301	Perform recovered fibre operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, unit sector code, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMRFO401	Troubleshoot and rectify recovered fibre operations	**Updated**	Not equivalent	Changes to unit title, unit sector code, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMSPR201	Monitor and control stock preparation systems	**Updated**	Not equivalent	Element added. Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMSPR301	Perform stock preparation operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				skills, performance and knowledge evidence. Assessment conditions updated.
PPMSPR401	Troubleshoot and rectify stock preparation systems	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMSTM201	Monitor and control boiler operations	**Updated**	Not equivalent	Minor unit title change. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMSTM301	Perform steam boiler operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMSTM401	Troubleshoot and rectify boiler plant system	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWAR201	Store product	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWAR202	Prepare and dispatch product	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWAR203	Package warehouse product	**Updated**	Not equivalent	Amended unit title. Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWAS301	Operate water system	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWAS401	Troubleshoot and rectify water systems	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
PPMWEO201	Monitor and control wet end operations	**Updated**	Not equivalent	Element added. Changes to performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWEO301	Perform wet end operations	**Updated**	Not equivalent	Merges two units. Changes to unit title, elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWEO401	Troubleshoot and rectify wet end systems	**Updated**	Not equivalent	Changes to elements, performance criteria, foundation skills, performance and knowledge evidence. Assessment conditions updated.
PPMWHS201	Participate in work health and safety processes	**Updated**	Not equivalent	Changes to unit title, element, performance criteria and foundation skills. Assessment requirements revised.
PPMWHS301	Contribute to work health and safety processes	**Updated**	Not equivalent	Element removed due to duplication already addressed in existing element. Changes to unit title, element, performance criteria and foundation skills. Assessment requirements revised.
PPMWHS401	Maintain work health and safety processes	**Updated**	Not equivalent	Changes to unit title, element, performance criteria and foundation skills, performance and knowledge evidence. Assessment conditions revised.
PPMWHS402	Identify, assess and control work health and safety risk in own work	**Updated**	Not equivalent	Changes to unit title, performance criteria and foundation skills, performance and knowledge evidence. Assessment conditions revised.
PPMWHS501	Manage work health and safety processes	**Updated**	Not equivalent	Changes to unit title, performance criteria and foundation skills, performance and knowledge evidence. Assessment conditions revised.
PPMDIK201	Monitor and control de-inking operation	**New**	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
				The unit covers skills and knowledge required to monitor and maintain de-inking operations, ensure product quality and record and report production data
PPMDIK301	Perform de-inking operation	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge required to prepare for, start up, stablise, operate and shut down systems for de-inking operation
PPMDIK401	Troubleshoot and rectify de-inking operations	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge required to identify, diagnose, rectify and report on process, equipment and quality faults in the de-inking operations of a pulp manufacturing facility
PPMIND201	Apply principles of pulp and papermaking to work practices	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge to understand the stages of the pulp and paper manufacturing process including fibre sources, processes for preparing pulp, paper types and properties, and processes used for papermaking
PPMIND202	Work effectively in the pulp and paper industry	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge to understand the industry structure and marketplace, product types and key trends in pulp and paper manufacturing

Training Product Code	Training Product Name	Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
PPMIND501	Evaluate emerging technologies and processes	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge required to monitor and evaluate the production processes and work practices of a pulp or paper manufacturing facility for compliance with regulatory and quality requirements, and managing non-compliance
PPMQAS501	Evaluate production processes for regulatory and quality compliance	New	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit The unit covers skills and knowledge required to research and evaluate emerging technologies and processes in the pulp and paper manufacturing industry and develop strategies to prepare for their potential impact on the organisation
PPMNUM210	Estimate and calculate basic data	Deleted	Not applicable	
PPMNUM320	Measure and calculate routine workplace data	Deleted	Not applicable	
PPMNUM430	Calculate and analyse production and financial performance	Deleted	Not applicable	
PPMPLN210	Plan and undertake a routine task	Deleted	Not applicable	
PPMREL210	Contribute to effective working relationships	Deleted	Not applicable	
PPMSUS210	Apply sustainable work practices/policies	Deleted	Not applicable	
PPMSUS510	Develop workplace policy and procedures for sustainability	Deleted	Not applicable	

Non-Endorsed Components - Minor updates

The following skill sets will be uploaded as a minor update.

Skill sets in the PPM Pulp and Paper Manufacturing Training Package V3.0.	
Code	**Title**
PPMSS00011	Pulp and Paper Manufacturing Industry Induction Skill Set
PPMSS00012	Chemical Recovery Skill Set
PPMSS00013	Converting Paper Products Skill Set
PPMSS00014	Paper Finishing and Converting Skill Set
PPMSS00015	Papermaking Dry End Operations Skill Set
PPMSS00016	Papermaking Wet End Operations Skill Set
PPMSS00017	Pulping Stock Preparation Skill Set
PPMSS00018	Warehousing Paper Products Skill Set
PPMSS00019	Recovered Fibre Operations Skill Set
PPMSS00020	De-inking Operations Skill Set
PPMSS00021	Pulp and Paper Manufacturing Management and Leadership Skill Set

Attachment B: How qualification updates support job roles

Please use the table below to demonstrate how the proposed updates to qualifications will better support job roles.

Job role	Qualification	Proposed updates and how these better support the job role
Production support operators	PPM20121 Certificate II in Pulp and Paper Operations	The consolidated qualification has been redesigned to improve clarity around expected vocational outcomes and support a learning progression that allows for pathways up to Diploma level. The qualification, focussing on production support roles, reflects the requirement for learners to have core competencies related to working in industry, knowledge of systems, processes and terminology involved in each stage of pulp and/or papermaking, work health and safety, problem solving and quality assurance and contains specialist elective units to support movement across pulp and paper manufacturing operations.
Production operators	PPM30121 Certificate III in Pulp and Paper Operations	The consolidated qualification has been redesigned to improve clarity around expected vocational outcomes and support a learning progression that allows for pathways up to Diploma level. The qualification, focussing on operational/production roles, reflects the requirement for learners to have core competencies related to working in industry, knowledge of systems, processes and terminology involved in each stage of pulp and/or papermaking, work health and safety, problem solving and quality assurance. It contains specialist elective units that allow for specialisation, or provide movement across pulp and paper manufacturing operations.
Technicians and senior operators	PPM40121 Certificate IV in Pulp and Paper Operations	The consolidated qualification has been redesigned to improve clarity around expected vocational outcomes and support a learning progression that allows for a pathway to Diploma level. The qualification reflects the requirement for learners to have core competencies related to implementing production plans, work health and safety, complex problem solving and overseeing quality assurance and contains specialist elective units in troubleshooting and rectifying pulp and paper manufacturing systems and processes, and units relating to team leadership and specialised manufacturing practices.
Production manager, quality assurance specialist, training coordinator	PPM50121 Diploma of Pulp and Paper Operations Management	The revised qualification has been redesigned to improve clarity around expected vocational outcomes. The qualification reflects the requirement for learners to have core competencies related to researching and evaluating emerging technologies and processes, regulatory and quality compliance and managing work health and safety processes and contains specialist elective units to support higher level business and management skills and knowledge.

Attachment C: Stakeholder consultation

List of stakeholders that actively participated in stakeholder consultation for the project:

Name	Organisation	Title	Industry	Representation Type	State
Adele Elise-Invaso	APPITA Australian Pulp & Paper Industry Technical Association	Executive Officer	Pulp and Paper Manufacturing	Industry Association	National
Kevin Peachy	Australian Forest Products Association (AFPA)	CEO	Forest and Wood Products	Industry Association	National
Claire Glover	Norske Skog	Training Coordinator	Pulp and Paper Manufacturing	Employer	TAS
Craig O Connor	Kimberly Clark Australia	Senior Operator/Training Coordinator	Pulp and Paper Manufacturing	Employer	SA
Craig Tunkin	Kimberly Clark Australia	Senior Operator/Training Coordinator	Pulp and Paper Manufacturing	Employer	SA
Don Renehan	Kimberly Clark Australia	Senior Operator/Training Coordinator	Pulp and Paper Manufacturing	Employer	SA
Geoff Gasperotti	Sorbent	CFMEU Representative	Pulp and Paper Manufacturing	Employer	VIC
James Swan	Opal	Human Resources Manager	Pulp and Paper Manufacturing	Employer	VIC
Kaye Tyter	Orora Australian Paper	Training Specialist	Pulp and Paper Manufacturing	Employer	VIC
Lauren Poate	Norske Skog	Human Resources Associate	Pulp and Paper Manufacturing	Employer	TAS
Lisa Dourley	Orora Australian Paper	Training Delivery Lead	Pulp and Paper Manufacturing	Employer	VIC
Mark Goldsmith	Sorbent	Senior Operator Paper Machine	Pulp and Paper Manufacturing	Employer	VIC

