

Respect for Country Job Skills



Stakeholder Feedback Report - Drafts Available

May 2022

Skills Impact acknowledges the Traditional Custodians and Owners of this land and all who have a connection to Country and their role in caring for and maintaining Country over thousands of years. We pay our respects to Elders and Leaders past and present and to all Aboriginal and Torres Strait Islander Peoples. We acknowledge and thank the many project partners including Traditional Owners, Land Councils and organisations, registered training organisations, government and non-government organisation representatives who have collaborated with us so far in this project.

Draft qualifications, units of competency and skill sets for the Respect for Country Job Skills Project were made available on the Skills Impact website and through zip files provided directly for stakeholder review from 21 February to 4 April 2022. Please visit the website to view a full list of the documents that were submitted for consultation during this phase. The table below shows the coverage of feedback received during this phase of the project, including follow up consultation with Project Partners.

	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: The priority focus for this project was to ensure the participation of Aboriginal and Torres Strait Islander stakeholders were involved and led this project— the cultural knowledge required and how it is shared could not be assessed by any other stakeholder group. Project Partners identified as Aboriginal or Torres Strait Islander or worked with Aboriginal and/or Torres Strait Islander communities across various Prescribed Body Corporates (PBC's), Land Councils, state and federal government departments, Registered Training Organisations, peak bodies, employers and educational faculties. Partners were Traditional Owners, Elders / Leaders, experienced practitioners, training providers, project managers, cultural and heritage officers and on-Country Rangers across small to large organisations. Feedback was sought from stakeholders across all state and territories with key peak bodies contacted. Targeted consultation and follow-up with key stakeholders in ACT and TAS will be undertaken as part of the next stage of the project.

Below is a summary of the feedback raised for the draft qualifications, skill sets and units that were reviewed for the project at the Drafts Available stage, and how these have been dealt with. This involves a consideration of the information provided and the views of project partner stakeholders involved during this open 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.

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Cert III	AHC31X522	Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work
Cert III	AHC32X522	Certificate III in On Country Management
Adv. Diploma	AHC604XX	Advanced Diploma of Conservation and Land Management
Adv. Diploma	AHC6X422	Advanced Diploma of Conservation and Ecosystem Management

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

This definatley should be here

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has been retained.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Cultural is too broad a term, it needs to remain specific to Aboriginal and Torres Strait Islander peoples. While it is mentioned in the qualification description when people are searching for a course the look at the title not the description.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. The qualification has been retitled to Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM3X06 should still read as Follow, not Develop awareness. One can be aware yet not follow the protocols. Proposed title weakens the importance of this core unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. The unit AHCOCM3X06 has been kept at Follow Aboriginal and/or Torres Strait Islander cultural protocols.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Title should be Certificate III in Aboriginal & Torres Strait Islander Cultural Sites Work.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. The qualification title is now: Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work

Core

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

cultural safety needs to be its own unit (from AHCILM3X06)

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Cultural safety has been removed from the cultural protocols unit and has now been developed as a stand-alone unit called AHCCSW4XXX Contribute to the development of cultural safety processes. This will be included in the validation process.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

support adding unit AHCILM3X06 within the elective stream and retain unit 'Follow Aboriginal and/or Torres Strait Islander cultural protocols' within the core

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this unit of competency.

It is a prerequisite for many of the Cultural Sites Work units of competency and should remain a core in this qualification. As a core unit, there is not a necessity to also add it into the electives.

Description

Organisation Type: Employer

Coverage: National

Stakeholder Comments:

Description, change 'inspecting' to 'investigating'

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'inspecting' has been replaced with 'investigating' as suggested.

Organisation Type: Employer

Coverage: National

Stakeholder Comments:

Job roles to include:

rural fire services

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been revised and 'Rural fire service field officers' added to clarify the actual job role.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Job roles to include:

national parks officer, field ranger, or project, bushland management officers, field workers at local gov. agencies, consultants dealing with impact assessments/development applications, tour guides, site survey contractors

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The job roles have been revised to include:

- Rangers (National Park, Discovery, On Country)
- Tour Guides
- Rural fire service field officers
- Aboriginal and/or Torres Strait Islander cultural sites officers
- Local authorities' and/or services' employees
- Bushland management officers
- Cultural heritage officers
- Aboriginal and/or Torres Strait Islander Land council workers.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

That occupations 'Ranger' does not need to be separated into specifics. Suggestion to list: Rangers (Park, On Country, Discovery, etc.)

Seek inclusion of the following occupations:

- o Environmental Health Worker
- o Animal Health Worker

Agree with national comment of including the following occupations:

- o Local authorities and/or services employees
- o Bushland management officers
- o Aboriginal Cultural and Heritage officer
- o Aboriginal Site Officer (Aboriginal land council)
- o Aboriginal National Parks ranger/Field Officer/Project Officer
- o Aboriginal Bushland Management Officers/Supervisors/Field workers
- o Educational institutes/Tour guide
- o Aboriginal site survey sub-contractors

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The job roles have been revised to include:

Individuals with this qualification work under broad direction in a range of cultural sites work job roles, including:

- Rangers (National Park, Discovery, On Country)
- Tour Guides
- Rural fire service field officers
- Aboriginal and/or Torres Strait Islander cultural sites officers
- Local authorities' and/or services' employees
- Bushland management officers
- Cultural heritage officers
- Aboriginal and/or Torres Strait Islander Land council workers.

These nominated roles are examples and are not limited to just these. We acknowledge there are differing titles and occupation names

in each state and territory so it is up to the RTO to determine which units will accommodate the job tasks being undertaken by the individual.

Elective Units

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

CUAATS514 - Work with Aboriginal and/or Torres Strait Islander cultural material - Is this diploma unit appropriate for Cert III

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit of competency has been removed from the elective bank.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

recommend to add existing unit AHCFIR301 Undertake burning for fuel, ecological and cultural resource management within the elective stream.

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has been included in the electives.

Electives

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

qual would be better with work streams

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

There are now two distinct groups for Cultural Sites Work. Group A is called Cultural Sites Work and four units must be selected. The remaining units (5) can be chosen from a combination of Group A and/or Group B and/or up to two units from any other training package. This has been done to ensure the flexibility of the qualification.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

need to include impact assessment for employment opportunities, engage with councils

Additional Stakeholder Support: Employer - National x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Many of the cultural sites work and on Country management units refer to engagement with stakeholders and it will be up to the RTO who will determine who those stakeholders are. Councils are often mentioned in most of the units too.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

need electives with more around cultural burning, another unit to support AHCILM3X07 such as AHC FIR301 (note has prerequisite)

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The electives group now includes: AHC FIR301 Undertake burning for fuel, ecological and cultural resource management and its prerequisite AHC FIR202 Assist with planned burning.

Organisation Type: Registered Training Organisation

Coverage: National

Stakeholder Comments:

need more electives around cultural burning, its an emerging industry

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The electives group now includes: AHC FIR301 Undertake burning for fuel, ecological and cultural resource management and its prerequisite AHC FIR202 Assist with planned burning. The unit AHCOCM3X07 Implement cultural burning practices has also been included in the general electives.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

add PUA FIR210 to electives

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit PUA FIR210 Prevent injury has been included in the general electives.

Organisation Type: Employer

Coverage: National

Stakeholder Comments:

possibly add BSB units about applying for grants

missing management plan units, set up monitoring programs, threatening processes, you can get out and record/investigate but should be opportunity to review and plan

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Several BSB units at the appropriate AQF Level 2 and 3 have been imported into elective group B. Applying for grants etc, would generally be regarded at a management level, however, the packaging rules state that two units can be chosen from any other training package so this presents an opportunity for an RTO to import grants applications units to suit their own cohort.

Organisation Type: Employer

Coverage: National

Stakeholder Comments:

keep AHCLPW307

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit has been retained.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

A new Unit of Competency has been created, AHCFAU302 Identify fauna in the field. At the last meeting, we discussed units that cover recognising plants, but we didn't talk about fauna. This unit is very similar to AHCFAU202 Recognise fauna which we import into our ILM course as I want learners to cover the taxonomy of animals as well as plants. I found this was an area in which they have no prior knowledge and almost all have never heard of the terms genus, species etc which is crucial knowledge to have when reintroducing or managing species in a natural environment, and differentiating between exotic and native species when they are very similar.

The course would have more integrity if there was a listed level 3 unit rather than have to import a level 2 unit to cover this, so I was wondering if it would be possible to include it as an elective. The only FAU unit we have included at the moment is AHCFAU303 Respond to wildlife emergencies.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit AHCFAU302 Identify fauna in the field has now been included in the general electives bank.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

AHCASW5X01 *Survey and report on Aboriginal and/or Torres Strait Islander cultural sites - Is this unit appropriate for Certificate III?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has now been removed.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

AHCILM5X10 *Plan for successful cultural practice at work - Note this diploma unit AHCILM510 included in the current AHC32516 - Is it

appropriate for a Cert III level?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Diploma level units have been removed from this qualification.

Organisation Type: State Government, STA

Coverage: WA

Stakeholder Comments:

AHCILM5X10 unit outline does not list AHCILM3X06 as prerequisite

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit has been removed from the electives in this qualification as it is at AQF 5 level and at too high a level for Cert III

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

AHCLPW307 Prerequisite units not indicated or listed

SISOSCB001

SISOSCB006

HLTAID011

HLTAID015

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The prerequisite units have now been indicated in the prerequisites table.

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

AHCLSC304 Superseded unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has now been updated with the newer code AHCLSC318.

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

AHCPMG302 Incorrect title listed in qualification outline

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The correct title (Control plant pests, diseases and disorders) has replaced the incorrect one.

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

FWPFGM3202 - Superseded unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has now been removed and replaced with FWPNSY3002 Extract, clean, store and despatch tree seeds.

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

PUAFIR204 * Pre requisite unit not included in qualification - PUAFIR210

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The prerequisite unit has now been included in the qualification.

Organisation Type: State Government, STA

Coverage: WA

Stakeholder Comments:

Units of Competency listed in multiple groups. Will this limit the choice for the learners?

e.g:

AHCILM3X02

Listed in Elective Groups A / B and C

AHCPCM306

Listed in Elective Groups A and C

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The packaging rules and groups have now been revised to ensure the integrity of the qualification. All repeated units have been removed. There are only two groups: Group A Cultural Sites Work and Group B General electives. Group A contains all relevant CSW units and at least four must be chosen from that group. The remaining electives may be chosen from Groups A or B or two from any other training package.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

do any of these units cover impact assessment process

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Many of the units in the Cultural Sites Work (CSW) qualification require some kind of impact assessment process including investigating, documenting and reporting on cultural sites and/or risk mitigation and management.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Defining the cohort and purpose for the qualification

One of my RTO customer's is not doing a lot with the qualification because the overall feeling is that it potentially inappropriate to offer to their target cohort. They feel that the qualification is far to theoretical and requires the learners to participate in too much training and assessment about their own culture and community. The RTO wants to provide practical skills to upskill workers to participate in site works – they don't want to be educating people about their own Community and culture! There is no disagreement that developing knowledge and skills relating to Community culture, protocols, history and social structures is important for non-Indigenous workers who need to develop this knowledge and skill. However, if the qualification is also aimed at upskilling workers from Indigenous communities to participate in site works, then the focus of the core units can be seen as condescending. Why would a worker need to spend months learning and being assessed about their own family and community just so they can participate in maintaining cultural sites on their own Country?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

We acknowledge the difficulties in using components which may, on the surface, seem to be excessively knowledge based. During this revision and review we have been very mindful of this issue and the need to ensure that performance evidence is at the forefront. Many revisions have resulted in this issue being addressed and extensive consultations with project partners have assisted in designing standards which are robust. All feedback is still being considered and components are in draft form. We are now in the Validation phase where components will once again be discussed before editorial and equity and quality assurance audits are undertaken.

