

Organic Production and Composting



Stakeholder Feedback Report - Drafts Available

May 2022

Draft qualifications, units of competency and skill sets for the Organic Production and Composting Project were made available on the Skills Impact website for stakeholder review from 14 February to 30 March. Please visit the website to view a full list of the documents that were submitted for consultation during this phase.

Feedback was received from a variety of stakeholders around the country via email, the Skills Impact Feedback Hub, webinars, phone and email, as follows:

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	National
Government Federal									
Government State									
Government Local									
Employer									
Peak Industry Body									
IRC Representative									
Regulator									
Training Board									
Registered Training Organisation (RTO)									
Union									
State Training Authority (STA)									
Other									

Note: Feedback has been sought from stakeholders across all states and territories who are working within the organic production and composting industry sectors. Further targeted consultation and follow-up with key stakeholders in Tasmania will be undertaken as part of this next stage of the project.

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

Acronyms: PC – Performance Criteria, PE – Performance Evidence, KE – Knowledge Evidence, AC – Assessment Conditions, SMEs – Subject Matter Experts, SMEWG – Subject Matter Expert Working Group

Report Index

Qualification Feedback

Units of Competency Feedback

General Feedback

Component Index

Cert III	AHC32216	Certificate III in Commercial Composting
Cert IV	AHC41616	Certificate IV in organic farming

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

AHC32216 - Certificate III in Commercial Composting is noted for deletion. The current composting units are attached to AHC32216. To ensure no orphan units, can you please advise where the revised units be housed.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All current ORG and COM units of competency have been recommended for inclusion in the Agriculture qualifications (Certificates I to V).

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Potential to include hospitality and tourism units in qualifications as these sectors have relevance to organic farming (food handling, food preparation and marketing)

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The current Cert IV in organic farming has been recommended for deletion as a stand-alone qualification. In its' place, an organic farming specialisation is recommended for inclusion in the revised Certificate IV in Agriculture and Diploma of Agriculture.

Agriculture qualification packaging rules permit the use of imported units, including hospitality and tourism related. Please see relevant qualifications.

Component Index

AHCCOM202	Recognise and respond to fire emergencies on a composting site
AHCCOM203	Recognise raw materials, production processes and products on a composting site
AHCCOM5X1	Plan and schedule compost production
AHCORG101	Support organic production
AHCORG401	Manage biodynamic production
AHCORG402	Manage livestock production
AHCORG403	Manage organic soil improvement
AHCORG507	Develop an organic or biodynamic management plan
AHCORG5X1	Prepare and manage organic or biodynamic certification

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Ref AHCCOM202

PE dot point 2 - Operation of pumps (assume water pumps) are not explicit in PCs. Work site may have mains water.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Amended PE dot point 2. PE dot point 2 now reads:

- set up water delivery system

Organisation Type: Other

Coverage: National

Stakeholder Comments:

Inclusion of relevant standards and organic certification requirements need to be integrated in this unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Relevant standards and organic certification requirements have been included in the KE of this unit.

Organisation Type: Other

Coverage: National

Stakeholder Comments:

Consider adding qualifier for standards here enviro, health, etc.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Qualifier for standards included.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Ref AHCCOM203

Element 4 - Site maintenance and security requirements - not explicitly supported in the KE

KE - Change of wording to include 'used in composting', "raw composting materials" and "and machinery".

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Amended KE to reflect respondents feedback.

Organisation Type: Other

Coverage: National

Stakeholder Comments:

Must comply with Legislative, Regulatory, Health and Environmental requirements across all levels of government, including council by-laws.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Legislative, Regulatory, Health and Environmental requirements for compost production included in PCs and KE, where relevant, in this unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Re AHCCOM5X1 Plan and schedule compost production

2.1 and 2.2 3.2 No supporting KE?

Mapping - Should be Release 1 of the new code?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Supporting KE for PC2.1 and 2.2 is covered by dot point 3 • health and safety and environmental requirements for compost production

For PC3.2 supporting KE dot point is 1.5 • testing and quality control of compost production

Mapping table amended to Release 1

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Ref ORG101

PC 1.2 Safe use of tools is in KE - serviceability of materials, tools and equipment not explicitly supported. At this level would the expectation be to check with the supervisor that all materials, tools and equipment are safe to use?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Amended PC1.2 to better reflect AQF level activity.