Name	Organisation	Title	Industry	Representation Type	State
Melissa Liddle	Kimberly Clark	Capability Advisor	Pulp and Paper Manufacturing	Employer	SA
Michael Rouse	VISY	Training Coordinator	Pulp and Paper Manufacturing	Employer	NSW
Nathan Bright	Norske Skog	HR Director	Pulp and Paper Manufacturing	Employer	NSW
Lauren Poate	Norske Skog	Human Resources Associate	Pulp and Paper Manufacturing	Employer	TAS
Peter Barnes	Orora Australian Paper	Senior Machine Operator/Training Lead	Pulp and Paper Manufacturing	Employer	VIC
Robert Moore	VISY	Senior Production Engineer/Training Coordinator	Pulp and Paper Manufacturing	Employer	NSW
Samantha Moore	Opal	Human Resources Manager	Pulp and Paper Manufacturing	Employer	VIC
Steve Zvillas	Norske Skog	Senior Operator	Pulp and Paper Manufacturing	Employer	TAS
Terry McDonald	VISY	National Quality Manager	Pulp and Paper Manufacturing	Employer	NSW
Denise Campbell-Burns	CFMEU Manufacturing Division	Secretary Pulp and Paper Workers District National President CFMEU Manufacturing Division	Manufacturing	Union	National
Anthony Pavey	CFMEU Manufacturing Division	Maryvale Sub-branch Secretary	Manufacturing	Union	National
Dianne Fong	Norther territory Department of Education	Manager, Workforce Strategy	State Training Advisory	Government Department	NT
Fillipa Ross	Department of Employment, Small Business and Training	Manager, Industry Engagement	State Training Advisory	Government Department	QLD
Frances Parnell	Department of Training and Workforce Development WA	Manager, Training Curriculum Services	State Training Advisory	Government Department/Agency	WA
Paul Etheridge	Food, Fibre & Timber Industries Training Council (WA)	Project Manager	Food, Fibre and Timber Industries	Government Department/Agency	WA

Name	Organisation	Title	Industry	Representation Type	State
Timothy Sealy	Skills Canberra	Assistant Director, Analytics and Policy Services	Primary Industries	Government Department/Agency	ACT
Tracey Taylor	Department of State Growth	Industry Liaison Officer	Primary Industries	Government Department/Agency	TAS
Anne Wiltshire	Melbourne Polytechnic	Primary Industries Curriculum Maintenance Manager (PICMM)	Primary Industries	RTO	VIC
Carolyn Gray	Nestle	HR Business Partner	Food and Beverage	RTO	VIC
Donna Leslie	Federation Tafe	Industry Trainer	Food and Rural Sciences	RTO	VIC
Frank Alampi	TAFE NSW	Teacher	Riverina Wine and Food technology Centre	RTO	NSW
Judi Brooks	TAFE SA	Principal Lecturer	Future Industry and Trade	RTO	SA
Rob Rule	Timber Training Creswick	Industry Training Manager	Forest and Wood Products	RTO	NAT
Mark Potter	Federation Training	Chief Operating Officer	Industry Education and Training	RTO	VIC

Summary of Feedback by Stakeholder type:

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Industry Reference Committee (IRC) Representatives	Key discussion points from the IRC included: • At present an RTO delivering PPM would need to offer two separate qualifications to workers at the same level to cover all job roles, with double the amount of training materials and other documentation required for compliance and auditing purposes. • It is unlikely that the numbers of potential enrolments would be viable for two qualifications across each level, especially at levels II and IV • Training delivery needs to be viable and recognise skills requirements for workers in the	• Support for a simplified qualification structure combining each of the Certificate II, III and IV level qualifications to consolidate the number of qualifications from seven to four. Reduced complexity will make it easier for RTOs to deliver • The proposed new structure of one qualification at each of four AQF levels reflects the common skills across papermaking and pulping, while still addressing the full breadth of skills required for different job roles in a pulp or paper manufacturing facility. Each merged qualification covers core competencies in work health and safety, quality assurance and problem solving at the appropriate level. They also include specialist elective units to support skills in unique operations, such as pulping and chemical

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
	PPM industry from induction through to leadership/management roles. • The AISC has advised all IRC Chairs that they hold "strong expectations" that units and qualifications with low or no enrolments that are part of current projects will be rationalised. • Previous industry consultations in Victoria identified the need for a short course to provide a broad introduction to working in the industry including an understanding of the industry context and the processes associated with pulp and papermaking.	recovery, along with a general elective list of pulp and paper manufacturing units and imported units. • Two new units are proposed to allow for new entrants to gain an overview of the papermaking process and for existing workers to better understand their role in the wider process. These units are proposed to be included in a new "Pulp and Paper Manufacturing Industry Induction" Skill Set (Short Course)
Peak Industry Bodies	• Ensuring all sectors with links to pulp and paper manufacturing are covered, including coverage of new technologies and practices identified in the last 10 years	• Revised units incorporate de-inking, recovered fibre and bio-processing where applicable and new units have been developed to address skill gaps
Employers (Non-IRC)	• Tasks associated with start up and shut down of dry end operations are currently covered under two separate units of competency. • Recognition that work health and safety, problem solving and quality assurance skills are core competencies across all job roles in the pulp and paper sector • Skills to operate certain types of equipment in a pulp and paper manufacturing facility are subject to licensing requirements	• Consolidation of units reflects industry feedback that tasks associated with start up, shut down and operation of the production process are all within the scope of the same (Certificate level III) role. • Units of competency describing skills and knowledge in problem solving, work health and safety and quality assurance are core units in the newly revised qualifications • Operation of equipment and any corresponding licencing requirements for their operation in the workplace are covered in relevant imported and cross-sector units of competency in the revised Certificate II and III level qualifications
Regulators	*Not Applicable*	
Registered Training Organisations (RTOs)	• Ensuring the core units are appropriate to pulp and paper manufacturing • Ensuring the packaging rules of the qualification are appropriate • Ensuring electives are appropriate • Ensuring knowledge component included in units of competency is relevant to the level	• Clarifying content of core and packaging rules until stakeholders satisfied that they are appropriate • Packaging rules of qualification refined • Units listed in electives refined • Knowledge evidence reviewed to ensure they are appropriate for level and tasks as described in the unit • Performance evidence reviewed to avoid any barriers for assessment

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
	• Ensuring performance evidence frequency is suitable and appropriate for assessment to take place in the workplace	
Training Boards/Other	• Ensuring the are no mandated work hours (or work placements) included	• No mandated hours or work placements included in units (or qualifications)
State and Territory Training Authorities (STAs)	• Ensuring units all new units are included in qualifications • Ensuring qualification alignment meets the AQF • Ensuring foundation skills in units are reflective of what's required of the job task • Ensuring deleted units have no enrolments	• No orphan units included in training package components linked with this project • Alignment of qualification/packaging rules checked (several times) to ensure match with AQF specifications • Foundation skills in units checked and refined
Unions	• Ensuring qualification alignment meets the AQF • Ensuring training package reflects Employer/Employee workplace agreements	• AQF alignment checked and confirmed and AQF alignment document has been completed • Consultation with union delegates at pulp and paper mills and the secretary of pulp and paper workers district and president of manufacturing union confirms that the revised training package reflects workplace agreements.
Please add other categories as appropriate		

Summary of Issues raised during stakeholder consultation

Summary of feedback on draft components and how it was dealt with

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
Qualifications better reflect the broad range of tasks and specialist areas covered by PPM operators.	• Operators would be required to work across a number of specialist areas in this role. For example, the papermaking area would cover specialist areas such as wet end, dry end, finishing and converting. The pulping area would include pulping operations and stock preparation etc.	• Qualifications include packaging rules that require selection of specialist units to ensure learners receive broader coverage of skill
References to workers "under supervision" in PPM Level II Functional Operations Units	• Feedback indicated that operators who monitor and control equipment are required to work independently (not directly under supervision). They are responsible	• Reference to 'under supervision' removed from all level II functional operations 'monitor and control' units

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
	for problem solving and making decisions for basic and routine issues e.g. grade changes	
Confirmation of licensing requirements for the operation of steam boilers and power generation equipment	• Clarification required to confirm capacity of operation of power generation systems that do not require high risk work licences • Additional tasks for communication and safety when operating power generation systems need to be included • Clarification required for to confirm capacity of operation of steam boilers that do not require high risk work licences	• Application field in power generation units specified to clarify power generation systems as 'steam generated and produce power output of less than 500kW or use gas fired turbines that produce power greater than 500kW'. • Included Performance Criteria (PC) 2.1 'Notify power authorities of planned shutdown according to regulatory requirements' and 2.2 'Shutdown and isolate equipment according to operating procedures and regulatory requirements'. • Application field in steam boiler operational units expanded to clarify that this unit applies to an unattended steam boiler and the unit should not be used where the boiler equipment falls under the category for which a high risk work licence is required
Correct se of verbs related to tasks	• Feedback indicated that some action verbs were not consistent with others applied across similar operational units at the same level	• Use of action verbs across all operational units related to the use of equipment were reviewed for consistency and adjusted where appropriate
Duplication in WHS units	• Feedback indicated duplication across elements one and four in unit PPMWHS301 Contribute to work health and safety processes	• All WHS units reviewed and duplication addressed e.g. Element 4 in unit PPMWHS301 deleted and recorded in the unit mapping table
Assessment in the workplace	• Feedback indicated a concern about practicality of undertaking assessment and potential barriers to undertaking assessment in the workplace in new Diploma level units	• The performance evidence fields for both newly developed diploma level units were reviewed and amended to remove barriers to undertaking assessment in the workplace where applicable
Large knowledge component of newly developed units at level II	• Feedback indicated that content reflected skills and knowledge that are too 'high level' for the operational roles for which they targeted	• Task descriptions and knowledge components reviewed across all units and simplified to ensure appropriate outcomes of basic factual, technical, and procedural knowledge

Attachment D: Mandatory Workplace Requirements in Training Products

Please set out in the table below training products which include a mandatory workplace requirement (i.e. which must be completed in a workplace)

There are no Mandatory Workplace Requirements in any of the proposed qualifications and units in this project.