Whilst we acknowledge the Aboriginal and/or Torres Strait Islander student will know about their own family and community, we cannot assume they are all on Country living in Communities. We have also considered the vast differences between Communities and their own cultural protocols, language, ceremony, objects and heritage. One of the difficulties in designing training standards is they must be nationally applicable which is very challenging when the target cohort may be Aboriginal and/or Torres Strait Islander people whose cultures are very different. This qualification, however, is not specific to Aboriginal and/or Torres Strait Islander workers. Individuals from other backgrounds can also undertake this qualification.

In instances where an individual is on Country and working in their own Community, the RTO may want to undertake a Recognition of Prior Learning (RPL) process to accommodate that individual. Other options may include contextualising the units to suit the area, cultural site and job role.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Much of the core units seem to be written for a non-Indigenous cohort who works in a government or large business environment and who will be responsible for negotiating agreements on how this work would occur. In reality, a Certificate III level worker who will participate in the practical aspects of maintaining cultural sites probably wouldn't be responsible for negotiating ownership rights, or the transfer of information and materials. Yet this is a significant focus of the pre-requisite unit AHCLIM306. Is this really aimed at a Certificate III cohort? Those skills seem to be more appropriate to a Cert IV or higher-level qualification. There is an agreement that

understanding Community protocols is important for all learners (as protocols vary between communities), but do those skills really need to be delivered in the context of arranging community consultations, negotiating agreements, and establishing and administering intellectual property rights?

Recommendation – Adjust packaging rules to meet different cohort needs

· I think there needs to be thought put into who this qualification is aimed at. If the qualification is aiming to meet the needs of both non-Indigenous workers, and those from Communities. Is it aimed at those who negotiated agreements with Communities and manage site works, or the workers that will implement the practical aspects of site work? If the qualification aims to meet all of those cohorts, then the qualification packaging rules should be adjusted so the needs of these very different cohorts can be addressed.

· I would recommend a smaller number of core units, but provide different elective streams/specialisations to meet different cohort needs.

Reconsider the format and content of AHCILM3X06

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The review and revision of the qualification has resulted in the packaging rules being adjusted to require a total of twelve units, with three core units and nine electives. Of the nine electives, at least four must be selected from Group A Cultural Sites Work with the other five coming from Group A Cultural Sites Work or Group B General electives. There is also the flexibility to use two of those electives as imports from other training packages. Ensuring there are at least four mandatory Group A units being selected, strengthens the integrity of the qualification.

With regard to the pre-requisite unit AHCOCM3X06 Follow Aboriginal and/or Torres Strait Islander cultural protocols, feedback from our project partners has been that they are in support of this continuing to be a prerequisite for many of the Cultural Sites Work (CSW) sector units. It has undergone an extensive review at this point and will be available for further comment in the coming weeks when it goes to Validation.

Project partners, throughout our consultation process, were not in support of introducing specialisations into the qualification, hence why there are only two groupings of electives.

Packaging Rules

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

There is one ASW and one ILM unit in the core of this Cultural Site Works specialist qualification. There are no other ASW (or ILM) units required for this qualification. It is possible to complete this qualification with only one ASW unit out of 12.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The qualification has now been revised to include all relevant Cultural Sites Work (CSW) sector (formerly ASW) units of competency in a Group A. The packaging rules now state that the three core units are to be completed and at least four units from the Group A Cultural Sites Work electives. Group B has General electives including On Country Management (OCM) sector (formerly ILM) units of competency.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

•at least 7 must be selected from any of groups A, B, or C - What is the purpose of having Groups A, B and C. Repeated units in different groups

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The packaging rules and groups have now been revised and now state that the three core units are to be completed and at least four units from the Group A Cultural Sites Work electives. Group B has General electives including On Country Management (OCM) sector (formerly ILM) units of competency. Repeated units have been removed.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

The packaging rules are very open for a specialist qualification in on Country Management. Only one ILM unit is required. Could have a similar outcome with the Certificate III in Conservation and Ecosystem Management

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The packaging rules and groups have now been revised to ensure the integrity of the qualification. Electives are now in two groups: Group A are all the CSW units of which four must be selected. This should avoid duplication with other qualifications.

Prerequisite Requirement

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PUAFIR210 Prevent injury - Add to elective bank

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit of competency has been included as a general elective.

Title

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

New title 'in Cultural Site Works'- can cultural be clarified in the title

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The qualification title has now been revised to Certificate III in Cultural Sites Work. Further clarification is found in the Qualification Description section of the qualification document.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Merge of the two qualifications under review and the inclusion of elective streams (e.g., Land Management, Animal Care, Machinery, etc.)

OR

If qualifications remain separate - participants support qualification name change to, Certificate III in Aboriginal and/ or Torres Strait Islander Sites Work.

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 1, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The two qualifications have separate distinct intentions, so the qualifications have remained separate. While the cohort - Aboriginal and/or Torres Strait Islander people remains the same, there are differences in the requirements for each qualification.

Thank you for supporting the title change to Certificate III in Aboriginal and/ or Torres Strait Islander Cultural Sites Work - this has been actioned.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

could the quals be merged? Units are similar

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Public consultation feedback and consultation with our project partners has determined there should be two separate qualifications. Both qualifications are receiving considerable review and revision to ensure there is a distinct difference between the two.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Qualification Title:

- Participants advised the merge of the two qualifications under review and the inclusion of elective streams (e.g., Land Management, Animal Care, Machinery, etc.)
- If qualifications remain separate - participants identified suitable suggestions to name change:
 - o Certificate III in Keeping Country Healthy
 - o Certificate III in Caring for Country

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The majority of the feedback received has been to keep the two qualifications separate. The AHC32X522 Certificate II in On Country Management has been revised to incorporate two elective groups - Group A On Country Management and Group B General Electives. Project contributors requested a reduction in overall units and core units, however, to maintain the integrity of the qualification, four electives must be chosen from Group A - On Country Management.

Core Units

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Support the adding of unit AHCILM3X06 within the elective stream and retain unit 'Follow Aboriginal and/or Torres Strait Islander cultural protocols' within the core.

Move unit AHCWRK309 within the elective stream and replace with unit AHCECR309 Conduct an ecological and cultural site inspection prior to works, as better suited.

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support.

Revisions to the packaging rules have allowed for improved flexibility and relevance to this qualification and as a point of difference to the specialisation of Indigenous Land Management in the Certificate III in Conservation and Ecosystems Management. The unit AHCECR309 Conduct an ecological and cultural site inspection prior to works has been included as a general elective.

Electives

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

elective groupings removed - happy to have combined or grouped under headings

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The qualification now has two elective groups with headings. Group A is specifically for On Country Management where the packaging rules now say at least four must be selected and Group B General electives. This is to ensure the integrity of the qualification because there are only three core units.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

AHCILM3X02 is repeated in multiple elective groups

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Repetition has now been revised and removed.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

add in PUA prevent injury

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit PUAFIR210 Prevent injury has been added to the Electives.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

agree need to add in more units on waterways management, although a lot of the land unit language is being updated to include waterways so are more units needed

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit ACHLPW307 Perform restricted diving for scientific purposes has been included in the electives bank and units referring to 'on Country' have been clarified to include sea and waterways.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

AHCPCM306 not a great unit for this qual, is there a better unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has been removed and replaced with AHCCSW3X04 Identify Aboriginal and/or Torres Strait Islander Culturally significant plants.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

recommendation to add existing unit AHCFIR301 Undertake burning for fuel, ecological and cultural resource management within the elective stream

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has been included in the general electives.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

suggest retaining current industry streams within the qualification, however merge and condense the streams to the following recommendations:

- o Land management/ Natural area restoration
- o Lands, parks and wildlife
- o Pest, Animal care and management
- o Business
- o Chemicals
- o Infrastructure and Landscaping
- o Machinery operation and maintenance

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The public consultation feedback considered naming groups in the qualification. We have now revised and to ensure the integrity of the qualification, there are two groups, one being On Country Management and the other General electives. There is now a requirement to choose four electives from the first group.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

seeking to add existing units of competency within the elective section for diversity across jurisdictions and employers:

o Coxswain units (MAR)

Animal Care units (ACM), noting in particular:

• Skill Set 1 - ACMSS00031 Promote Animal Health in Remote Communities Skill Set

o HLTPOP032 Monitor & maintain dog health in the community

o ACMBEH301 Identify behaviours & interact safely with animals

o ACMINF304 Promote environmental health and safety for companion animals in remote communities

o ACMARM301 Support veterinarian activities in remote communities

• Skill Set 2 - ACMSS00034 Animal Management Coordination in Remote Communities Skill Set

(suitable for Team Leaders and Shire Workers that are organising and coordinating the animal management programs)

o HLTPOP032 Monitor & maintain dog health in the community (Assessed at Cert IV level)

o ACMARM410 Develop and implement animal management initiatives

o ACMARM409 Plan and Monitor remote community animal management activities

o AHPCPM201 recognise plants

o AHCILM202 Observe and report plants or animals

o AHCILM203 Record information about Country

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 2, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The following units have been included in this qualification:

AHPCPM201 Recognise plants

AHCOCM2X02 Observe and report plants or animals

AHCOCM2X03 Record information about Country

AHCMAR304 Identify and collect marine life

AHCMAR305 Monitor ocean conditions and marine environmental quality.

During all consultation, the inclusion of Animal Care units was not raised. Note that the packaging rules allow for the importing of units from other training packages, giving users the flexibility to import ACM units if they are appropriate to the job role.' Further consultation needed.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Noting elective unit AHCPMG302 Control plant pests, diseases and disorders is seen as more of a horticulture/ forestry unit and unlikely suitable for the qualification

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other stakeholders have indicated this unit is relevant, so the unit will remain as a general elective in the qualification.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Advice to avoid development of new units where possible, noting there are plenty of existing underutilised units of competency available

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Creation of new units have been avoided where possible, with existing units updated to reflect any skills/knowledge gaps. However, one new unit specific to cultural safety has been developed at AQF4 which has not existed prior to this. It is called AHCCSW4XXX

Contribute to the development of cultural safety processes.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

I also noticed that a new Unit of Competency has been created, AHCFAU302 Identify fauna in the field. At the last meeting, we discussed units that cover recognising plants, but we didn't talk about fauna.

This unit is very similar to AHCFAU202 Recognise fauna which we import into our ILM course as I want learners to cover the taxonomy of animals as well as plants. I found this was an area in which they have no prior knowledge and almost all have never heard of the terms genus, species etc which is crucial knowledge to have when reintroducing or managing species in a natural environment, and differentiating between exotic and native species when they are very similar.