PC1.2 now reads "Check tools and equipment and report faults to supervisor".

Organisation Type: Registered Training Organisation

Coverage: National, National

Stakeholder Comments:

Ref AHCORG401

Supporting KE required for PC's 1.3, 1.4, 1.5, 1.7, 2.1-2.5, 4.3, 5.4 and Element 3 and 5

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Modified KE to reflect PC's 1.3, 1.4, 1.5, 1.7, 2.1-2.5, 4.3, 5.4 and Element 3 and 5.

Organisation Type: Registered Training Organisation

Coverage: VIC, National

Stakeholder Comments:

Ref AHCORG402 Manage organic livestock production

In Application - Suggest use of wording that allows for changes to the name or this standard over time.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Amended Application statement according to stakeholder feedback to allow for changes to the name of the standard over time.

Organisation Type: Registered Training Organisation

Coverage: WA

Stakeholder Comments:

There is a lot of double up between PE and KE,
PE already includes soil acidity, sodicity, salinity, water holding capacity, nutrients, soil texture.

KE

Oil sampling and testing procedures for indicators of soil fertility including:
soil texture, structure, salinity, sodicity, mineral balances, organic matter, drainage, compaction, aeration, water infiltration, sampling and preparing soils to submit for laboratory testing.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Amended KE to reduce duplication with PE.

Organisation Type: Registered Training Organisation

Coverage: WA

Stakeholder Comments:

Integrated Organic pest and disease management, including:
Cultural practices
Certified organic pest and disease products
System design
Soil health and pests & diseases
Biological control.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
KE for this unit amended with recommended additions in relation to integrated organic pest and disease management.

Organisation Type: Registered Training Organisation

Coverage: WA

Stakeholder Comments:

Some points to add (re-soil type in KE):
Soil food web - the role of bacteria, fungi and protozoa
Soil biology
Organic soil nutrition & fertiliser management
Role of green manures
Organic matter.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
KE of this unit amended with recommended additions.

Organisation Type: Registered Training Organisation

Coverage: WA

Stakeholder Comments:

"setting enterprise key performance indicators and budget" in KE can be deleted
OMP's do not require a budget or KPIs. It is a plan to ensure you are complying with organic standards.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
Reference to KPI and budgets have been deleted from KE in this unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Ref AHCORG5X1 Prepare and manage organic or biodynamic certification

PC3.1 - Using the named standard in PCs may limit the life of the unit. Suggest reword to allow for changes to the standard.

KE - Dot point 2 and dot point 3 Suggest include wording to allow for future changes to this standard

Assessment Conditions dot point 3.1 - Include wording to allow for future changes.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Removed reference to specific standards throughout the unit to maintain currency.

Section Index

AHCSS00042 and 46

Organic Farming Job Roles

Qualifications

Skill Sets and Units of Competency

Units of Competency

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

Skill Set

AHCSS00042 Organic Crop Management Skill Set - AHCBAC408 Manage agricultural crop production is superseded

AHCSS00046 Organic Livestock Management Skill Set - AHCLSK505 Develop production plans for livestock is superseded

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Superseded unit codes have been updated in both skill sets.

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

In relation to job roles in organic farming, level II and III directed to do tasks. E.g., packing, harvesting under direct guidance – under instruction from farm supervisor. However, also at these levels, employers want employees to have a background and knowledge about why tasks are undertaken in a certain way e.g., methods for steam weeding and weed prevention. Also, would need to understand the importance of compliance with certification schemes– e.g., risks of employees carrying out practices (perhaps unknowingly) that put certification in jeopardy.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Job roles and tasks in organic farming are reflected in the qualifications and units of competency. Underpinning knowledge is included so that learners have knowledge of certification schemes and understand the importance of compliance and the implications of non-compliance.

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

In relation to job roles in organic farming and composting, planning, designing, overseeing and implementing procedures – obtaining knowledge are level IV and V skills

Compost is also a key process involved with organics (as well as bio-dynamics). People don't understand these processes and get caught.