Attachment E: No enrolment and low enrolment training products

No Enrolment:

Please set out in the table below those training products that have had no enrolments over the past three years for which data is available

Units of Competency		
Unit Code/ Name of Unit	**Proposed for retention/deletion**	**Rationale for Retention**
PPMCPP210 Monitor and control coated paper processes	Retention	Merged with PPMDEO210 Monitor and control dry end operations New code and title applied; PPMDEO201 Monitor and control dry end operations dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMCPP320 Prepare and start up coated paper processes	Retention	Merged with three other units: PPMDEO320 Prepare and start up dry end operations PPMDEO330 Co-ordinate and implement dry end shutdown PPMCPP320 Prepare and start up coated paper processes PPMCPP330 Co-ordinate the shutdown of coated paper processes New code and title applied; PPMDEO301 Perform dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMCPP330 Coordinate the shutdown of coated paper processes	Retention	Merged with three other units: PPMDEO320 Prepare and start up dry end operations PPMDEO330 Co-ordinate and implement dry end shutdown PPMCPP320 Prepare and start up coated paper processes PPMCPP330 Co-ordinate the shutdown of coated paper processes

		New code and title applied; PPMDEO301 Perform dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMCPP440 Troubleshoot and rectify coated paper processes	Retention	Merged with PPMDEO440 Troubleshoot and rectify dry end systems New code and title applied; PPMDEO401Troubleshoot and rectify dry end systems Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMCPR210 Prepare chemical products	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need. Industry support for future enrolments.
PPMCSK310 Operate process control equipment	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMDEO210 Monitor and control dry end operations	Retention	Merged with PPMCPP210 Monitor and control coated paper processes New code applied; PPMDEO201 Monitor and control dry end operations dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMDEO320 Prepare and start up dry end operations	Retention	Merged with three other units: PPMDEO320 Prepare and start up dry end operations PPMDEO330 Co-ordinate and implement dry end shutdown PPMCPP320 Prepare and start up coated paper processes PPMCPP330 Co-ordinate the shutdown of coated paper processes New code and title applied; PPMDEO301 Perform dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMDEO330 Coordinate and implement dry end shutdown	Retention	Merged with three other units: PPMDEO320 Prepare and start up dry end operations PPMDEO330 Co-ordinate and implement dry end shutdown PPMCPP320 Prepare and start up coated paper processes PPMCPP330 Co-ordinate the shutdown of coated paper processes New code and title applied; PPMDEO301 Perform dry end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
PPMDEO440 Troubleshoot and rectify dry end systems	Retention	Merged with PPMCPP440 Troubleshoot and rectify coated paper processes New code applied; PPMDEO401 Troubleshoot and rectify dry end systems Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMENV210 Identify and monitor environmental discharges/emissions	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need..
PPMENV320 Monitor and control environmental hazards	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMEPG210 Monitor and control power generation system	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMEPG320 Manage a power generation system startup	Retention	Merges two units: PPMCPP330 Co-ordinate the shutdown of coated paper processes PPMEPG330 Coordinate power generation system shutdown New code and title applied PPMEPG301 Perform power generation operations This unit now has application across other industry sectors
PPMEPG330 Coordinate power generation system shutdown	Retention	Merges two units: PPMCPP330 Co-ordinate the shutdown of coated paper processes PPMEPG330 Coordinate power generation system shutdown New code and title applied PPMEPG301 Perform power generation operations

		This unit now has application across other industry sectors
PPMEPG440 Troubleshoot and rectify power generation system	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMFCO210 Monitor, control and shutdown finishing and converting operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMFCO201 Monitor and control paper finishing and converting operations Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMFCO320 Prepare and start up finishing and converting operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements New code and title applied; PPMFCO301 Perform paper finishing and converting operations. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMFCO340 Troubleshoot and rectify finishing and converting systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMHWP250 Store and dispatch waste paper	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements New code and title applied; PPMHRF201 Pack and dispatch recovered fibre

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMHWP260 Receive waste paper	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMHRF202 Receive recovered fibre Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMHWP270 Unload waste paper	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMHRF203 Unload recovered fibre Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMMHV210 Operate overhead crane	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMMHV201 Operate mobile crane Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMNUM210 Estimate and calculate basic data	Deleted	
PPMNUM320 Measure and calculate routine workplace data	Deleted	Content merged with Content will be covered in foundation skills sections of all functional units at level III which describe numeracy skills units
PPMNUM430 Calculate and analyse production and financial performance	Deleted	Content merged with Content will be covered in foundation skills sections of all functional units at level IV which describe numeracy skills
PPMPLN210 Plan and undertake a routine task	Deleted	

PPMPLN420 Plan a complex activity	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMPLN401 Implement production plan Revised unit defined by industry as a requirement to satisfy an identified skills need. This unit now has application across other manufacturing industry sectors
PPMPRM210 Undertake operator level preventative maintenance	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPRM220 Perform lubrication	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPRS210 Identify and rectify problems in the workplace	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements New code and title applied; PPMPRS301 Identify and rectify operational problems Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPRS320 Solve systemic problems in the workplace	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements New code and title applied; PPMPRS401 Solve systemic problems

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPRV210 Operate ancillary equipment	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPRV320 Co-ordinate and direct clothing changes	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPUL210 Monitor and control pulping operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPUL250 Store and distribute pulped product	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMPUL320 Prepare and start up pulping system operations	Retention	Merges two units: PPMPUL320 Prepare and start up pulping system operations PPMPUL330 Coordinate and implement pulping plant shutdowns New code and title applied; PPMPUL301 Perform pulping operations

| | | Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

Revised unit defined by industry as a requirement to satisfy an identified skills need. |
|---|---|---|
| PPMPUL330 Coordinate and implement pulping plant shutdowns | Retention | Merges two units:
PPMPUL320 Prepare and start up pulping system operations
PPMPUL330 Coordinate and implement pulping plant shutdowns

New code and title applied; PPMPUL301 Perform pulping operations

Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

Revised unit defined by industry as a requirement to satisfy an identified skills need. |
| PPMPUL440 Troubleshoot and rectify pulping processes | Retention | Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

Revised unit defined by industry as a requirement to satisfy an identified skills need. |
| PPMQAS210 Apply basic quality practices | Retention | Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

Revised unit defined by industry as a requirement to satisfy an identified skills need. |
| PPMQAS420 Co-ordinate in-process quality assurance | Retention | Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

New code and title applied; PPMQAS301 Monitor in-process quality assurance |

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMQAS430 Oversee quality assurance process	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMREC210 Monitor and control chemical recovery operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMREC320 Prepare and start up chemical recovery operations	Retention	Merges two units: PPMREC320 Prepare and start up chemical recovery operations PPMREC330 Coordinate and implement chemical recovery shutdowns New code and title applied; PPMREC301 Perform chemical recovery operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMREC330 Coordinate and implement chemical recovery shutdowns	Retention	Merges two units: PPMREC320 Prepare and start up chemical recovery operations PPMREC330 Coordinate and implement chemical recovery shutdowns

		New code and title applied; PPMREC301 Perform chemical recovery operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMREC440 Troubleshoot and rectify chemical recovery operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMREL210 Contribute to effective working relationships	Deleted	
PPMRES210 Prepare and operate the woodchip production system	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMRES301 Operate woodchip production system Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMRES250 Distribute woodchips	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMRES260 Receive materials	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMRES270 Unload materials	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMRES340 Troubleshoot and rectify primary resource operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSPR210 Monitor and control stock preparation systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSPR320 Prepare and start up stock preparation system for production	Retention	Merges two units: PPMSPR320 Prepare and start up stock preparation systems for production PPMSPR330 Coordinate and implement stock preparation system shutdown New code and title applied; PPMSPR301 Perform stock preparation operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.

PPMSPR330 Coordinate and implement stock preparation system shutdown	Retention	Merges two units: PPMSPR320 Prepare and start up stock preparation systems for production PPMSPR330 Coordinate and implement stock preparation system shutdown New code and title applied; PPMSPR301 Perform stock preparation operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSPR440 Troubleshoot and rectify stock preparation systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSTM210 Monitor and control boiler operation	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSTM320 Manage steam boiler start up	Retention	Merges two units: PPMSTM320 Manage steam boiler startup PPMSTM330 Shut down and bank steam boiler New code and title applied; PPMSTM301 Perform steam boiler operations This unit now has application across other industry sectors

PPMSTM330 Shut down and bank steam boiler	Retention	Merges two units: PPMSTM320 Manage steam boiler startup PPMSTM330 Shut down and bank steam boiler New code and title applied; PPMSTM301 Perform steam boiler operations This unit now has application across other industry sectors
PPMSTM440 Troubleshoot and rectify boiler plant systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMSUS210 Apply sustainable work practices/policies	Deleted	
PPMSUS510 Develop workplace policy and procedures for sustainability	Deleted	
PPMWAR250 Store product	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need..
PPMWAR255 Prepare and dispatch product	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWAR280 Warehouse product packaging	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

		New code and title applied; PPMWAR203 Package warehouse product
		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWAS210 Operate water systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWAS340 Troubleshoot and rectify water systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWEO210 Monitor and control wet end operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
		Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWEO320 Prepare and start up wet end operations	Retention	Merges two units: PPMWEO320 Prepare and start up wet end operations PPMWEO330 Co-ordinate and implement wet end shutdown
		New code and title applied; PPMWEO301 Perform wet end operations
		Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.
		Revised unit defined by industry as a requirement to satisfy an identified skills need.

PPMWEO330 Coordinate and implement wet end shutdown	Retention	Merges two units: PPMWEO320 Prepare and start up wet end operations PPMWEO330 Co-ordinate and implement wet end shutdown New code and title applied; PPMWEO301 Perform wet end operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWEO440 Troubleshoot and rectify wet end systems	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWHS210 Participate in WHS processes	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWHS310 Contribute to WHS processes	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWHS320 Maintain WHS processes	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements.

		Revised unit defined by industry as a requirement to satisfy an identified skills need. Industry support for future enrolments.
PPMWHS410 Identify, assess and control WHS risk in own work	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWHS420 Manage WHS processes	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWPO210 Monitor and control waste paper operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMRFO301 Monitor and control recovered fibre operations Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWPO320 Prepare and start up waste paper operations	Retention	Merges two units: PPMWPO320 Prepare and start up waste paper operations PPMWPO330 Co-ordinate and implement waste paper shutdown New code and title applied; PPMRFO301 Perform recovered fibre operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.