The course would have more integrity if there was a listed level 3 unit rather than have to import a level 2 unit to cover this, so I was wondering if it would be possible to include it as an elective.

The only FAU unit we have included at the moment is AHCFAU303 Respond to wildlife

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit AHCFAU302 Identify fauna in the field has been included in the General electives group.

Packaging Rules

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

keep PR open/flexible

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The qualification now has two elective groups. Group A is specifically for Cultural Sites Work where the packaging rules now say at least four must be selected. Group B are General electives where three or more may be chosen (up to 5). This is to ensure the integrity of the qualification because there are only three core units.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

possibility to group ILM units as Core or specifically as Group A and update PR to include selection from this specific group

Additional Stakeholder Support: Training Board - NT x 1, RTO - QLD x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The qualification now has two elective groups. Group A is specifically for On Country Management where the packaging rules now say at least four must be selected and Group B General electives. This is to ensure the integrity of the qualification because there are only three core units.

Qualification Description

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

- The addition of the following within the qualification description as suitable:

'This qualification describes the skills and knowledge required for a person working on country (land, sea and community)

- that the additional (land, sea and community) was not required to clarify "country" definition

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 1, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The qualification description has been revised to include the statement 'On Country can include, but not be limited to land, sea, and waterways'. There had been a request to separate all three so this statement is included to avoid further confusion.

Organisation Type: Training Board

Coverage: NT

Stakeholder Comments:

Occupations associated with the qualification

Occupation 'Ranger' does not need to be separated into specifics. Suggestion to list: Rangers (Park, On Country, Discovery, etc.)

Stakeholders agreed with national comment of including the following occupations:

- o Local authorities and/or services employees
- o Bushland management officers
- o Aboriginal Cultural and Heritage officer
- o Aboriginal Site Officer (Aboriginal land council)
- o Aboriginal National Parks ranger/Field Officer/Project Officer
- o Aboriginal Bushland Management Officers/Supervisors/Field workers
- o Educational institutes/Tour guide
- o Aboriginal site survey sub-contractors

Additional Stakeholder Support: Govt State - NT x 1, Peak Industry Body - NT x 2, RTO - NT x 3, Other - NT x 2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The range of job roles has been revised to:

'Individuals with this qualification may perform a range of roles under broad direction in land and water, including:

- Rangers (Park, On Country, Discovery)
- Tour guides
- Council workers
- Land management corporations' employees
- Bushland management officers
- Aboriginal and Torres Strait Islander Cultural and Heritage officers'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

No members currently deliver this course, we are unable to provide feedback.

Additional Stakeholder Support: RTO - VIC x 6

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

RE: Mapping

There don't appear to be any changes to the rules.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The qualification title and description have been updated and minor edits have been made to the packaging rules.

Two units have been removed from the elective units list (AHCCCF601 Coordinate the development of regional plans and AHCWRK601 Monitor projects in a program), and one unit will have a code change (AHCWRK5X11 Develop workplace policy and procedure for environment and sustainability).

It is anticipated that there may potentially be core units for this qualification following ongoing consultation.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

RE: Title.

No change to title in line with other qualifications - now Conservation and Ecosystem Management?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The qualification title has been changed to Advanced Diploma of Conservation and Ecosystem Management, to align with other qualification titles in this industry sector.

Organisation Type: Training Board

Coverage: WA

Stakeholder Comments:

No one in WA has ever delivered the Advanced Diploma of Conservation and Land Management and I can't see it ever being delivered here. Not sure what occupational outcome it is meant to address, and it probably overlaps with higher ed courses also.

Consideration and Proposed Resolution: Noted

Thank you for your feedback. This qualification is for those working in regional and senior conservation and ecosystem management roles. Higher education courses e.g. undergraduate degrees tend to be more specialised in wildlife management, marine biology, plant science etc. This qualification is a stepping stone towards a degree.

Component Index

AHCSS0XX47	Report on Aboriginal and/or Torres Strait Islander Cultural Sites Skill Set
AHCSS0XX69	Recognise Aboriginal and/or Torres Strait Islander Cultural Sites Skill Set
AHCSS0XX71	Recognise Native Fauna on Country Skill Set
AHCSS0XX83	Carbon Farming Savanna Burning Operations Leader Skill Set

AHCSS0XX47 Report on Aboriginal and/or Torres Strait Islander Cultural Sites Skill Set

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

AHCILM5X08 Propose a negotiated outcome for a given area of Country - only listed in AHC501120

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Skill Set has been updated to include AHC51120 Diploma of Conservation and Ecosystem Management.

Organisation Type: State Government, STA

Coverage: WA

Stakeholder Comments:

AHCASW5X01 Prerequisite units not indicated* or listed in table - AHCILM3X06

AHCILM3X06 Not included in Skill Set

AHCASW3X09 *Has two pre requisite units only one listed in the table

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Skill Set Requirements and the Prerequisite Requirements have now been revised and units included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

These units are complete different to the original skill set and are more in line with a skill set on Prepare to and Carry out Cultural burning activities rather Recognising Aboriginal and Torres Strait Islander cultural sites. Is there a mix up here?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback and pointing out this error. These are not the units which should be included in the skill set and have now been amended to:

- AHCCSW3X02* Relate Aboriginal and/or Torres Strait Islander culture to sites work
- AHCCSW3X03* Identify and record sites, objects and cultural landscapes on Country
- AHCOCM3X06 Follow Aboriginal and/or Torres Strait Islander cultural protocols

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

AHCFAU201 Superseded unit

LGAREGS305A Deleted unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All units have now been updated and replaced where necessary.

Organisation Type: STA

Coverage: WA

Stakeholder Comments:

PUAFIR303 Prerequisite units not indicated* or listed in table - PUAFIR204

PUAFIR204 Not included in Skill Set

(*this unit also has a pre-requisite unit PUAFIR210 – not included in the skill set)

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All prerequisites have been revised and are now included in the skill set.

Component Index

AHCCSW3X01	Protect places of Aboriginal and/or Torres Strait Islander Cultural significance
AHCCSW3X02	Relate Aboriginal and/or Torres Strait Islander culture to sites work
AHCCSW3X03	Identify and record sites, objects and cultural landscapes on Country
AHCCSW3X04	Identify Aboriginal and/or Torres Strait Islander culturally significant plants
AHCCSW3X05	Work with Aboriginal and/or Torres Strait Islander ceremonial and sacred materials
AHCCSW3X06	Use technology in Aboriginal and/or Torres Strait Islander sites work
AHCCSW3X07	Support the documentation of Aboriginal and/or Torres Strait Islander cultural landscapes
AHCCSW3X08	Apply cultural significance to Aboriginal and/or Torres Strait Islander sites and landscapes
AHCCSW3X09	Interpret Aboriginal and/or Torres Strait Islander cultural landscape
AHCCSW3X10	Move and store Aboriginal and/or Torres Strait Islander cultural material
AHCCSW3X12	Maintain an Aboriginal and/or Torres Strait Islander cultural site
AHCCSW3X13	Apply knowledge of relevant legislation to Aboriginal and/or Torres Strait Islander sites work
AHCCSW5X01	Survey and report on Aboriginal and/or Torres Strait Islander cultural sites
AHCILM2X01	
AHCILM2X02	
AHCILM3X02	
AHCILM3X06	
AHCOCM2X01	Maintain cultural sites
AHCOCM2X02	Observe and report plants or animals
AHCOCM2X03	Record information about Country
AHCOCM3X02	Provide appropriate information on Aboriginal and/or Torres Strait Islander peoples' cultural practice
AHCOCM3X05	Work with an Aboriginal and/or Torres Strait Islander Community or organisation
AHCOCM3X06	Follow Aboriginal and/or Torres Strait Islander cultural protocols
AHCOCM3X07	Implement cultural burning practices
AHCOCM4X01	Protect places of cultural significance
AHCOCM4X02	Report on place of potential cultural significance
AHCOCM4X03	Contribute to the proposal for a negotiated outcome related to Country
AHCOCM4X04	Record and document Aboriginal and/or Torres Strait Islander Community history
AHCOCM4X05	Develop work practices to accommodate cultural identity
AHCOCM5X01	Conduct field research into natural and cultural resources
AHCOCM5X03	Manage restoration of cultural places

AHCOCM5X04	Develop strategies for on Country management
AHCOCM5X08	Propose a negotiated outcome for a given area of Country
AHCOCM5X10	Plan for successful cultural practice at work
AHCOCM6X01	Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation

AHCCSW3X01 Protect places of Aboriginal and/or Torres Strait Islander Cultural significance

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Prefer to keep old title with 'Protect' rather than 'Safeguard'

Additional Stakeholder Support: Employer - National x 1

Consideration and Proposed Resolution: Adopted

Thank you for your comments.

The wording has been kept as 'protect'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your support.

The prerequisite unit has been updated to reflect feedback and will remain as a prerequisite for this unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Actions in PC 3.1 and 3.2 would require knowledge of threats and how to identify threats such as land degradation. Suggest these are made explicit in knowledge evidence.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The knowledge evidence now includes:

'• potential threats to culturally significant places including:

- land degradation
- vandalism
- catastrophic fire and extreme weather events'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC - 3.3 Are risk assessments covered in the KE?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The following has now been added in the KE:

' assessing and mitigating risk in a culturally significant place'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC - 4.3 No supporting KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been updated to support PC4.3:

' sensitivities towards protection of culturally significant places may include past and potential land disturbances, land forms and soil types'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - identified threats to Aboriginal and/or Torres Strait Islander site and measures to mitigate and manage the risk of damaging incidents or loss of cultural integrity – Is this PE supported by the KE?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been addressed in an updated KE, as follows:

- potential threats to culturally significant places including:
 - land degradation
 - vandalism
 - catastrophic fire and extreme weather events

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - •applied work health and safety practices in the context of own work – No KE to support WHS and sustainability practices

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The KE has now been updated to address and support the PE, as follows: workplace health and safety and environmental sustainability processes

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - •applied appropriate sustainability practices in the context of own work - No KE to support WHS and sustainability practices

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been updated to support this PE, as follows:

organisational policies and procedures for conservation of places of cultural significance and workplace health and safety and environmental sustainability processes

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Prefer to keep the word protect. Safeguard is a watered down. Safeguard isn't the same as protect. Protect shows accountability and more responsibility.

Recommendation is to keep the original unit title. But a capital C is required for the word Cultural. AHCASW301 - Protect places of Aboriginal Cultural significance

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The title has been changed back to the original title with the inclusion of 'and/or Torres Strait Islander'.

The word 'cultural' has now been capitalised.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

A capitalisation is required for the word Culutral/Culture

This is a recommendation that needs to be implemented throughout this unit analysis.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

This will also be discussed with the project partners at Validation.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend changing all reference to safeguard/ing to protect/ing.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'safeguard' has been replaced with 'protect'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.2 Observe, describe and record details of evidence of land degradation using standard industry and Indigenous terminology and according to Community permissions

Recommend - Consistent language and use Aboriginal and/or Torres Strait Islander Peoples'

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All reference to the word 'Indigenous' has been removed and replaced with Aboriginal and/or Torres Strait Islander Peoples'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.4 Identify appropriate safeguarding or conservation measures to control potential and actual threats

Recommend changing all reference to safeguard/ing to protect/ing.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'safeguard' have now been replaced with 'protect'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit.