Level II Skills

General knowledge, compliance with record keeping, understanding of the industry.

Level III Skills

Knowledge underpinning the skills e.g., when using weed matting or steam weeders understand why you are doing it that way. Also need to understand the consequences of using chemicals.

Level IV aimed at someone looking after an enterprise (enterprise management skills are required)

level V aimed at whole farm management (budget, marketing skills).

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Job roles and tasks in organic farming are reflected in the qualifications and units of competency, from level II to Diploma level.

Level II units reflects skills needed to work at an entry-level capacity in the industry, which includes basic record keeping.

At level III, learners would be required to work independently and undertake basic problem-solving.

Units of competency cover organic quality specifications for products in the KE which includes use of chemicals and consequences

Job roles and titles will vary. Possible job titles relevant to Certificate IV and Diploma level would include organic farm team leader, organic farm supervisor or an organic farmer with their own enterprise.

Organisation Type: Employer

Coverage: SA

Stakeholder Comments:

On relation to current job roles and tasks

Agronomy skills could be one of the gaps in organic farming. Also gap in helping farmers meet organic standards (consulting). These are high level skills (Cert IV and V). Operating own small business enterprise in a range of related areas is also a job outcome.

It is correct that a person at levels I, II and III follow plans and undertakes tasks according to the plan.

Level II and III directed to do tasks. E.g., packing, harvesting under direct guidance – under instruction from farm supervisor. However, also at these levels, employers want employees to have a background and knowledge about why tasks are undertaken in a certain way e.g., methods for steam weeding and weed prevention. Also, would need to understand the importance of compliance with certification schemes– e.g., risks of employees carrying out practices (perhaps unknowingly) that put certification in jeopardy.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Job roles and tasks in organic farming are reflected in the qualifications and units of competency. Underpinning knowledge is included so that learners have knowledge of certification schemes and understand the importance of compliance and the implications of non-compliance.

Level II units reflects skills needed to work at an entry-level capacity in the industry, which includes basic record keeping.

At level III, learners would be required to work independently and undertake basic problem-solving

Job roles and titles will vary. Possible job titles relevant to Certificate IV and Diploma level would include organic farm team leader, organic farm supervisor or an organic farmer with their own enterprise.

Organisation Type: Registered Training Organisation

Coverage: WA

Stakeholder Comments:

I would like to suggest that we try to broaden the courses it is offered as a specialisation. For example, could it be offered as a specialisation in production horticulture qualifications (AHC30620 - AHC50320). Also what is the possibility of offering it as a specialisation in horticulture qualifications (AHC10316 - AHC50416).

[Most of the units I was happy with, however the knowledge evidence in AHCORG507 Develop an organic or biodynamic management

plan needs some work. I haven't had time to write something up - but I can probably do that when it goes up for public consultation?]

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Regarding including organic farming (ORG) specialisations in Horticulture and Production Horticulture qualifications - they are good suggestions which have been considered; however, there are some potential barriers in terms of implementation.

The current Horticulture qualifications under review are more focussed on amenity horticulture than production or cropping and are not in favour of specialisation's. They have included at least one ORG unit as elective in Certificate IV, and both Certificate IV and Diploma have packaging rules allowing for ORG units to be imported for businesses where organic production is carried out.

In reference to specialisation's in Production Horticulture, this qualification isn't up for review this year so unfortunately it can't be amended as part of this current project. There are ORG units listed as electives in the Cert IV and Diploma of Production Horticulture and others could be able to be added to the qualification through the importation rule in the packaging rules.

There are no ORG units at level 2 or 3, so a specialisation is unlikely unless developed as part of a future project – unfortunately we only have scope to review the current ORG units but will add this to our improvements register for future consideration.

Specialisations at Level 1 are not common due to the general background of individuals undertaking this level of qualification. They tend to focus on 'Taster' and 'pre-employment' programs rather than an actual employment outcome and are exposed to a broad range of generic skills, one of which is currently the ORG level one unit as an elective.

Organisation Type: Peak Industry Body

Coverage: NT, SA

Stakeholder Comments:

Change name of qualifications from certificate IV in Organic farming to Certificate IV in Organic Production (same with Diploma). Specialisation would be referenced as Organic Production

Consideration and Proposed Resolution: Other

Thank you for your feedback.