PPMWPO330 Coordinate and implement waste paper shutdown	Retention	Merges two units: PPMWPO320 Prepare and start up waste paper operations PPMWPO330 Co-ordinate and implement waste paper shutdown New code and title applied; PPMRFO301 Perform recovered fibre operations Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. Revised unit defined by industry as a requirement to satisfy an identified skills need.
PPMWPO440 Troubleshoot and rectify waste paper operations	Retention	Unit reviewed, updated and recoded to better reflect the work task and align with industry requirements. New code and title applied; PPMRFO401 Troubleshoot and rectify recovered fibre operations Revised unit defined by industry as a requirement to satisfy an identified skills need.
Qualifications		
Qualification Code/ Name of Qualification	Proposed for retention/deletion	Rationale for Retention
PPM20116 Certificate II in Pulping Operations	Retention	Merges two qualifications: PMM20116 Certificate II in Pulping Operations PPM20216 Certificate II in Papermaking Operations New code and title applied; PPM20121 Certificate II in Pulp and Paper Operations
PPM20216 Certificate II in Papermaking Operations	Retention	Merges two qualifications: PMM20116 Certificate II in Pulping Operations

		PPM20216 Certificate II in Papermaking Operations New code and title applied; PPM20121 Certificate II in Pulp and Paper Operations
PPM30116 Certificate III in Pulping Operations	Retention	Merges two qualifications: PPM30116 Certificate III in Pulping Operations PPM30216 Certificate III in Papermaking Operations New code and title applied; PPM30121 Certificate III in Pulp and Paper Operations
PPM30216 Certificate III in Papermaking Operations	Retention	Merges two qualifications: PPM30116 Certificate III in Pulping Operations PPM30216 Certificate III in Papermaking Operations New code and title applied; PPM30121 Certificate III in Pulp and Paper Operations
PPM40116 Certificate IV in Pulping Operations	Retention	Merges two qualifications: PPM40116 Certificate IV in Pulping Operations PPM40216 Certificate IV in Papermaking Operations New code and title applied; PPM40121 Certificate IV in Pulp and Paper Operations
PPM40216 Certificate IV in Papermaking Operations	Retention	Merges two qualifications: PPM40116 Certificate IV in Pulping Operations PPM40216 Certificate IV in Papermaking Operations New code and title applied; PPM40121 Certificate IV in Pulp and Paper Operations
PPM50116 Diploma in Pulp and paper Process Management	Retention	Revised qualification title. Packaging rules, core and elective units revised while total number of units remains the same New code and title applied; PPM50121 Diploma of Pulp and Paper Operations Management.

Attachment F: Quality assurance reports

Independent Quality Report
Quality Report Template
Section 1 – Cover page

Information required	Detail
Training Package title and code	PPM Pulp and Paper Manufacturing Industry Training Package Version 3.0
Number of new qualifications and their titles[1]	0 new qualifications
Number of revised qualifications and their titles	4 revised qualifications • PPM20121 Certificate II in Pulp and Paper Operations • PPM30121 Certificate III in Pulp and Paper Operations • PPM40121 Certificate IV in Pulp and Paper Operations • PPM50121 Diploma of Pulp and Paper Operations Management
Number of new units of competency and their titles	7 new units of competency • PPMDIK201 Monitor and control de-inking operations • PPMDIK301 Perform de-inking operations • PPMDIK401 Troubleshoot and rectify de-inking operations • PPMIND201 Apply principles of pulp and papermaking to work practices • PPMIND202 Work effectively in the pulp and paper industry • PPMIND501 Evaluate emerging technologies and processes • PPMQAS501 Evaluate production processes for regulatory and quality compliance
Number of revised units of competency and their titles	61 revised units of competency Refer to Attachment 1

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[1] When the number of training products is high the titles can be presented as an attached list.

Information required	Detail
Confirmation that the panel member is independent of: • the Training Package or Training Package components review ('Yes' or 'No') • development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')	I confirm that I (Sue Hamilton) am independent of: • the Training Package or Training Package components review (YES) • development and/or validation activities associated with the Case for Endorsement (YES) • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES).
Confirmation of the Training Packages or components thereof being compliant with the *Standards for Training Packages 2012*	Yes - I confirm that the Training Package components submitted in the Case for Endorsement are compliant with the *Standards for Training Packages 2012.*
Confirmation of the Training Packages or components thereof being compliant with the *Training Package Products Policy*	Yes - I confirm that the Training Package components submitted in the Case for Endorsement are compliant with the *Training Package Products Policy.*
Confirmation of the Training Packages or components thereof being compliant with the *Training Package Development and Endorsement Process Policy*	Yes - I confirm that the Training Package components submitted in the Case for Endorsement are compliant with the *Training Package Development and Endorsement Process Policy*
Panel member's view about whether: • the evidence of consultation and validation process being fit for purpose and commensurate with the scope • estimated impact of the proposed changes is sufficient and convincing	It is my view that evidence of the consultation and validation processes undertaken by the developer (Skills Impact) are fit for purpose and commensurate with the scope of the Case for Endorsement (CfE). The estimated impact of the proposed changes is outlined appropriately in the CfE.
Name of panel member completing Quality Report	**Sue Hamilton**
Date of completion of the Quality Report	**16 August 2021**

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)

Standard 1
 	
Training Packages consist of the following:
1. AISC endorsed components:
   • qualifications
   • units of competency
   • assessment requirements (associated with each unit of competency)
   • credit arrangements
2. One or more quality assured companion volumes
	Yes	The components of the PPM Pulp and Paper Manufacturing Training Package Version 3.0 submitted for endorsement meet the requirements of Standard 1.
		
		The Training Package components in the Case for Endorsement (CfE) include:
		• 4 updated qualifications
		• 68 units of competency (with associated assessment requirements) comprising 7 new and 61 revised units
		• 11 skill sets (non-endorsed components) comprising 3 new and 8 revised skill sets
		
		No credit arrangements exist for the PPM qualifications.
		
		The PPM Pulp and Paper Manufacturing Companion Volume Implementation Guide – Release 3.0 (PPM CVIG) has been updated to include all new and revised components.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)

Standard 2
 	
Training Package developers comply with the *Training Package Products Policy*
	Yes	Skills Impact has complied with Standard 2 – Compliance with the *Training Package Products Policy* (TPPP). Supporting evidence includes:
		• Compliance with coding and titling of components submitted for endorsement
		• Foundation skills are explicit and recognisable - all units of competency include a table listing and describing the relevant foundation skills
		• There are no entry requirements specified for the four qualifications
		• There are no prerequisite units for the PPM coded units. Prerequisites for four imported units are specified in the relevant qualifications
		• Imported units in all qualifications and units of competency have been updated to reflect current unit codes and titles
		• Modification history and mapping information clearly indicates the equivalence status of the units and qualifications with all components determined as 'not equivalent'
		• Seven units and two skill sets have been deleted as the skills and knowledge are no longer required by industry
		• The PPM CVIG provides:
		   o an overview of Foundation Skills and advises that training package users must consider them part of the delivery and assessment for each unit
		   o guidance to ensure that learners are not discriminated against
		   o guidance around reasonable adjustment to accommodate learners with disabilities or particular needs including reference to Disability Standards for Education, 2005.
		   o advice on pathways between qualifications / job roles.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 3 Training Package developers comply with the AISC *Training Package Development and Endorsement Process Policy*	***Yes***	Information provided in the CfE indicates that Skills Impact has complied with the *Training Package Development and Endorsement Process Policy* and the work undertaken aligns to the AISC Activity Order. The CfE details the consultation undertaken and communication strategies used to involve a wide range of stakeholders. These include: • availability of draft materials on the Skills Impact website for the duration of the project to enable feedback • direct contact with industry and other stakeholders via site visits, online meetings, webinars, telephone and email communication – noting that most activities were conducted online due to COVID-19 restrictions • wider communications, including regular newsletters, to stakeholders listed on Skills Impact and ForestWorks' databases. Stakeholders contributing to the project are listed in Attachment C and a summary of key feedback is included in the CfE. Validation of the components involved a cross section of stakeholders including, employers from major pulp and paper manufacturing facilities, representatives from a professional association, the union body, on-site training managers and senior pulp and paper machinery operators. The process followed indicates that open and inclusive consultation and validation commensurate with the scope and impact of the components has been undertaken.
Standard 4 Units of competency specify the standards of performance required in the workplace	***Yes***	All units of competency were reviewed. The units of competency specify the standard of performance required in the workplace.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 5 The structure of units of competency complies with the unit of competency template	*Yes*	The structure of all 68 units complies with the unit of competency template: • **Coding** and **titling** are appropriate. • The **Application** field describes the practical application and relevant users succinctly. Most units do not have any licensing, legislative, regulatory or certification requirements. The PPMEPG and PPMSTM coded units that relate to power generation and steam boilers, include advice to users to check if equipment requires an appropriate High Risk Work Licence and refers them to the relevant regulatory authority. • No unit contains **prerequisite** units. • The **elements** and **performance criteria** are clearly specified. • A **Foundation skills** table is included in each unit describing relevant skills from the Australian Core Skills Framework (ACSF). Skills listed are not explicit in the elements and performance criteria. • The optional **Range of Conditions** field is not used. • **Mapping** information is described accurately with all units determined as 'not equivalent'. • Appropriate **links** are provided to the PPM CVIG.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	*Yes*	The assessment requirements for all units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, and the required conditions for assessment. This QA review confirms the statement in the Editorial Report: *The performance evidence notes volume and frequency of the tasks to be performed.* *The knowledge evidence relates to the performance criteria and indicates the type and depth of knowledge required.* *The assessment conditions have been updated to provide clear, mandatory conditions.*
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	*Yes*	All 68 new and revised units of competency have associated assessment requirements, which comply with the assessment requirements template. The assessment requirements are clearly written and have consistent breadth and depth across the units.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	*Yes*	The qualification packaging rules, which specify the number of core units and the rules for selecting electives, are structured to ensure the AQF outcome and relevant occupational outcome/s for each qualification are met. The packaging rules are supported with the wording: *Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome.* In addition, Skills Impact provided a mapping document for the QA review, which depicts the alignment of each of the four qualifications to AQF Descriptors for the following qualification types - Certificate II, III and IV and Diploma.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	*Yes*	The structure of the information for all four qualifications complies with the qualification template. The Editorial Report states that *'all include a qualification descriptor, none have entry requirements, all have packaging rules that can be clearly followed.'* Imported units with prerequisites are identified with an asterisk and details of prerequisites are noted in a separate table within the qualification packaging rules section as required. All required prerequisites are included in the qualification electives.
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template	*Yes*	The PPM CVIG clearly states that no credit arrangements exist for PPM qualifications in this submission. *There are currently no nationally applicable credit arrangements between any Skills Impact training package qualification and higher education qualification.*
Standard 11 A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.	*Yes*	The training package components in this submission are accompanied by an updated CVIG: *PPM Pulp and Paper Manufacturing Companion Volume Implementation Guide – Release 3.0* The PPM CVIG complies with the companion volume implementation guide template included in the *2012 Standards* and has been quality assured in line with Skills Impact's processes.
Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	*N/A*	Not applicable