This includes knowledge of:

Recommend to add Indigenous Cultural and Intellectual Property as dot point as a Knowledge Evidence.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Knowledge Evidence now includes:

- principles of Indigenous Cultural and Intellectual Property (ICIP) and its protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of the prerequisite.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

to add in Cultural Intellectual Property (ICIP)

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to ICIP and copyright has been added into PC and KE.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

A capitalisation is required for the word Cultural/Culture.

This is a recommendation that needs to be implemented throughout this unit analysis.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

This will also be discussed with project partners at Validation

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E1. Apply understanding of traditional cultural frameworks when working with Aboriginal and/or Torres Strait Islander people

Recommend adding in the performance criteria the word local prior to word traditional.

Note: Capitalisations for the words Traditional, Cultural, Peoples'.

Apply understanding of local Traditional Cultural frameworks when working with Aboriginal and/or Torres Strait Islander Peoples'.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Where relevant the word 'local' has been included. This will also be discussed with project partners at Validation

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

There must be evidence that the individual has at least once:

1.1 documented traditional Aboriginal and/or Torres Strait Islander belief systems of the local Community

The performance evidence may be a breach of protocols for the local community.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PE first dot point has been updated to:

'sought permissions and respected decisions by the local Community prior to documenting local cultural information'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.9 different social structures of various Aboriginal and/or Torres Strait Islander Communities

Recommend to remove the word different.

Replace with the word diverse.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'different' has been removed and replaced with 'diverse' and 'diversity of'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 documented the relationship between Dreamtime, traditional beliefs, ceremony and sites and how it relates to own work

Recommend to remove the word Dreamtime.

Replace with the Dreaming.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'Dreamtime' has been removed and replaced with 'Dreaming'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Determine relationships of Aboriginal and/or Torres Strait Islander objects, features and cultural landscapes to Aboriginal beliefs

Recommend to add and/or Torres Strait Islander.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

'Aboriginal beliefs' has now been replaced with 'cultural beliefs'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E2. Recognise traditional Aboriginal and/or Torres Strait Islander social frameworks

Recommend replacing the word frameworks and use interactions.

Recognise Traditional Aboriginal and/or Torres Strait Islander social interactions.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'frameworks' has now been replaced with 'interactions'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Recognise different language groups and general lore/laws and customs

Recommend replacing the word different and use diverse.

Recommend to remove the word laws. The performance criteria asks for the recognition of Traditional social interactions. Law has no context in a Traditional society.

Recognise diverse language groups and general lore and customs.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The following changes have been made:

'2.1 Investigate diverse language groups and local customs'.

Removed all reference to lore/laws. Removed 'different' and replaced with 'diverse'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Relate totemic structures and associated stories about ancestral beings from the Creation Period to landscape features and sites

Recommend to remove the word totemic. Replace with natural.

Capitalise the word Ancestral.

Relate natural structures and associated stories about Ancestral beings from the Creation Period to landscape features and sites.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

2.3 now reads as:

'Relate natural structures and associated stories about Ancestral beings from the Creation Period to landscape features and sites'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.4 Identify social structures that define the social positions, behaviours and obligations in kinship names, sections and networks

Recommend to remove this performance criteria as 2.2 already discusses this point.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Element 2 Performance Criteria has now been revised:

2.1 Investigate diverse language groups and local customs

2.2 Identify extended family structures and clans in physical and geographical locations

2.3 Relate natural structures and associated stories about Ancestral beings from the Creation Period to landscape features and sites

2.4 Identify social structures that define the social positions, behaviours and obligations in local Communities 2.5 Identify the kinship system for determining roles and responsibilities

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.5 Identify the kinship system for determining roles and responsibilities, marriage unions, ceremonial relationships, funeral roles and behaviour patterns with other kin

Recommend removing the word behaviour patterns and replace with the word protocols.

PC2.5 contains sensitive information, how does this performance criteria get assessed.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The following revisions have been made:

PC 2.5 has now been revised to 'Identify the kinship system for determining roles and responsibilities'. This will make it a more generalist performance criteria and can be assessed in the Knowledge Evidence without the requirement of using sensitive information.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.6 Determine marriage relationships resulting from the union of two moieties or skin names

PC2.6 contains sensitive information, how will this be delivered and assessed.

This is very Traditional practice and there is limited knowledge holders. Historical injustices has impacted the ability of these Traditional practices.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.7 Recognise and respect gender roles

Recommend to remove the performance criteria 2.7 as it is repeated from an existing unit AHCILM306 Follow Aboriginal Cultural Protocols as PC1.2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Relate the historical and present living environments to Dreamtime stories and cultural knowledge

Recommend to remove the wording Dreamtime stories. Replace with the Dreaming.

Relate the historical and present living environments to the Dreaming and Cultural knowledge.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort. We will, however, discuss this further with the project partners at Validation.

All references to Dreamtime have been replaced with 'the Dreaming'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.7 Express elements of spirituality in ceremony, rituals, stories, dance, song, art and language

Recommend to remove the word rituals.

Ceremony/ies already pertain to rituals.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agreed and have removed the word 'rituals'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E4. Relate the interactions between Dreamtime, traditional beliefs and ceremonies to Aboriginal and/or Torres Strait Islander sites work

Recommend to remove the word Dreamtime, Replace with the Dreaming.

Relate the interactions between the Dreaming, Traditional beliefs and ceremonies to Aboriginal and/or Torres Strait Islander sites work.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'Dreamtime' have been removed and replaced with 'the Dreaming'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.3 Acknowledge and respect the evolving nature of Dreamtime

Recommend to remove the word Dreamtime, replace with the Dreaming.

Acknowledge and respect the evolving nature of the Dreaming.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'Dreamtime' have been removed and replaced with 'the Dreaming'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.4 Identify and document current trends in mainstream culture and heritage and opportunities and threats to the Aboriginal and/or Torres Strait Islander sites work sector

Recommend to remove PC 4.4, as it discusses current trends and the element relates to Traditional beliefs and Ceremonies.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC4.4 has now been removed

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your comments and support of the unit remaining a prerequisite.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include Indigenous Cultural and Intellectual Property.

Remove the word using and replace with utilising.

Cultural rights and responsibilities when utilising Community knowledge, information and material . Acknowledging Indigenous Cultural and Intellectual Property.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

ICIP requirements have now been included and the word 'using' has been replaced with 'utilising'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

1.8 Carry out work on and off Country in accordance with work health and safety policies and procedures – No KE point to support

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been updated to include:

'• workplace health and safety policies and processes'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

E - 2. Use the relevant Information Management System (IMS) - Element 2 does not have any KE point on types of/accessing or using and Information Management System

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This omission has now been updated in KE:

'• type of IMS and features, including:

- data entry
- security and access
- information transfer'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

E - 3. Record information on Aboriginal and/or Torres Strait Islander sites, objects, and cultural landscapes - Element 3 does not have any supporting KE point on accessing, categorising and recording information

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Supporting KE evidence includes:

- authentic and authoritative sources for Aboriginal and/or Torres Strait Islander cultural information, material and expression able to be accessed and shared
- type of IMS and features including:
 - data entry
 - security and access
 - information transfer

- recording and categorising information relating to sites, objects and cultural landscapes

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - •recorded details of Aboriginal and/or Torres Strait Islander sites, objects and cultural landscapes consistent with the requirements of the relevant Information Management System – No supporting KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been included in KE:

'• recording and categorising information relating to sites, objects and cultural landscapes'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - •recorded and collated information on Aboriginal and/or Torres Strait Islander culture and history for Country whilst following Aboriginal and/or Torres Strait Islander cultural protocols – No supporting KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been revised to support this PE requirement.

Aboriginal and/or Torres Strait Islander history, cultural values and interpersonal and Community protocols related to the site

- cultural rights and responsibilities when utilising Community knowledge, information and material
- key principles of ICIP and Copyright requirements and how it is applied when recording information

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE - •applied work health and safety practices in the context of own work - No supporting KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been revised and includes:

- 'workplace health and safety policies and processes'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort. However, this will be discussed further with project partners at Validation

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include and waterways.

Identify and record sites, objects and Cultural landscapes and Waterways on Country.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit Application clarifies the following:

'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include and waterways.

This unit applies to the identification and recording of Aboriginal and/or Torres Strait Islander sites, objects and Cultural landscapes and waterways on Country.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit Application clarifies the following:

'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to 'law' removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include the word appropriate.

women either as an autonomous sites worker or under the appropriate supervision and Cultural authority of Traditional Owners or Elders for specific Country and is also applicable to the work of repatriation workers and anthropologists

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'appropriate' has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include the word appropriate 1.2

Obtain appropriate approval to be on Country and perform identification and recording work.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'appropriate' has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include Indigenous Cultural and Intellectual Property.

Remove the word using and replace with utilising.

Cultural rights and responsibilities when utilising Community knowledge, information and material . Acknowledging Indigenous Cultural and Intellectual Property.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Indigenous Cultural and Intellectual Property (ICIP) reference used throughout unit.

The word 'using' has now been replaced with 'utilising'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

physical conditions:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment, As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This is a requirement under the Training Package Products Policy to ensure there is flexibility in assessment. An environment must accurately represent on Country. It also stops anyone from being able to attempt to 'simulate' an online environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of the prerequisite.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Create Element 5 add more PC's such as Identify threats to culturally significant plants and restoration

Additional Stakeholder Support: Employer - National x 1, Other - National x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 5 developed and now reads:

- '5. Identify and report potential threats to culturally significant plants
- 5.1 Identify invasive flora and fauna species if present in survey area
- 5.2 Record and report location of invasive flora and fauna species
- 5.3 Implement strategies for restoration and re establishment of culturally significant plants
- 5.4 Work in partnership with local Community and organisations'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.1 Identify survey site and record location of plants using maps and grid references - Need KE to support reading maps and grid references.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

'reading maps and recording grid references' has now been added into KE.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.5 Identify rare or endangered plant species in location - There may not be any rare or endangered plants to identify and record. Suggest adding the word 'if present'. Suggest also that the preparation stage (element 1) include an action to find out what rare and endangered plants could be present on the site (include in reference material on identification features). Sometimes it can be the plant community that is threatened/endangered, not just the plant species. This could also be included in the preparation and added to KE.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agreed and revised to include, 'if present'.

Element 1 has also been revised and includes 'PC1.3 Research potential for rare and endangered plant species in survey area'.

KE and PE have also been revised to reflect these changes.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.6 Determine disposal techniques for plant debris if specimen collection is necessary - Does not appear to be supporting KE for PC 3.6. There may be legislative restrictions on plant collecting in some states (such as Vic) on some lands as well as ethical considerations if collecting.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

A supporting PE and KE has now been included along with legislative and sustainability requirements in KE.