SMEWG Advice has been sought to resolve this issue and it has been agreed to use the term 'Organic Production' instead of 'Organic Farming'

Organisation Type: Training Board

Coverage: WA

Stakeholder Comments:

Generally, the proposed changes seem sensible (referring to changed qualification structures for organic farming and commercial composting),

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Organisation Type: Peak Industry Body

Coverage: National

Stakeholder Comments:

In particular, we would absolutely echo the sentiments around the need for the course to have clear skill sets around compliance with State and Local Government regulations, Environmental /Human Health (pathogens, odour management, dust control, stormwater management etc), product quality compliance and WHS considerations. I understand these vary state-to-state. For NSW, we will absolutely need a unit on regulatory compliance, especially in light of our attempt to get funding!

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Each unit of competency has knowledge evidence embedded. Those that require legislative compliance will have reference to relevant legislation, standards and codes of practice, including WHS and environmental requirements.

New skill sets have been developed that include compliance with legislation and regulations related to on-farm management and composting of farm waste, livestock waste and mortalities.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Issues with current ORG units at levels IV and V

Strong soil skills, managing nutrients and pest and disease management are required.

There are units for managing plants and animals organically which are needed. May need to check if marketing is covered.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Ensured that soil skills, managing nutrients, pest and disease management are covered across level IV and IV ORG units where relevant, including AHCORG403 Manage organic soil improvement.

Marketing is covered in the unit AHCORG404 Arrange selling through community based marketing.

Also, ORG qualifications allow for imported units. Marketing skills could be available, where required, by importing marketing based units.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Record keeping is becoming more of an issue across all farming – keeping proper records for organic, food safety. Needs to be built into units if not there.

Need to understand why documentation is important, especially in organic farming to meet organic certification requirements.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback

Record keeping and documentation requirements for organic certification is integrated across Organic Production (ORG) units of competency, where relevant.

Organisation Type: Employer

Coverage: VIC

Stakeholder Comments:

In general I feel you have taken on the points that were suggested last year and the changes can go out for discussion.

I feel the farm composting is a bit light on for responsibilities and knowledge.

I would like to add list the composting method to be utilised

Ensure the method meets the organic certification standard

Understand the problem signs of the composting process

Have plans in place in the event of heavy rain, fire or machinery failure

Understand the carbon nitrogen ratio required for the compost mix

Ensure compost moisture is understood and maintained.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The six composting (COM) units of competency have been reviewed and updated to ensure that the content listed in the feedback is covered (farm composting, composting methods, certification standards, potential problems, contingency plans, carbon nitrogen ratios and moisture levels).

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Include sustainability in Knowledge Evidence (KE) of units (rather than create a new sustainability skill set)

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All organic farming (ORG) and composting (COM) units have been reviewed and updated to ensure that principles of sustainability are embedded in KE sections, where relevant.

Organisation Type: Peak Industry Body

Coverage: National

Stakeholder Comments:

Composting units need to cover environmental and legislative requirements.

At a manger level have to know where to go and how to access legislation and understand regulatory framework.

Also workers need to understand testing procedures, and requirements for aspects such as temperature, moisture and PH

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Individual Composting (COM) units of competency contain KE that addresses key underpinning knowledge including legislation, and laboratory testing requirements as appropriate for each unit.

Organisation Type: Employer

Coverage: SA

Stakeholder Comments:

Composting units of competency - ensure that Australian standards and compliance issues are addressed

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs and KEs of composting (COM) units of competency now include relevant underpinning knowledge regarding Australian standards and compliance requirements in regard to on-farm and/or commercial composting.

Organisation Type: Peak Industry Body

Coverage: National

Stakeholder Comments:

Ensure that different types of composting recipes are covered in the composting units of competency. For example, bespoke recipes have high quality inputs.

Can look at a recipe as a basis of what is available, or can look at a recipe in terms of addressing a specific soil health concern.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

AHCCOM401 Develop a composting recipe unit addresses different compost recipes. Lower level units refer to instructions and planned composting recipes developed at the higher level.