Section 3 – Compliance with the training package quality principles

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

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Driven by industry's needs	Yes	The CfE clearly outlines the requirements of the Activity Order, and the final work completed and submitted for endorsement. This includes: • review of all PPM qualifications and units of competency to: o address skill needs by merging the pulp and papermaking sectors for more efficient operations and to reduce duplication o ensure currency and address new technologies and production processes • review of skill sets to address current skill needs. The CfE provides information about the extent of industry consultation and stakeholder engagement. There is evidence in the CfE that Skills Impact has addressed industry's requirements, undertaken appropriate stakeholder consultation, and has addressed the 2015 Training Package reforms for the components submitted for endorsement.
Compliant and responds to government policy initiatives Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence: • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers	Yes	The components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically: **Removal of obsolete or superfluous content** • 7 qualifications were reduced to 4 qualifications (6 qualifications were merged to form 3 qualifications) • 80 units were reduced to 68 units: o 7 units of competency were deleted o 23 units of competency were merged and redesigned to remove duplication • 2 skill sets, no longer supported by industry, were deleted **Inclusion of advice about industry's expectations of training delivery** • The PPM CVIG provides advice to assist users to navigate the qualifications and units of competency. The CfE outlines potential strategies to increase delivery of accredited, workplace based training in the industry. **Support for individuals to move easily from one related occupation to another** • The PPM Training Package provides pathways from Certificate II to Diploma level and supports the movement of individuals across both pulp and papermaking sectors.

to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets		• All qualifications include imported units, selected from a 14 training packages (for example MEM, MSS, MSM, FWP, BSB, TLI and TAE), which support movement between related occupations. This particularly relates to imported units involving equipment requiring high risk work licences. **Creation of units that can be owned and used by multiple industry sectors** • Some PPM units have broad application across manufacturing sectors, for example PPMEPG power generation units and PPMSTM steam boiler units. These units were revised for potential use in other sectors. **Skill set recognition** • This submission includes 11 skill sets. The skill sets provide recognition for technical operations within the industry and provide pathways to areas of technical specialisation and entry to or credit in relevant qualifications.
Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	Changes to reflect contemporary work organisation and job profiles incorporating a future orientation are evidenced by: • incorporation of content to address: 　o current operations involving recovered fibre and de-inking 　o emerging technologies and future trends including those associated with bioprocessing 　o problem solving and quality assurance • new units covering de-inking operations, skills for managerial or leadership level, and skills to provide an overview and induction to the pulp and paper manufacturing industry • terminology changes, such as *recovered fibre* vs *wastepaper* • imported units of competency have been updated in all proposed qualifications to ensure the most current versions, endorsed by industry and reflecting contemporary practices are applied.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Support movement of skills within and across organisations and sectors	Yes	The revised units of competency and assessment requirements are written in a manner that allows the units to be contextualised to meet the various needs of a range of workplace contexts. Endorsed components will be supported by 11 revised and new skill sets to provide entry, upskilling and skill movements within and across industry sectors.
Promote national and international portability	Yes	The CfE indicates consensus from stakeholders in the development of the proposed components, also noting that the industry is concentrated mainly in NSW, Victoria and South Australia.
Reflect regulatory requirements and licensing	Yes	Most units do not have any licensing, legislative, regulatory or certification requirements. The PPMEPG and PPMSTM coded units that relate to power generation and steam boilers, include advice to users to check if equipment requires an appropriate High Risk Work Licence and refers them to the relevant regulatory authority.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Reflect national consensus	Yes	The CfE outlines the national consultation and validation processes and participants involved. Attachment C details the range of respondent stakeholders including industry participants (employers and representatives of associations), government representatives, union, and RTO training practitioners. There are no reports by exception and a letter of support from the Chair of the Pulp and Paper Manufacturing IRC is included in the submission.
Recognise convergence and connectivity of skills	Yes	Units listed in the qualifications (and non-endorsed skill sets) include imported units from 14 nationally endorsed training packages, with recently endorsed units updated in the qualification to ensure the use of the most current units.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Meet the diversity of individual and employer needs	Yes	The qualifications submitted for endorsement, include a range of elective choices, including both PPM coded and imported units, to enable each qualification to be packaged to suit different workplace settings and employer and individual needs. The assessment conditions in each unit's assessment requirements specify that '*skills must be demonstrated in a [pulp and/or paper manufacturing] facility or an environment that accurately reflects performance in a workplace*', thereby enabling assessment to meet the diversity of individual and employer needs.
Support equitable access and progression of learners	Yes	The components submitted for endorsement support equitable access and progression of learners. The qualifications provide a pathway for learning and skill development from Certificate II (entry level) to Diploma (management level). There are no entry requirements associated with the qualifications and the 11 skill sets allow for many different entry and exit points. As stated in the Equity Report these skill sets '*provide a number of options for skills to be recognised, or built on, without the need to achieve a full qualification, and meeting the needs of the various stakeholders.*'

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Support learner transition between education sectors	Yes	The qualifications submitted provide a pathway for roles in pulp and paper manufacturing from Certificate II to Diploma. The revised skill sets provide opportunities to develop or add to technical skills or enable pathways into qualifications. Information on occupational outcomes, recognition of prior learning and pathways for the revised PPM qualifications is included in the PPM CVIG. The CfE and Equity Reports state that none of the qualifications are suitable for VET in Schools programs, due mainly for the need to access high-tech equipment in the workplace. The Pulp and Paper Manufacturing IRC has determined that two qualifications (Certificate II and III in Pulp and Paper Manufacturing) are recommended as suitable for traineeship delivery.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Support implementation across a range of settings	Yes	The PPM CVIG provides implementation advice to support delivery across a range of contexts. The Equity Report confirms that the CVIG '*includes appropriate and clear information about pathways for training accompanied by clear diagrams that capture progression between qualifications. It also provides advice for selecting units for qualifications with different occupational outcomes*.' All components contain links, as required by the templates, to the updated PPM CVIG 3.0. The PPM CVIG has been quality assured through Skills Impact and the editorial processes and will be ready for publication on the National Register/TGA.
Support sound assessment practice	Yes	Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth. The performance evidence requirements reflect reasonable volume/frequency of realistic workplace processes applicable across a range of contexts

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Support implementation	Yes	The CVIG provides guidance to ensure that learners are not discriminated against, and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. It outlines how Foundation Skills have been addressed in units of competency and emphasises that RTOs must consider these skills as part of the training and assessment for each unit. The Equity Report states that '*The requirements included for each skill are clear and sensible, and do not exceed the Foundation Skills required in the workplace.*'

Qualifications (4)

PPM20121 Certificate II in Pulp and Paper Operations
PPM30121 Certificate III in Pulp and Paper Operations
PPM40121 Certificate IV in Pulp and Paper Operations
PPM50121 Diploma of Pulp and Paper Operations Management

Units of competency (68)

New units of competency (7)
PPMDIK201 Monitor and control de-inking operations
PPMDIK301 Perform de-inking operations
PPMDIK401 Troubleshoot and rectify de-inking operations
PPMIND201 Apply principles of pulp and papermaking to work practices
PPMIND202 Work effectively in the pulp and paper industry
PPMIND501 Evaluate emerging technologies and processes
PPMQAS501 Evaluate production processes for regulatory and quality compliance
Revised units of competency (61)
PPMCPR301 Operate chemical systems
PPMCSK301 Operate process control equipment
PPMDEO201 Monitor and control dry end operations
PPMDEO301 Perform dry end operations
PPMDEO401 Troubleshoot and rectify dry end systems
PPMENV201 Identify and monitor environmental discharges and emissions
PPMENV401 Monitor and control environmental hazards
PPMEPG201 Monitor and control power generation systems
PPMEPG301 Perform power generation operations
PPMEPG401 Troubleshoot and rectify power generation system
PPMFCO201 Monitor and control paper finishing and converting operations
PPMFCO301 Perform paper finishing and converting operations
PPMFCO401 Troubleshoot and rectify paper finishing and converting systems
PPMHRF201 Pack and dispatch recovered fibre
PPMHRF202 Receive recovered fibre
PPMHRF203 Unload recovered fibre
PPMMHV201 Operate mobile crane
PPMPLN401 Implement production plan
PPMPRM201 Undertake operator level preventative maintenance
PPMPRM202 Perform lubrication
PPMPRS301 Identify and rectify operational problems
PPMPRS401 Solve systemic problems
PPMPRV201 Operate ancillary equipment
PPMPRV301 Co-ordinate and direct clothing changes
PPMPUL201 Monitor and control pulping operations
PPMPUL202 Store and distribute pulped product
PPMPUL301 Perform pulping operations
PPMPUL401 Troubleshoot and rectify pulping processes
PPMQAS201 Apply basic quality practices
PPMQAS301 Monitor in-process quality assurance
PPMQAS401 Oversee quality assurance process
PPMREC201 Monitor and control chemical recovery operations
PPMREC301 Perform chemical recovery operations