The PE states: •disposed of plant debris according to organisational processes Knowledge Evidence has been updated to state:

•collection of specimens and disposal of plant debris according to legislation and/or sustainability requirements

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.7 Apply environmentally sustainable practices for carrying out observation activities to minimise degradation and disturbance - No KE to support PC 3.7

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Updated with revised PE: 'carried out survey activities applying methods to minimise disturbance to the area' and KE:

• methods used to minimise disturbance and degradation of a site which may include:

- soil erosion
- sediment control
- vegetation disturbance
- limiting human and mechanical interaction

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.8 Follow work health and safety policies and procedures for carrying out survey activities - No KE to support PC 3.8

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE • workplace health and safety policies and processes has now been included.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 4.1 Determine the relationship between local foods, general health and the land in Aboriginal and/or Torres Strait Islander culture - General health of the land or people?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 4.1 updated to: 'Determine the relationship between local foods, physical wellbeing and the land in Aboriginal and/or Torres Strait Islander culture'.

KE evidence revised to add: 'potential health benefits of plants used for medicines in Aboriginal and/or Torres Strait Islander culture'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 4.5 Identify land management practices and conservation of species - Suggest rewording for clarity. Does this mean 'Identify land management practices with respect to the conservation of plant species'?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been revised to read:

'4.5 Identify land management practices with respect to conservation of species'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Culturally/Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort. This will also be discussed with project partners at the Validation meeting

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to the word 'law' have been removed and 'lore' retained.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include the word appropriate.

women either as an autonomous sites worker or under the appropriate supervision and Cultural authority of Traditional Owners or Elders for specific Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'appropriate' has been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

There must be evidence that the individual has at least once:

PE 1.1 identified local culturally significant plants

Recommend to include on Country.

identified local culturally significant plants on Country

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.1 has been updated and now reads:

'Identify range of plants and plant species according to predetermined criteria, and job or client needs'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.8 cultural protocols for obtaining and utilising information about Aboriginal and/or Torres Strait Islander plants

Recommend to include Indigenous Cultural and Intellectual Property.

Cultural protocols for obtaining and utilising information about Aboriginal and/or Torres Strait Islander plants, acknowledging Indigenous Cultural and Intellectual Property.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Indigenous Cultural and Intellectual Property has now been included in PC 1.5 and in PE and KE.

1.5 Investigate and document Indigenous Cultural and Intellectual Property (ICIP) principles in relation to local knowledge and cultural protocols

PE states: demonstrated adherence to Indigenous Cultural and Intellectual Property (ICIP) principles

KE states: key concepts of ICIP principles

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this prerequisite.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 2.7 Demonstrate handling cultural material in a manner that protects individual items, assists efficient loading and unloading processes if moving, and in accordance with safe work practices – No KE for safe work practices

Consideration and Proposed Resolution: Adopted

Thank you for the feedback.

KE has now been included - 'workplace health and safety processes in the organisation'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.2 Participate in documenting the process, guidelines and timeframes agreeable to Traditional Owners and Cultural Managers for handover of ownership, control and access to secret sacred materials – Is this action covered by KE?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been revised to ensure the action at PC 3.2 is covered:

- processes, guidelines and agreed timelines in relation to assignment and control of sacred materials

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: •applied work health and safety practices in the context of own work – No supporting KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has now been revised to include workplace health and safety processes.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of this unit as a prerequisite

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include the word appropriate and remove the word and.

sites worker or under the appropriate supervision, Cultural authority...

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Application now reads 'The unit applies to working either as an autonomous sites worker or under the appropriate supervision of the cultural authority of Traditional owners or Elders...'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to place this application advice back into the unit.

Assessment must comply with Community protocols and be supported by Elders and Custodians of Country to identify and record site locations, read maps, and photograph and record sites, landscapes and objects.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This information now forms part of the Assessment Conditions at the end of the unit of competency as it is not part of the application of the unit. There is also the prerequisite unit Follow Aboriginal and/or Torres Strait Islander cultural protocols which must be completed prior to this unit of competency. This ensures the user is competent in following cultural protocols prior.

The requirement to comply with cultural protocols in relation to this unit is also addressed in Element 1, Performance Evidence and Knowledge Evidence.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

This unit applies to Aboriginal sites workers utilising technology on Country and in an office environment to assist them in their work. The unit applies to working either as an autonomous sites worker or under the supervision and cultural authority of Traditional owners or Elders for specific Country and is also applicable to the work of rangers, repatriation workers, anthropologists and archaeologists. □

Reworded last sentence

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The last sentence has been reworded to include 'rangers'

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

Add extra PC at E2 after 2.4

2.5 Ensuring cultural protocols are adhered to use technology to record oral histories of knowledge holders where appropriate.

Renumber other remainder PCs

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

PC 1.4 states 'Follow Aboriginal and/or Torres Strait Islander cultural protocols for accessing and handling Aboriginal and/or Torres Strait Islander cultural material and information including Indigenous Cultural and Intellectual Property (ICIP)'

Cultural protocols are also addressed in KE and PE

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

Add the following under PE

The candidate must provide evidence that they can:

- keep accurate records of on-site activities: (site type, location, date, knowledge holder/s, participants, purpose, details, management issues etc.)
- use digital devices, including cameras, video recorders, computers, smart phones, tablets, radios, GPS (Global Positioning System) or PDAs (Personal Data Assistants)

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

These PE have been documented using more generic terminology e.g. current and appropriate technology. Technology changes so often it is best to leave it as generic as possible. This allows the assessor to use technology in the appropriate contexts.

There are also two PE which state:

- collected and recorded data in accordance with enterprise requirements
- collected and recorded data in accordance with requirements of Indigenous Cultural and Intellectual Property (ICIP), copyright and local cultural protocols

Organisation Type: Employer

Coverage: QLD

Stakeholder Comments:

KE to read:

Knowledge Evidence

The candidate must demonstrate knowledge of:

- Accurate record keeping (ADD)
- map reading (including topographical maps) and longitudinal and latitudinal coordinates
- how to use internal and external computer storage devices.
- basic security functions
- basic software operation and associated applications
- digital device functions used in own role

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The revised Knowledge Evidence now reads:

- accurate data recording
- basic security functions when using technology
- basic software operation and associated applications
- map reading (including topographical maps), grid references and longitudinal and latitudinal coordinates
- requirements of ICIP, copyright and cultural protocols
- principles of free, prior and informed consent
- digital device functions used in own role
- functions of internal and external computer storage devices

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this prerequisite.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to working with lore/law men and women either as an autonomous sites worker or under the supervision and cultural authority of Traditional Owners and Elders for specific Country and is also applicable to the work of repatriation workers and anthropologists.

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to the word 'law' have now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This is a recommendation that needs to be implemented throughout this unit analysis.

A capitalisation is required for the word Cultural/Culture.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit has been updated with the appropriate capitalisations.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include 'waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to waterways is included in the Application description. Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E1. Identify the characteristics of cultural landscapes on Country - Recommend to include waterways.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Reference to waterways is included in the Application description. Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Determine boundaries and extent of Country - Recommend to remove the word determine.

Replace with investigate. - Investigate boundaries and extent of Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'determine' has been removed and replaced with 'investigate'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the -
Recommend to remove the word or.

Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.3 Apply the concept of lore/law in the land - Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to the word 'law' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Describe Aboriginal and/or Torres Strait Islander cultural landscapes in ecological and archaeological terms, Aboriginal and/or Torres Strait Islander cultural language and spiritual terms, and traditional Aboriginal and/or Torres Strait Islander economic terms

Recommend to capitalise the word Traditional.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E2. Participate in investigations of cultural and historical records of a cultural landscape - Recommend to include waterways.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit Application clarifies the following: Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Identify from relevant databases or websites whether any historical records or previous research is available for the site

Recommend to include the community in the PC.

Identify from relevant databases, websites or the Community whether any historical records or previous research is available for the site

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PC 2.1 has now been revised to include 'Community'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.2 Participate in research activities to determine traditional understanding of the cycle of the seasons and meteorological phenomena, and of landform and vegetation community types in a cultural landscape

PC2.2 is very big. Recommend to reword.

Consideration and Proposed Resolution: Adopted

Thank you for you feedback.

PC2.2 has now been split into separate PCs:

'2.2 Participate in research activities to document traditional understanding of the cycle of seasons and meteorological phenomena

2.3 Support the research into landform and vegetation community types in a cultural landscape'.

Subsequent PCs have been renumbered accordingly.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Determine environmental cultural knowledge, cultural connections and relationships with the landscape that are passed down generationally

Recommend to include waterways.

Recommend to reword PC2.3

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit Application clarifies the following: Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.4 Carry out investigations on Country in accordance with safe work policies and procedures, enterprise requirements and Burra Charter guidelines

Recommend to remove the words enterprise requirements.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This PC refers to safe work practices which are determined by law and enterprise policy and procedure so it needs to be in the PC as an employer has a duty of care to their employees.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.1 Identify cultural landscapes and determine links with Aboriginal and/or Torres Strait Islander cultural and Community knowledge

PC3.1 is similar to PC2.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Both elements have been revised to ensure there is no repetition.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.2 Describe relationships between Creation stories, oral histories, kinship and totemic to the cultural landscape

Recommend to reword - Remove creation stories and totemic.

Include waterways.

Describe relationships between oral histories and kinship to the cultural landscape and waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 4.2 has been reworded to 'Describe relationships between oral histories and kinship to the cultural landscape'.

The unit Application clarifies the following: Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Identify gender access, roles and usage as this relates to the cultural landscape

This PC needs to be specific in nature.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has been removed as it didn't relate to the element.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.4 Identify Aboriginal and/or Torres Strait Islander cultural values in cultural landscapes

PC3.4 is a replica of the evidence of element 3.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agree this is a repeat so has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.6 Identify indicators in the landscape that reveal traditional Aboriginal and/or Torres Strait Islander land management practices

Recommend to capitalise the word Traditional.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E4. Describe Aboriginal and/or Torres Strait Islander cultural practices and beliefs which maintain cultural connections to cultural landscapes

General comment: Element 4 is repeating the above elements with the outcomes.

PC 4.1 and PC4.2 are repeated information.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This element has been revised to remove repetition.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.2 Identify appropriate cultural knowledge holders and/or Cultural Manager for a cultural landscape

Recommend to remove Cultural Managers. This is old terminology.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to Cultural Manager has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.3 Recount the range and interrelationship of Aboriginal and/or Torres Strait Islander beliefs and cultural and ceremonial practices that maintain connection with the cultural landscape

PC 4.3 and 4.4 are too big. Recommend to reword.

4.4 Document the associations of connection to Country through language, stories, song, dance and art, if appropriate, relating to disclosure of knowledge, using archaeological and Aboriginal and/or Torres Strait Islander terminology

Taking into account the sensitivity of local protocols within a Community.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

These changes have now been adopted and the elements and performance criteria have been re-ordered (E3 and E4) and reworded.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this unit as a prerequisite..

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include waterways.

Apply Cultural significance to Aboriginal and/or Torres Strait Islander sites, landscapes and waterways.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit Application clarifies the following: 'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to the word 'law' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include the word appropriate.