PPMREC401 Troubleshoot and rectify chemical recovery operations
PPMRES201 Receive materials
PPMRES202 Unload materials
PPMRES203 Distribute woodchips
PPMRES301 Operate woodchip production system
PPMRES401 Troubleshoot and rectify primary resource operations
PPMRFO201 Monitor and control recovered fibre operations
PPMRFO301 Perform recovered fibre operations
PPMRFO401 Troubleshoot and rectify recovered fibre operations
PPMSPR201 Monitor and control stock preparation systems
PPMSPR301 Perform stock preparation operations
PPMSPR401 Troubleshoot and rectify stock preparation systems
PPMSTM201 Monitor and control boiler operations
PPMSTM301 Perform steam boiler operations
PPMSTM401 Troubleshoot and rectify boiler plant systems
PPMWAR201 Store product
PPMWAR202 Prepare and dispatch product
PPMWAR203 Package warehouse product
PPMWAS301 Operate water systems
PPMWAS401 Troubleshoot and rectify water systems
PPMWEO201 Monitor and control wet end operations
PPMWEO301 Perform wet end operations
PPMWEO401 Troubleshoot and rectify wet end systems
PPMWHS201 Participate in work health and safety processes
PPMWHS301 Contribute to work health and safety processes
PPMWHS401 Maintain work health and safety processes
PPMWHS402 Identify, assess and control work health and safety risk in own work
PPMWHS501 Manage work health and safety processes

Skill sets (11)

New skill sets (3)
PPMSS00011 Pulp and Paper Manufacturing Industry Induction Skill Set
PPMSS00020 De-inking Operations Skill Set
PPMSS00021 Pulp and Paper Manufacturing Management and Leadership Skill Set
Revised skill sets (8)
PPMSS00012 Chemical Recovery Skill Set
PPMSS00013 Converting Paper Products Skill Set
PPMSS00014 Paper Finishing and Converting Skill Set
PPMSS00015 Papermaking Dry End Operations Skill Set
PPMSS00016 Papermaking Wet End Operations Skill Set
PPMSS00017 Pulping Stock Preparation Skill Set
PPMSS00018 Warehousing Paper Products Skill Set
PPMSS00019 Recovered Fibre Operations Skill Set

Editorial and Equity Report
Editorial Report

1. Cover page

Information required	Detail
Training Package title and code	PPM Pulp and Paper Manufacturing Industry Training Package, Version 3.0
Number of new qualifications and their titles [2]	No new qualifications and 3 new skill sets have been submitted for editorial review – refer to Attachment 1 for a full list of titles.
Number of revised qualifications and their titles	4 revised qualifications and 8 revised skill sets have been submitted for editorial review – refer to Attachment 1.
Number of new units of competency and their titles	7 new units of competency – refer to Attachment 1.
Number of revised units of competency and their titles	61 revised units of competency – refer to Attachment.
Confirmation that the draft training package components are publication-ready	The draft components reviewed meet the requirements of the *Standards for Training Packages 2012* and are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes – Jenni Oldfield is a member of the Quality Assurance Panel
Date of completion of the report	4 August, 2021

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[2] *When the number of training products is high the titles can be presented as an attachment.*

2. Content and structure

Units of competency

Editorial requirements	Comments by the editor
Standard 5: • The structure of units of competency complies with the unit of competency template.	The structure of all 68 units reviewed complies with the unit of competency template. Sixty-six of the unit have occupational licensing or certification requirements. Two units, PPMEPG401 and PPMSTM401, have licensing requirements where the equipment falls under the category for which high risk work licence is required. Users are advised to check with the relevant regulatory authority for current requirements. No units included in this submission have prerequisite units. No units have a Range of conditions. Foundation skills are described in the appropriate field, utilising skills as described in the Australian Core Skills Framework. Skills highlighted are not explicit in the elements and performance criteria.
Standard 7: • The structure of assessment requirements complies with the assessment requirements template.	All units of competency have associated assessment requirements, and the structure of these documents indicates they comply with the assessment requirements template. The performance evidence notes volume and frequency of the tasks to be performed. The knowledge evidence relates to the performance criteria and indicates the type and depth of knowledge required. The assessment conditions have been updated to provide clear, mandatory conditions.

Qualifications

Editorial requirements	Comments by the editor
Standard 9: • The structure of the information for qualifications complies with the qualification template.	The structure of all four qualifications complies with the qualification template included in the *2012 Standards*. They all include a qualification descriptor, none have entry requirements, all have packaging rules that can be clearly followed. Imported units with prerequisites are identified with an asterisk and details of prerequisites are noted in a separate table within the qualification.
Standard 10: • Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	Credit arrangements for the qualifications are referenced in the *PPM Companion Volume Implementation Guide Version 3.0.* No credit arrangements exist for the qualifications in this submission.

Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: • A <mark>quality assured</mark> companion volume implementation guide is available and complies with the companion volume implementation guide template.	This suite of training package components is accompanied by the *PPM Companion Volume Implementation Guide Version 3.0*. All of the key points listed in the implementation guide template are included in these this volume, including mapping information for qualifications, skill sets and units of competency. It will be available on the VETNet site, https://vetnet.education.gov.au/Pages/TrainingPackages.aspx, at the time of endorsement.

3. Proofreading

Editorial requirements	Comments by the editor
• **Unit codes and titles** and **qualification codes and titles** are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide.	The codes and titles included in all qualifications, skill sets and units included in this review have been checked and cross-referenced between components and within the mapping presented in *PPM Companion Volume Implementation Guide Version 3.0,* and found to be correct.
• Units of competency and their **content** are **presented in full**.	All 68 units of competency and their associated assessment requirements have been presented in full.

• The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to:
  o absence of spelling, grammatical and typing mistakes
  o consistency of language and formatting
  o logical structure and presentation of the document
  o compliance with the required templates
	This editorial review has incorporated checking:
	
	• spelling/typing mistakes
	• numbering (component codes and performance criteria)
	• expanding (or contracting) acronyms
	• consistency and clarity of language throughout
	• structure and presentation of documents, including formatting
	• compliance with templates.
	
	Feedback has been provided to the development team throughout this editorial review – many suggestions have been adopted and errors corrected.

Attachment 1: Training package components for endorsement

Revised qualifications

Qualification code	Qualification title
PPM20121	Certificate II in Pulp and Paper Operations
PPM30121	Certificate III in Pulp and Paper Operations
PPM40121	Certificate IV in Pulp and Paper Operations
PPM50121	Diploma of Pulp and Paper Operations Management

New skill sets

Skill set code	Skill set title
PPMSS00011	Pulp and Paper Manufacturing Industry Induction Skill Set
PPMSS00020	De-inking Operations Skill Set
PPMSS00021	Pulp and Paper Manufacturing Management and Leadership Skill Set

Revised skill sets

Skill set code	Skill set title
PPMSS00012	Chemical Recovery Skill Set
PPMSS00013	Converting Paper Products Skill Set
PPMSS00014	Paper Finishing and Converting Skill Set
PPMSS00015	Papermaking Dry End Operations Skill Set
PPMSS00016	Papermaking Wet End Operations Skill Set
PPMSS00017	Pulping Stock Preparation Skill Set
PPMSS00018	Warehousing Paper Products Skill Set
PPMSS00019	Recovered Fibre Operations Skill Set

New units of competency and associated assessment requirements

Unit code	Unit title
PPMDIK201	Monitor and control de-inking operation
PPMDIK301	Perform de-inking operation
PPMDIK401	Troubleshoot and rectify de-inking operations
PPMQAS501	Evaluate production processes for regulatory and quality compliance
PPMIND201	Apply principles of pulp and papermaking to work practices
PPMIND202	Work effectively in the pulp and paper industry
PPMIND501	Evaluate emerging technologies and processes

Revised units of competency and associated assessment requirements

Unit code	Unit title
PPMCPR301	Operate chemical systems
PPMCSK301	Operate process control equipment
PPMDEO201	Monitor and control dry end operations
PPMDEO301	Perform dry end operations
PPMDEO401	Troubleshoot and rectify dry end systems
PPMENV201	Identify and monitor environmental discharges and emissions
PPMENV401	Monitor and control environmental hazards
PPMEPG201	Monitor and control power generation systems
PPMEPG301	Perform power generation operations
PPMEPG401	Troubleshoot and rectify power generation system
PPMFCO201	Monitor and control paper finishing and converting operations
PPMFCO301	Perform paper finishing and converting operations

PPMFCO401	Troubleshoot and rectify paper finishing and converting systems
PPMHRF201	Pack and dispatch recovered fibre
PPMHRF202	Receive recovered fibre
PPMHRF203	Unload recovered fibre
PPMMHV201	Operate mobile crane
PPMPLN401	Implement production plan
PPMPRM201	Undertake operator level preventative maintenance
PPMPRM202	Perform lubrication
PPMPRS301	Identify and rectify operational problems
PPMPRS401	Solve systemic problems
PPMPRV201	Operate ancillary equipment
PPMPRV301	Co-ordinate and direct clothing changes
PPMPUL201	Monitor and control pulping operations
PPMPUL202	Store and distribute pulped product
PPMPUL301	Perform pulping operations
PPMPUL401	Troubleshoot and rectify pulping processes
PPMQAS201	Apply basic quality practices
PPMQAS301	Monitor in-process quality assurance
PPMQAS401	Oversee quality assurance process
PPMREC201	Monitor and control chemical recovery operations
PPMREC301	Perform chemical recovery operation
PPMREC401	Troubleshoot and rectify chemical recovery operation
PPMRES201	Receive materials
PPMRES202	Unload materials
PPMRES203	Distribute woodchips
PPMRES301	Operate woodchip production system
PPMRES401	Troubleshoot and rectify primary resource operations
PPMSPR201	Monitor and control stock preparation systems
PPMSPR301	Perform stock preparation operations
PPMSPR401	Troubleshoot and rectify stock preparation systems
PPMSTM201	Monitor and control boiler operations
PPMSTM301	Perform steam boiler operations
PPMSTM401	Troubleshoot and rectify boiler plant system
PPMWAR201	Store product
PPMWAR202	Prepare and dispatch product
PPMWAR203	Package warehouse product
PPMWAS301	Operate water system
PPMWAS401	Troubleshoot and rectify water systems
PPMWEO201	Monitor and control wet end operations
PPMWEO301	Perform wet end operations
PPMWEO401	Troubleshoot and rectify wet end systems
PPMWHS201	Participate in work health and safety processes
PPMWHS301	Contribute to work health and safety processes
PPMWHS401	Maintain work health and safety processes
PPMWHS402	Identify, assess and control work health and safety risk in own work
PPMWHS501	Manage work health and safety processes

PPMRFO201	Monitor and control recovered fibre operations
PPMRFO301	Perform recovered fibre operations
PPMRFO401	Troubleshoot and rectify recovered fibre operations

Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	PPM Pulp and Paper Manufacturing Industry Training Package, Version 3.0
Number of new qualifications and their titles [3]	No new qualifications and 3 new skill sets have been submitted for equity review – refer to Attachment 1 for a full list of titles.
Number of revised qualifications and their titles	4 revised qualifications and 8 revised skill sets have been submitted for equity review – refer to Attachment 1.
Number of new units of competency and their titles	7 new units of competency – refer to Attachment 1.
Number of revised units of competency and their titles	61 revised units of competency – refer to Attachment.
Confirmation that the draft training package components are publication-ready	The draft components reviewed meet the requirements of the *Standards for Training Packages 2012* and are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes – Jenni Oldfield is a member of the Quality Assurance Panel
Date of completion of the report	4 August, 2021

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[3] *When the number of training products is high the titles can be presented as an attachment.*

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments
	Provide brief commentary on whether the draft endorsed components meet each of the equity requirements

The training package component(s) comply with Standard 2 of the *Standards for Training Packages 2012*. The standard requires compliance with the *Training Package Products Policy*, specifically with the access and equity requirements:
• Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations.
• Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.
	The draft components presented for this equity review are the result of work to rationalise components in the PPM Pulp and Paper Manufacturing Training Package. This work has resulted in the following components being presented for review prior to endorsement:
	• 4 qualifications, including:
	  • 6 merged
	  • 1 reviewed
	• 68 units of competency, including:
	  • 7 new units of competency
	  • 23 merged
	  • 50 reviewed
	  • 7 deleted
	• 11 skill sets, including:
	  • 3 new
	  • 8 revised
	  • 2 deleted.
	
	Skills Impact has met the requirements of Standard 2 of the *Standards for Training Packages 2012*, and all components comply with the *2019 Training Package Products Policy*. Specifically, project methodology used to develop training package components has incorporated consultation with a wide range of stakeholder groups ensuring that stakeholder needs, and key aspects of anti-discrimination legislation, associated standards and regulations have been incorporated into the draft components.
	
	The draft components are flexible and the *PPM Companion Volume Implementation Guide Version 3.0* includes guidance about how components can be delivered in different contexts, guidance about elective choices for differing occupational outcomes, information about how to deal with the access and equity issues that learners may have, and suggestions for how to address foundation skills in training.

Section 3 - Training Package Quality Principles

Quality Principle 4

Be **flexible** to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces.

Key features

Do the units of competency meet the diversity of individual and employer needs and support equitable access and progression of learners?

What evidence demonstrates that the units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth so that they support implementation across a range of settings?

Are there other examples that demonstrate how the key features of flexibility are being achieved?

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?'	This submission includes four revised qualifications to ensure the requirements of current and future job roles in pulp and paper manufacturing, and/or pathways into higher education, are addressed. All qualifications include elective choices, and options to choose units from any other training packages or accredited courses, suitable to vocational requirements and context – this ensures that each qualification can be packaged to suit different settings and a range of employer and individual needs.
2. Is there evidence of multiple entry and exit points?	Although not a formal part of this endorsement submission, three new skill sets that have been developed and eight have been revised. These skill sets allow for many different entry and exit points and provide a number of options for skills to be recognised, or built on, without the need to achieve a full qualification, and meeting the needs of the various stakeholders.
3. Have prerequisite units of competency been minimised where possible?	None of the units included in this submission include prerequisites.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	The *PPM30121 Certificate III in Pulp and Paper Operations* has been redesigned to include two optional specialisations, one in Pulping, the other in Papermaking, which allows for extra flexibility and choice around how the qualification can be applied. Imported units have been incorporated into elective banks of qualifications to allow for flexibility in the skills and knowledge included within qualifications. The elective units draw from 14 different training packages.

Quality Principle 5

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

Key features
Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	The revised qualifications range from Certificate II through to Diploma level for roles in Pulp and Paper Manufacturing. There are a range of skill sets that could provide pathways into any of these qualifications, or options to 'top up' qualifications to add specialist skills and knowledge.

Equity requirements	Equity reviewer comments
	The pathways are outlined in the *PPM Companion Volume Implementation Guide, Version 3.0.*
	The Pulp and Paper Manufacturing IRC have determined that the two of the qualifications included in this submission could form the basis for a traineeship or apprenticeship:
	The IRC have also determined that none of the qualifications are suitable for VET in Schools programs, primarily because of the need for assessments to be carried out in the workplace, using high-tech equipment.

Quality Principle 6

Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements.

Key features

Support implementation across a range of settings and support sound assessment practices.

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: • Pathways • Access and equity • Foundation skills? (see Training Package Standard 11)	The *PPM Companion Volume Implementation Guide, Version 3.0* includes appropriate and clear information about pathways for training accompanied by clear diagrams that capture progression between qualifications. It also provides advice for selecting units for qualifications with different occupational outcomes.
	The *PPM Companion Volume Implementation Guide, Version 3.0* includes guidance to ensure that learners are not discriminated against, and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to *Disability Standards for Education, 2005.*
	The Companion Volume also outlines how Foundation Skills have been addressed in units of competency and emphasises that RTOs must consider these skills as part of the training and assessment for each unit.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	The Foundation Skills not explicit in the elements and performance criteria are clearly stated in the Foundation Skills field of each unit of competency (which utilises the skills identified in the Australian Core Skills Framework). The requirements included for each skill are clear and sensible, and do not exceed the Foundation Skills required in the workplace.

Attachment 1: Training package components for endorsement

Revised qualifications

Qualification code	Qualification title
PPM20121	Certificate II in Pulp and Paper Operations
PPM30121	Certificate III in Pulp and Paper Operations
PPM40121	Certificate IV in Pulp and Paper Operations
PPM50121	Diploma of Pulp and Paper Operations Management

New skill sets

Skill set code	Skill set title
PPMSS00011	Pulp and Paper Manufacturing Industry Induction Skill Set
PPMSS00020	De-inking Operations Skill Set
PPMSS00021	Pulp and Paper Manufacturing Management and Leadership Skill Set

Revised skill sets

Skill set code	Skill set title
PPMSS00012	Chemical Recovery Skill Set
PPMSS00013	Converting Paper Products Skill Set
PPMSS00014	Paper Finishing and Converting Skill Set
PPMSS00015	Papermaking Dry End Operations Skill Set
PPMSS00016	Papermaking Wet End Operations Skill Set
PPMSS00017	Pulping Stock Preparation Skill Set
PPMSS00018	Warehousing Paper Products Skill Set
PPMSS00019	Recovered Fibre Operations Skill Set

New units of competency and associated assessment requirements

Unit code	Unit title
PPMDIK201	Monitor and control de-inking operation
PPMDIK301	Perform de-inking operation
PPMDIK401	Troubleshoot and rectify de-inking operations
PPMQAS501	Evaluate production processes for regulatory and quality compliance
PPMIND201	Apply principles of pulp and papermaking to work practices
PPMIND202	Work effectively in the pulp and paper industry
PPMIND501	Evaluate emerging technologies and processes

Revised units of competency and associated assessment requirements

Unit code	Unit title
PPMCPR301	Operate chemical systems
PPMCSK301	Operate process control equipment
PPMDEO201	Monitor and control dry end operations
PPMDEO301	Perform dry end operations
PPMDEO401	Troubleshoot and rectify dry end systems
PPMENV201	Identify and monitor environmental discharges and emissions
PPMENV401	Monitor and control environmental hazards
PPMEPG201	Monitor and control power generation systems
PPMEPG301	Perform power generation operations
PPMEPG401	Troubleshoot and rectify power generation system