...women either as an autonomous sites worker or under the appropriate supervision, Cultural authority of Traditional Owners or Elders for specific Country and is also applicable to the work of repatriation workers and anthropologists

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'appropriate' has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to working with lore/law men and women either as an autonomous sites worker or under the supervision and cultural authority of Traditional Owners and Elders for specific Country.

Definition of a Cultural authority is required to best understand who the person is that you are seeking permission from.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The term 'cultural authority' has been included in KE and requires an individual to source who that authority may be.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.3 Seek permission from cultural Authority to collect and share cultural knowledge

Definition of a Cultural authority is required to best understand who the person is that you are seeking permission from.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to cultural authority/ies is in Knowledge Evidence. This will require an individual to define who that person/people are.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Collect information relevant to the assessment of cultural significance in collaboration with relevant experts

Recommend to include the wording and/or Cultural authorities in PC 2.3.

Collect information relevant to the assessment of Cultural significance in collaboration with relevant experts and/or Cultural authorities.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.3 has been revised to read 'Collect information relevant to the assessment of cultural significance in collaboration with relevant experts and/or cultural authorities'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.5 Prepare a statement of cultural significance consistent with the assessment of cultural significance findings, in collaboration with relevant experts to Community and legislative requirements

Recommend to include the wording and/or Cultural authorities. Prepare a statement of cultural significance consistent with the assessment of cultural significance findings, in collaboration with relevant experts and/or Cultural authorities.....

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.5 has been revised to read 'Prepare a statement of cultural significance consistent with the assessment findings, in collaboration with relevant experts to Community, and/or cultural authorities and legislative requirements'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.5 Prepare a statement of cultural significance consistent with the assessment of cultural significance findings, in collaboration with relevant experts to Community and legislative requirements

What is a statement of cultural significance?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

A statement of cultural significance stems from the Burra Charter and is most often used by NPWS and other relevant government departments. Essentially, it is a report about the cultural significance of a place or item or collection.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.6 Seek feedback from colleagues on statement of significance

Recommend to include the wording and stakeholders.

Seek feedback from colleagues and stakeholders on the statement of significance.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'stakeholders' has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.1 determined theoretical and practical concepts of cultural significance in relation to Aboriginal and/or Torres Strait Islander cultural sites and landscapes

Recommend to including waterways.

determined theoretical and practical concepts of cultural significance in relation to Aboriginal and/or Torres Strait Islander cultural sites and landscapes and waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit Application clarifies the following: 'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.7 recognised factors that may impact on the assessment, including artefacts and stone objects on site and geological and geographical features of the landscape.

Recommend to including waterways.

recognised factors that may impact on the assessment, including artefacts and stone objects on site and geological and geographical features of the landscape and waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit Application clarifies the following: 'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the.....

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of this prerequisite unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

There are similarities with the application and PCs in with AHCASW308.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

With regard to the similarities to AHCCSW3X08; while there are similarities the elements, PCs, KE and PE are different.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to include waterways.

Interpret Aboriginal and/or Torres Strait Islander Cultural landscape and waterways

Recommend to update throughout the analysis of the unit review to include landscapes and waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit Application clarifies the following: 'Cultural landscapes and on Country refers to the land, waterways and the sea'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit also covers if and how this knowledge may be collected and provided to others.

Recommend to remove to others.

This unit of competency describes the skills and knowledge required to interpret Cultural landscapes and waterways from an Aboriginal and/or Torres Strait Islander Cultural and spiritual perspective. The unit also covers if and how this knowledge may be collected and provided.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been revised and 'others' removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to working with lore/law men and women either as an autonomous sites worker or under the supervision and cultural authority of Traditional Owners and Elders for specific Country.

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All reference to 'law' has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to working with lore/law men and women either as an autonomous sites worker or under the supervision and cultural authority of Traditional Owners and Elders for specific Country.

Recommend to include the word appropriate.

...women either as an autonomous sites worker or under the appropriate supervision, Cultural authority of Traditional Owners or Elders for specific Country and is also applicable to the work of repatriation workers and anthropologists

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'appropriate' has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E1. Investigate cultural knowledge

The connection isn't flowing into performance criteria 2 in this unit, there is a disconnect about cultural landscapes.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 1 has been revised and now reads: 'Establish relationships with appropriate stakeholders'.

Performance Criteria for that element has also been revised.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Work with cultural authorities to identify appropriate persons within local communities who hold cultural knowledge

Definition of a Cultural authority is required to best understand who the person is that you are seeking permission from.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been revised and added to the Knowledge Evidence.

PC1.2 states: Consult appropriate cultural authorities to gain approval to be on Country

The Knowledge Evidence now reads:

authentic and authoritative sources for Aboriginal and/or Torres Strait Islander cultural information, material and expression including:

- cultural authority/ies
- lore men/women
- individuals who are authorised to possess cultural knowledge

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.3 Access cultural knowledge through reference to the appropriate Knowledge Holders or Cultural Manager

Recommend to remove the wording of Cultural Manager is old and outdated terminology.

PC1.3 take out the word reference.

Access Cultural knowledge through the appropriate Knowledge Holders.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Cultural Manager references have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Consult appropriate cultural authorities to obtain approval to be on Country

Recommend to remove the word obtain and replace with gain.

Consult appropriate Cultural authorities to gain approval to be on Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'obtain' has now been replaced with 'gain'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.5 Determine boundaries and extent of Country

Recommend to remove the word determine. Replace with investigate.

Investigate boundaries and extent of Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'determine' has been replaced with 'investigate'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.6 Establish ownership rights and Indigenous Cultural and Intellectual Property (ICIP) and copyright to cultural knowledge

Recommend to remove the words establish ownership. Replace with consider.

Consider the rights and Indigenous Cultural and Intellectual Property (ICIP) and copyright to Cultural Knowledge

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This performance criteria has now been revised and reordered to PC1.4: 'Research the rights and Indigenous Cultural and Intellectual Property (ICIP) and copyright to Cultural knowledge'.

Replacing with the word 'consider' makes assessment difficult. Research is about performing a standard that is assessable.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.7 Establish parameters for access and access restrictions in transferring cultural knowledge and information

Recommend to remove the word establish. Replace with consider.

Consider parameters for access and access restrictions in transferring Cultural knowledge and information.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This performance criteria has now been revised and reordered to PC1.5: 'Investigate parameters for access and restrictions in transferring Cultural knowledge and information'.

As with the previous PC it is difficult to assess 'consider'. Investigate is about performing a standard that is assessable.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.9 Define relationships between cultural knowledge and Country according to Aboriginal and/or Torres Strait Islander cultural protocols

Recommend to remove the word define. Replace with reflect.

Reflect upon relationships between Cultural knowledge and Country according to Aboriginal and/or Torres Strait Islander Cultural protocols

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.9 has been revised to read 'Determine relationships between Cultural knowledge and Country according to Aboriginal and/or Torres Strait Islander Cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.10 Determine and record the history of dispossession from Community sources and available resources

Recommend to remove PC1.10. This information could be triggering for a student.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.11 Recount lost connections to Country due to colonisation

Recommend to remove PC1.11. This information could be triggering for a student.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Manage movement through Country/park/reserve to minimise disturbance and degradation to the park/reserve and surrounding environments

Recommend to include national parks.

When using the word reserves, specific information needs to be placed in the description.

Aboriginal reserves were used from the nineteenth century to keep Aboriginal people separate from the white Australian population. The history of reserves in this country are often dark. Aboriginal people were forced to move off their Country and told to live on a reserve, station or mission.

Recommend to address the word reserve throughout the analysis of the unit review.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'reserves' have been removed and replaced with national parks where appropriate.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.2 Determine the relationships between Aboriginal and/or Torres Strait Islander beliefs, Aboriginal and/or Torres Strait Islander sites, land features, seasons, artefacts, objects and spirituality

PC 2.2 is a big PC. How would this PC be assessed.

The information in this PC is sensitive. Acquiring this information may breach local protocols.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback and it is agreed that this information can be sensitive.

It has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Identify landscape features and sites on Country in accordance with their place and role in Dreamtime, spirituality and local cultural practices and ceremony

Recommend to remove Dreamtime. Replace with Dreaming.

Identify landscape features and sites on Country in accordance with their place and role with the Dreaming, spirituality and local Cultural practices and ceremony.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'Dreaming' has now been included. All references to 'Dreamtime' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.5 Determine the role of lore and customs in matters of land, family, marriage, kinship, totem, clan and obligation

Recommend to remove PC2.5.

This is due to historical injustices and the lack of privilege on living a Traditional lifestyle. This information more likely not to be determined.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.5 has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.9 Carry out investigations in accordance with work health and safety and environmental sustainability policies and procedures

Unsure what this means and how it relates to overarching element/PC for acquire information.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The individual acquiring information would be doing so as a part of their job and as a part of that job they need to be mindful of workplace health and safety and environmental sustainability requirements.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and supporting the unit as a prerequisite.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Traditional throughout the analysis of the unit review. 1.1

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.1 Confirm traditional ownership of cultural material

Recommend to replace the word confirm with acknowledge.

Acknowledge traditional ownership of Cultural material

Unreasonable to use the word confirm, if consideration needs to be taken into account for human remains coming back from overseas and from museums. Repatriation.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agreed and this PC now reads: 'Acknowledge traditional ownership of cultural material'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.6 Complete records according to cultural protocols

And any relevant legislation keeping materials safe

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PC now reads: 'Complete records according to cultural protocols and legislative requirements'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.7 Identify issues and follow protocols in relation to the return of cultural material to local Aboriginal and/or Torres Strait Islander Community

Recommend to change to Communities.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All reference to 'community' has been revised to 'local Communities'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E2. Determine movement and storage requirements

General comment: this element is lacking environmental considerations for storage of items.

Example: wooden artefacts may deteriorate faster if not kept to an appropriate temperature.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agreed. Environmental considerations have now been included in PCs, PE and KE.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Implement legislative and work health and safety requirements

General comment: RTOs need to customise the WHS to cover Cultural safety

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit AHCCSW4XXX Contribute to the development of cultural safety processes has been developed as a new unit in Cultural Sites Work

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Communicate specific local cultural requirements to colleagues

Recommend to include protocols and and/or Cultural authorities.

Communicate specific local Cultural protocols and requirements to colleagues and/or Cultural authorities.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.3 has been revised and now states: 'Communicate specific local cultural protocols and requirements to colleagues and/or cultural authorities'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E4. Store cultural material according to Aboriginal and/or Torres Strait Islander cultural requirements

Recommend to use the word protocols.

Store Cultural material according to Aboriginal and/or Torres Strait Islander Cultural protocols and requirements.

General comment: There are two perspectives for consideration a community and a museum. The museum will have their own policies and procedures around how Cultural objects are to be displayed and/or preserved.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 4 now reads 'Store cultural material according to Aboriginal and/or Torres Strait Islander cultural protocols and environmental requirements'.

This was revised earlier to include environmental considerations for objects and materials.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 consulted effectively with Traditional Owners, Cultural Managers and relevant

Recommend to remove Cultural Managers. Outdated terminology.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to cultural managers have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 consulted effectively with Traditional Owners, Cultural Managers and relevant Community representatives about the handling, access to and display of cultural material

Recommend to take out the word about. Replace with regarding.

Community representatives regarding the handling, access to and display of Cultural material

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This point in the PE has now been revised to read: 'consulted effectively with Traditional Owners, and relevant Community representatives regarding the handling, access to and display of cultural material'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

General comment: This section is lacking knowledge areas around appropriate people to repair damaged artefacts.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PE and KE has been revised to include consultation with appropriate experts if artefacts are damaged.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this unit as a prerequisite

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This is a recommendation that needs to be implemented throughout this unit analysis.

A capitalisation is required for the word Cultural/Culture.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort. Capitalisation will be discussed at the Validation meeting with project partners

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit applies to those working on Country in cultural landscapes and with cultural sites and objects.

Capital C (cultural) and recommend to include waterways.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

The unit Application clarifies the following: Cultural landscapes and on Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to only use the word lore. Remove the word law.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

All references to 'law' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to working with lore/law men and women, either as an autonomous sites worker or under the supervision and cultural authority of Traditional Owners or Elders for specific Country

Recommend to include the word appropriate. Remove the word and.

...women either as an autonomous sites worker or under the appropriate supervision, Cultural authority of Traditional Owners or Elders for specific Country and is also applicable to the work of repatriation workers and anthropologists

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'law' have been removed. The revised section now reads 'The unit applies to working with lore men or women, either as an autonomous sites worker or under the appropriate supervision and cultural authority of Traditional Owners or Elders for specific Country. This unit is also applicable to the work of repatriation workers and anthropologists.'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to remove Cultural Managers. This is old terminology.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Reference to 'cultural managers' has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Traditional. Address throughout the analysis of the unit review.

PC1.8 has too much information. This PC needs to be simplified. Or divided into two separate PCs.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All PCs in Element 1 have been revised and now read:

'1.1 Identify and consult appropriate cultural authorities according to Aboriginal and/or Torres Strait Islander cultural protocols

1.2 Obtain approval and permits from relevant Traditional Owners for work to be carried out

1.3 Obtain permissions from relevant Traditional Owners for access to cultural site and materials

1.4 Access records of assessment of significance incorporated into strategies and plans for area and site

1.5 Identify previous works which may be causing damage to culturally significant sites or assets, if applicable

1.6 Determine appropriate action to be taken to rectify damage, if applicable

1.7 Collect and record information on environmental systems and procedures

1.8 Identify machinery, tools, equipment and materials to carry out maintenance works'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E3. Maintain condition of place

Recommend to reword this element to Maintain the condition of Cultural site.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This element has now been revised to: 'Maintain condition of cultural site'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.1 Undertake maintenance work according to archaeological practices and Aboriginal and/or Torres Strait Islander cultural protocols and approvals and requirements of work programs and in a manner that ensures significance of place is maintained

PC3.1 has too much information. This PC needs to be simplified. Or divided into two separate PCs.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been revised to 'Undertake maintenance work according to organisational procedures and Aboriginal and/or Torres Strait Islander cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.2 Confirm work meets environmental sustainability requirements and does not cause damage to surrounds, fabric or building, or materials

Recommend to reword PC3.2.

Confirm the work environment meets sustainability requirements and does not cause damage.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This has now been revised and reads 'Confirm maintenance work meets environmental sustainability requirements'.

The rationale behind this is that if the individual confirms environmental sustainability requirements, damage should effectively be avoided.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Apply continuous improvement strategies to own area of responsibility, including communicating ideas and possible solutions to the work group and management

Recommend to change the wording of PC3.3.

Apply and communicate continuous improvement strategies to the work group and management

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.3 now reads 'Apply and communicate continuous improvement strategies relevant to own area of responsibility'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to remove Cultural Managers. This is old terminology.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to Cultural Managers have now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E4. Safeguard cultural place

Recommend to keep the original element wording. Protect Cultural place

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 4. now reads 'Protect cultural site'. The word 'site' is used in this element because it aligns with the unit title.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.1 Report any breach of legislation or enterprise regulations to Traditional Owners, Cultural Managers and supervisor

Recommend to remove Cultural Managers. This is old terminology.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to Cultural Managers have now been removed

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.2 Maintain protective barriers and signs according to enterprise procedures and Aboriginal and/or Torres Strait Islander cultural practices

Recommend to remove the word enterprise.

Recommend to include the word protocols.

Maintain protective barriers and signs according to procedures and Aboriginal and/or Torres Strait Islander Cultural practices and protocols.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been revised to reads 'Maintain protective barriers and signs according to organisation procedures and Aboriginal and/or Torres Strait Islander cultural practices and protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.3 Provide information to workers and contractors to ensure significance of place is maintained, and that work meets environmental sustainability requirements

Recommend to remove the word workers and replace with employees.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

'Workers' has now been replaced with 'employees'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.4 Ensure work does not cause damage to area, fabric or building, and materials, equipment and tools are removed at the completion of work

Recommend to reword PC4.4

Ensure work does not cause damage to area of Cultural significance, and materials, equipment and tools are removed at the completion of work

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC now reads 'Ensure materials, equipment and tools are removed safely from cultural site at completion of work'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

consulted with appropriate cultural authorities and obtained free, prior and informed consent for works and access of specific persons

Recommend to remove the words free, prior and.

consulted with appropriate Cultural authorities and obtained informed consent for works and access of specific persons

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The term 'free, prior and informed consent' is used to ensure the Community or Cultural Authority is given the opportunity to give their informed consent without coercion and in a timely fashion. There have been a number of states and territories who have requested this term be used.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.3 key principles of free, prior and informed consent

Recommend to remove the words free, prior and.
key principles of informed consent

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The term 'free, prior and informed consent' is used to ensure the Community or Cultural Authority is given the opportunity to give their informed consent without coercion and in a timely fashion. There have been a number of states and territories who have requested this term be used.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The physical conditions: 'On Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions' allows for some flexibility in assessment. Taking this statement out would mean Mandatory Workplace Requirements are to be undertaken and this can make a unit very difficult to assess. The assessor requirements which apply ensure that on Country will be accurately reflected in the assessment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 traditional and modern techniques of site protection appropriate to the site

Recommend to include the word Cultural. Capitalise the word Traditional.

Traditional and modern techniques of Cultural site protection appropriate to the Cultural site

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This PC has also been revised and is now part of Element 4 as PC4.5: 'Identify traditional Aboriginal and/or Torres Strait Islander or modern repair and maintenance techniques, if applicable'.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort. This will be further discussed with project partners at Validation

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.6 enterprise procedures for reporting deterioration or damage to place or reporting incidents

Recommend to include the words Cultural site.

Remove to place and enterprise.

procedures for reporting deterioration or damage to Cultural sites or reporting incidents

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.6 has now been revised and reads: 'Determine appropriate action to be taken to rectify damage to cultural site, if applicable'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.7 site recording systems used by the enterprise or Community

Recommend to include the words Cultural and organisation. Remove the word enterprise.

Cultural site recording systems used by the organisation or Community

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This dot point in the KE now revised to 'site recording systems used by the organisation or Community'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of the prerequisite unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 1.2 Identify the purpose of legislation and environmental and sustainability requirements which apply to own work context - Are the environmental and sustainability requirements legislative or other? There is no KE point to support these. Suggest consideration of the addition of understanding the basic legal concepts such as the relationships between legislation, regulation and standards in KE. Also how to determine and access same for a site.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been revised to read: 'Identify the purpose of legislation requirements which apply to own work context'.

The Knowledge Evidence has now been revised to include:

• key principles of legislation which may impact Aboriginal and/or Torres Strait Islander sites work including:

- cultural and heritage legislation
- National Parks and Wildlife Service legislation
- Native Title legislation
- Land Rights laws in all states and territories bar Western Australia
- environmental and sustainability legislation'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE:

- identified and applied relevant legislation to the circumstances appropriately and accurately
- identified and applied relevant compliance requirements affecting Aboriginal and/or Torres Strait Islander sites work in a specified jurisdiction

These points require more explicit KE to support

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Knowledge Evidence has now been revised to include:

• key principles of legislation which may impact Aboriginal and/or Torres Strait Islander sites work including:

- cultural and heritage legislation
- National Parks and Wildlife Service legislation
- Native Title legislation
- Land Rights laws in all states and territories bar Western Australia
- environmental and sustainability legislation'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE: •used referral options and other expertise to assist in interpreting and applying legislative requirements - Not explicit in PCs.
Requires more explicit KE points

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The KE now reads:

• organisations to which appropriate referrals can be made including:

- Aboriginal Land Councils (ALCs)
- Local Aboriginal Land Councils (LALCs)
- Northern Peninsula Area Regional Council (NPARC)
- Prescribed Bodies Corporate (PBCs)
- Torres Strait Regional Authority (TSRA)'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

KE: The knowledge evidence points (whole section) are relevant but vague on how relevant legislation is accessed, interpreted, and used in communications/referrals

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Knowledge Evidence has now been updated:

'An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

• key principles of legislation which may impact Aboriginal and/or Torres Strait Islander sites work including:

- cultural and heritage legislation
- National Parks and Wildlife Service legislation
- Native Title legislation
- Land Rights laws in all states and territories bar Western Australia
- environmental and sustainability legislation
- relationships between legislation, regulations and standards
- organisations to which appropriate referrals can be made including:
 - Aboriginal Land Councils (ALCs)
 - Local Aboriginal Land Councils (LALCs)
 - Northern Peninsula Area Regional Council (NPARC)
 - Prescribed Bodies Corporate (PBCs)
 - Torres Strait Regional Authority (TSRA)'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit of competency describes the skills and knowledge required to work within the constructs of relevant legislation when working with Aboriginal and/or Torres Strait Islander sites, cultural materials and cultural landscapes.

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit of competency describes the skills and knowledge required to work within the constructs of relevant legislation when working with Aboriginal and/or Torres Strait Islander sites, cultural materials and cultural landscapes.

Recommend to include and waterways.

.... with Aboriginal and/or Torres Strait Islander sites, Cultural materials and Cultural landscapes and waterways.

Recommend to include waterways throughout this unit analysis.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. The unit Application clarifies the following: On Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Identify the laws that safeguard Aboriginal and/or Torres Strait Islander sites

Recommend to keep the word protect in PC 2.1.

Safeguard is watered down language. Safeguard isn't the same as protect. Protect shows accountability and more responsibility.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.1 has now been revised to keep the word 'protect'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Consult with experts to address any competing interests arising from different pieces of legislation with jurisdiction over a local Aboriginal and/or Torres Strait Islander cultural site, landscape or material

Recommend to include Cultural authorities.

Consult with experts and Cultural authorities to address any competing interests arising from diverse pieces of legislation with jurisdiction over a local Aboriginal and/or Torres Strait Islander cultural site, landscape or material

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 2.3 has now been revised to include cultural authorities.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Consult with experts to address any competing interests arising from different pieces of legislation with jurisdiction over a local Aboriginal and/or Torres Strait Islander cultural site, landscape or material

Recommend to remove the word different and replace with diverse/alternate.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 2.3 has now been revised to include the word 'diverse'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3. Identify stakeholder requirements

General comment: Consideration of audits.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Stakeholders have been clarified in KE.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Support AHCILM3X06 prerequisite unit

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support of the prerequisite unit.