PPMFCO201	Monitor and control paper finishing and converting operations
PPMFCO301	Perform paper finishing and converting operations
PPMFCO401	Troubleshoot and rectify paper finishing and converting systems
PPMHRF201	Pack and dispatch recovered fibre
PPMHRF202	Receive recovered fibre
PPMHRF203	Unload recovered fibre
PPMMHV201	Operate mobile crane
PPMPLN401	Implement production plan
PPMPRM201	Undertake operator level preventative maintenance
PPMPRM202	Perform lubrication
PPMPRS301	Identify and rectify operational problems
PPMPRS401	Solve systemic problems
PPMPRV201	Operate ancillary equipment
PPMPRV301	Co-ordinate and direct clothing changes
PPMPUL201	Monitor and control pulping operations
PPMPUL202	Store and distribute pulped product
PPMPUL301	Perform pulping operations
PPMPUL401	Troubleshoot and rectify pulping processes
PPMQAS201	Apply basic quality practices
PPMQAS301	Monitor in-process quality assurance
PPMQAS401	Oversee quality assurance process
PPMREC201	Monitor and control chemical recovery operations
PPMREC301	Perform chemical recovery operation
PPMREC401	Troubleshoot and rectify chemical recovery operation
PPMRES201	Receive materials
PPMRES202	Unload materials
PPMRES203	Distribute woodchips
PPMRES301	Operate woodchip production system
PPMRES401	Troubleshoot and rectify primary resource operations
PPMSPR201	Monitor and control stock preparation systems
PPMSPR301	Perform stock preparation operations
PPMSPR401	Troubleshoot and rectify stock preparation systems
PPMSTM201	Monitor and control boiler operations
PPMSTM301	Perform steam boiler operations
PPMSTM401	Troubleshoot and rectify boiler plant system
PPMWAR201	Store product
PPMWAR202	Prepare and dispatch product
PPMWAR203	Package warehouse product
PPMWAS301	Operate water system
PPMWAS401	Troubleshoot and rectify water systems
PPMWEO201	Monitor and control wet end operations
PPMWEO301	Perform wet end operations
PPMWEO401	Troubleshoot and rectify wet end systems
PPMWHS201	Participate in work health and safety processes
PPMWHS301	Contribute to work health and safety processes
PPMWHS401	Maintain work health and safety processes

PPMWHS402	Identify, assess and control work health and safety risk in own work
PPMWHS501	Manage work health and safety processes
PPMRFO201	Monitor and control recovered fibre operations
PPMRFO301	Perform recovered fibre operations
PPMRFO401	Troubleshoot and rectify recovered fibre operations

Attachment G: Copies of Letters of Support

Opal.

Opal Australian Paper

Paper Australia Pty Ltd

Traralgon West Road
PO Box 37, Morwell Vic 3840
T: +61 3 5136 0360

A member of the Nippon Paper Group

Ruth Geldard
Forestworks
559A Queensberry Street
North Melbourne VIC 3051

9th August 2021

Dear Ruth,

Opal Australian Paper support the changes that have been made to qualifications, skill sets and units of competency and believe that views of stakeholders in the industry have been taken into account during the PPM training package review process.

The project team used range of consultation strategies for engaging with industry such as online consultation sessions, workshops, and access to project page on the website, email and phone. Throughout this process participation by different types of stakeholders was encouraged and industry representatives were involved during all stages of this project throughout 2020-21.

Opal Australian Paper support the following components proposed for endorsement as a result of the PPM review process which are:

- Four qualifications

- 68 units of competency (includes 7 new units of competency)

- 11 skill sets.

The consolidation of qualifications reflect the required skills to work across multiple operational areas in pulp and paper manufacturing facilities. Including new units of competency that have been developed to address emerging technologies and developments such as bio-manufacturing and the use of recovered fibre and de-inking.

In Australia, training in pulp and paper manufacturing is currently undertaken on the job by in-house subject matter experts, utilising the PPM Pulp and Paper Manufacturing Training Package to design training and assessment activities.

The industry remains committed to engaging with the national VET system and Opal Australian Paper are interested in participating in further discussion about the potential for accessing accredited training once the new PPM Training Package has been endorsed.

Yours sincerely,

Rod Beales
General Manager – Human Resources

**Thinking packaging.
Discover Opal.**

9 August 2021

Australian Industry Skills Committee (AISC)

By email: rgeldard@forestworks.com.au

Dear Ruth,

Re support for changes to qualifications/units/skill sets of the PPM training package

I, Nathan Bright have participated in various IRC meetings, working group meetings, and consultation sessions to provide input and feedback during the project to review of the Pulp and Paper Manufacturing (PPM) Training Package.

I support the proposed changes that have been made to qualifications, skill sets and units of competency and believe that views of stakeholders in the industry have been taken into account during the review process.

I also support the following components proposed for endorsement as a result of the PPM review process which are:

- the consolidation of qualifications which reflect skills to work across multiple operational areas in pulp and paper manufacturing facilities
- the new units of competency that have been developed to address emerging technologies and developments such as; bio-manufacturing, use of recovered fibre, and de-inking
- the revision of existing skill sets and the creation of new skill sets that cover knowledge and abilities to work safely and complete particular tasks relevant to workers in this industry

The project team used range of consultation strategies for engaging with industry including online consultation sessions, workshops, access to the project page on the website and participation by different types of stakeholders was encouraged. This consultation also included participation from various Industry representatives (eg, training advisors, HR professionals and technical/process experts).

Training Delivery

Options for training delivery that would best serve the pulp and paper industry in the future have been discussed and there is general agreement that the industry would be best served by training delivery that is undertaken primarily in a workplace setting.

Training in pulp and paper manufacturing in Australia is currently undertaken by on the job by in-house subject matter experts, utilising the PPM Pulp and Paper Manufacturing Training Package to design training and assessment activities. However, the industry remains committed to engaging with the national VET system

Norske Skog is interested in participating in further discussions about the potential for accessing accredited training once the new PPM Training Package has been endorsed. Where possible we are interested in facilitating productive partnerships with RTOs to deliver training for our workers in the future.

Yours sincerely,

Nathan Bright
VP Human Resources, Australasia

Norske Skog (Australasia) Pty Limited

Suite 7.02, Level 7, 465 Victoria Avenue	Phone:	+ 61 2 8268 2039
Chatswood, Sydney		
NSW 2067	ABN:	21 003 274 673
Australia		

12 August 2021

ForestWorks,
559A Queensberry Street,
NORTH MELBOURNE. Vic. 3051

Attention: Ms. Ruth Geldard

Ref: Review of the Pulp and Paper Manufacturing (PPM) Training Package.

Dear Ruth,

Appita have actively participated in the review of the Pulp and Paper Manufacturing (PPM) Training Package through IRC meetings, working group meetings and consultation sessions to provide input and feedback during the review process.

We support the changes that have been made to qualifications, skill sets and units of competency and believe that views of stakeholders in the industry have been taken into account during the review process.

Discussions concerning the options for training delivery that would best serve the industry were also discussed, with the general agreement that this would best be undertaken in a workplace setting, demonstrates an understanding of effective consultation between industry stakeholders and the project development team.

Appita is committed to building the capabilities of the pulp and paper industry and we look forward supporting and encouraging accredited training once the new PPM Training Package has been endorsed.

Yours sincerely,

Adele Elice-Invaso
Executive Director

Kimberly-Clark Australia

12th August 2021

Ruth Geldard
Forestworks
559A Queensberry Street
North Melbourne VIC 3051

RE: Letter of support – Pulp and Paper Manufacturing Training Package Review 2020-21

Kimberly-Clark Australia are a major employer and operates a mill in Millicent, South Australia and manufactures a range of solutions to enhance the community's health, hygiene and well-being. Products include Kleenex toilet paper, facial tissue and other fibre based kitchen and hand towel products.

Kimberly-Clark would like to provide support for the full review of the Pulp and Paper Manufacturing Training packages which has taken place throughout 2020-21, and the industry consultation process undertaken as part of this review.

The project team used range of consultation strategies for engaging with industry and participation by different types of stakeholders was encouraged.

I can confirm, that relevant employees from Kimberly Clark have been involved with several online workshops over the journey, commencing back in November 2020 and have participated by providing feedback in the form of email exchanges and online feedback with the project team at Forestworks, who were involved in the re-development of the qualifications, units of competency and skills sets.

The revised qualifications, units of competency reflect skills requirements for those employed in the industry in production support roles as well as machinery operators and senior technicians.

Training in pulp and paper manufacturing in Australia is currently undertaken by on the job by in-house subject matter experts, utilising the PPM Pulp and Paper Manufacturing Training Package to design training and assessment activities. However, the industry remains committed to engaging with the national VET system

Kind Regards

Adam Carpenter
Mill Manager Millicent Mill

25 August 2021

CFMEU Manufacturing Division Letter of Support
PPM Training Package Review

This letter of support confirms that the CFMEU Manufacturing Division supports outcomes from the full review of the *PPM Pulp and Paper Manufacturing Industry Training Package* undertaken during 2020/21.

The qualifications, units of competency and skills sets have been appropriately revised and updated to reflect the evolution of industry job roles and skills needs, including skills relating to new technologies and production processes that have evolved in the past 10 years.

Members of the CFMEU Manufacturing Division, including delegates currently working in pulp and paper manufacturing facilities, have been active participants throughout the development and consultation processes that were put in place throughout the review.

Members of the project team worked closely with the Pulp and Paper Manufacturing Industry Reference Committee (PPMIRC) throughout the project, of which the CFMEU Manufacturing Division is a member.

Technical experts from major pulp and paper making facilities located in urban, regional, and rural areas of Victoria, NSW and SA participated in a series of online workshops and consultation sessions to consider changes to the structure and content of the current training package.

Communication with stakeholders who were not part of any official working group was facilitated using methods of communication that best suited their individual circumstances, including providing feedback online via the project website, emails and/or phone discussions.

Options for training delivery that would best serve the pulp and paper industry in the future have been discussed as part of this project, and there is general agreement that the industry would be best served by training delivery that is undertaken primarily in a workplace setting.

The CFMEU Manufacturing Division is keen to be involved in the pursuit of productive partnerships with RTOs to enable workers in pulp and paper manufacturing facilities access to nationally accredited training.

Denise Campbell-Burns
President