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

Is reasonable to say that this requirement is met if during the assessment tool development, communication has been made with an Aboriginal and/or Torres Strait Islander person?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

You are correct, the Assessment Condition is:...accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols. That person does not need to be physically present during assessment.

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

Seek clarification please. Other units within this group say 'according to Community guidelines and cultural protocols'. This one clearly says ' according to Aboriginal and/or Torres Strait Islander Community protocols'. Are they asking for the same thing or are Community guidelines varied? Thanks.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The Application of the unit is to: All work is performed according to local Aboriginal and/or Torres Strait Islander Community guidelines and cultural protocols. This is done with the understanding that protocols and guidelines may differ in different Communities. Therefore, the individual needs to confirm what those protocols and guidelines will be. As this is an indicative AQF 2 level unit of competency, confirmation would be the responsibility of a supervisor passing that information on to the person completing this unit.

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

Are we really asking some of of my desert rangers with low LLN to interpret, analyse and extract information? The skill would be understanding there point of contact if they need to know anything

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Agreed this Foundation Skill is at too high a level for an indicative AQF2 level unit. It has been revised to read: reading workplace instructions, maps and digitally recorded data

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

This wording is a bit confusing - does it mean the key principles, values and practices of Aboriginal and Torres Strait Islander culture rather than cultural knowledge? I don't think knowledge can have values and practices can it?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This Performance Criteria has been revised and now reads: 1.2 Determine and record local key practices of culture according to cultural protocols and permissions

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

3.2 is the same as 2.1 - is it necessary to have this repeated?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Both Elements PCs have been revised and now read:

2.1 Identify and document relationships between on Country management practices and seasonal cycles in an accessible record

2.2 Use and document common and local Aboriginal and/or Torres Strait Islander names to describe plants and animals

3.1 Identify and record bush foods and medicines for a specific area

3.2 Collect and record plant and animal species for future identification using appropriate equipment according to organisational procedures

3.3 Follow work health and safety policies and procedures when working on Country

3.4 Define and document issues in relation to access and use, if applicable

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

'Respect' on its own is a hard thing to assess as it's an attitude rather than a behaviour or knowledge.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This has been noted and will be discussed further during validation.

Organisation Type: State Government, Registered Training Organisation

Coverage: WA

Stakeholder Comments:

I was hoping to seek some clarification please. Our department currently offers AHCILM201, 202 and 203, I notice in the application it says 'according to Community guidelines and cultural protocols', are these specifically to/for Aboriginal and/or Torres Strait Islanders or can they be for non-indigenous? The AHCILM202 specifically says according to Aboriginal and/or Torres Strait Islander Community guidelines and cultural protocol, but the others do not.

Also what are the kinds of community guidelines being referred to please?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The Project Manager has commented: We have tweaked the wording to be more inclusive adding 'and/or Torres Strait Islander' removing reference to 'Indigenous'.

We retained reference to Community guidelines and cultural protocols – which is about following the local guidelines and protocols in which the individual is working; every community is different so it's about finding out what their guidelines and protocols are and following them. They are for anyone working in the community regardless of race.

Further to the Project Manager's comments, the wording of the unit application is still in draft form and will be revised further. The expectation is that all units will be reworded to talk about 'local' Community guidelines and cultural protocols. This is to ensure the person working on Country is guided by the community's requirements as there is a diverse range of Communities who each have their own cultural protocols.

Organisation Type: State Government, Registered Training Organisation

Coverage: WA

Stakeholder Comments:

I was hoping to seek some clarification please. Our department currently offers AHCILM201, 202 and 203, I notice in the application it says 'according to Community guidelines and cultural protocols', are these specifically to/for Aboriginal and/or Torres Strait Islanders or can they be for non-indigenous? The AHCILM202 specifically says according to Aboriginal and/or Torres Strait Islander Community guidelines and cultural protocol, but the others do not.

Also what are the kinds of community guidelines being referred to please?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The Project Manager's response has been: We have tweaked the wording to be more inclusive adding 'and/or Torres Strait Islander' removing reference to 'Indigenous'.

We retained reference to Community guidelines and cultural protocols – which is about following the local guidelines and protocols in which the individual is working; every community is different so it's about finding out what their guidelines and protocols are and following them. They are for anyone working in the community regardless of race.

Further to the Project Manager's comments, the wording of the unit application is still in draft form and will be revised further. The expectation is that all units will be reworded to talk about 'local' Community guidelines and cultural protocols. This is to ensure the person working on Country is guided by the community's requirements as there is a diverse range of Communities who each have their own cultural protocols.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 1.2 Identify machine, equipment, and materials necessary to carry out maintenance works – Machinery? and tools?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 1.2 has been revised to read 'Identify required machinery and tools to carry out maintenance works'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Elements: 2. Prepare for maintenance - Would there not be some identification of hazards associated with the work, even if just confirming with the supervisor?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 2.2 has been added and reads 'Inspect area for hazards associated with maintenance work and report to supervisor'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 2.1 Organise machine, equipment and materials to carry out maintenance works – should that be machinery?

Consideration and Proposed Resolution: Adopted

Thanks for your feedback.

PC 2.1 now revised 'Organise machinery, tools and materials to carry out maintenance works'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.2 Report presence of threats - Threats to what?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 3.2 has been revised and now reads 'Recognise flora and/or fauna which may pose a threat to the cultural site and report to supervisor'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 4.2 Report any breach of legislation or enterprise regulations to supervisor - At AQF 2, would the learner be expected to know what constitutes a breach of legislation? There is no KE point to support the identification of breaches of legislation.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 4.2 has been revised and now reads 'Report any breach of organisation's procedures to supervisor'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Foundation Skills: Does Numeracy for measurement. Concepts of volume etc.+ - need to be added?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Foundation Skills now include Numeracy and state:

- Measure area of cultural site to be maintained
- Calculate required amounts for materials.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Foundation Skills:

- Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures
- analysis AQF 2?
- At AQF 2 would the learner be expected to read and interpret legal documents?
- Plus operation instructions/manuals for machinery and equipment?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Foundation Skills for Reading now revised and say 'Interpret operating/instruction manuals for machinery and tools'

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: Note the requirements of legislation and protection agreements? Wouldn't the enterprise procedures have been developed to comply with these? There is no knowledge evidence point to support this PC 1.3

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs have been revised and now read:

'1.1 Confirm processes for observations from supervisor

1.2 Obtain equipment for observations according to instructions'.

The KE has also been revised • policies and procedures for documenting observations

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: Collection of samples can be by digital means - photographs, video as can the location of sampling for 2.2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 2.2 is now supported by the following KE:

• equipment may include:

- digital recording equipment
- computers or laptops
- smart phones
- cameras and video equipment'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: Protection and quarantine requirements under legislation and protection agreements? This would only be in the context of own work. There is no knowledge evidence to support this PC for 2.3

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 2.4 not supported by KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The KE has been revised to include: 'safety equipment required for observation activities including personal protective equipment'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: WHS not included in KE 2.5

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

WHS has been included in Element 2 and is also supported in PE and KE.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC: 3.3 not supported in KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

KE has been revised and includes:

• navigation systems may include:

- Global Navigation Satellite System
- handheld GPS receivers
- car navigation systems
- maps and grid references'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Foundation Skills: Legal documents – at AQF 2?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The Reading Foundation Skills has now been revised and reads: 'Interpret, analyse and extract information from a range of sources including policies and procedures, maps and/or digitally recorded data'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE: •carried out a survey of plants and animals in a natural area in a manner that minimises disruption or degradation to the environment – Requires KE support

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The KE now provides information to support the PE, as follows:

- minimising disruption or degradation to an area may include:
 - not removing or disturbing plant material
 - disposing of all waste or litter
 - walking or driving on designated tracks and pathways'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE: •applied work health and safety practices in the context of own work – Requires KE support

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The KE now supports this PE through the following dot points:

- safety equipment required for observation activities including personal protective equipment
- instruction manuals for operating equipment
- workplace health and safety procedures'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE: •used maps or GPS to accurately plot or describe locations – Requires KE support

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PE has now been revised to state: 'used maps, grid references and/or navigation systems to accurately plot or describe locations'.

In support, the KE now states:

- navigation systems may include:
 - Global Navigation Satellite System
 - handheld GPS receivers
 - car navigation systems
 - maps and grid references'.

Organisation Type: State Government, Registered Training Organisation

Coverage: WA

Stakeholder Comments:

I was hoping to seek some clarification please. Our department currently offers AHCILM201, 202 and 203, I notice in the application it says 'according to Community guidelines and cultural protocols', are these specifically to/for Aboriginal and/or Torres Strait Islanders or can they be for non-indigenous? The AHCILM202 specifically says according to Aboriginal and/or Torres Strait Islander Community guidelines and cultural protocol, but the others do not.

Also what are the kinds of community guidelines being referred to please?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

These units have been renamed and the unit sector will now be known as On Country Management (OCM). This is to make the language more 'inclusive' as there had never been any reference to Torres Strait Islander people. While the units are not specifically for Aboriginal and/or Torres Strait Islander people, the assessment conditions have been strengthened to ensure there is collaboration and involvement of Aboriginal and/or Torres Strait Islander people with the assessment.

The expectation is that all units will be reworded to talk about 'local' Community guidelines and cultural protocols. This is to ensure the person working On Country is guided by the community's requirements as there is a diverse range of Communities who each have their own cultural protocols.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to capitalise the word Cultural/Culture throughout the analysis of the unit review.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit applies to working individually and within a hierarchy of management and with others in a culturally appropriate way.

Recommend to advise who others are. It needs to be more explicit and to explain others are.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The statement has been revised and states: 'This unit applies to working individually and within a hierarchy of management and with Aboriginal and/or Torres Strait Islander people in a culturally appropriate manner.'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.1 Determine boundaries and extent of Country

Recommend to remove the word determine. Replace with investigate.
Investigate boundaries and extent of Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PC has been revised and now states: '1.1 Confirm boundaries and extent of Country with supervisor'.

At AQF2 level, an individual would be working under supervision and not be expected to conduct investigations.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Identify and record plant and animal species by Indigenous or common name

Recommend to change the wording from Indigenous to Aboriginal and/or Torres Strait Islander.

Please action this throughout the analysis review.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to Indigenous have been revised to Aboriginal and/or Torres Strait Islander.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Determine relationships of plants and animals from Indigenous land and sea management and cultural perspectives

Recommend to change the wording from Indigenous to Aboriginal and/or Torres Strait Islander.

Please action this throughout the analysis review.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to Indigenous have been revised to Aboriginal and/or Torres Strait Islander.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Determine relationships of plants and animals from Indigenous land and sea management and cultural perspectives

Recommend to remove sea and include waterways.

Remove the word Indigenous and replace with Aboriginal and/or Torres Strait Islander to have consistent language.

Remove the word determine and replace with investigate.

Investigate relationships of plants and animals to manage lands and waterways with Cultural perspectives.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 1.4 has been revised and now reads: 'Confirm relationships of plants and animals including simple food chains from Aboriginal and/or Torres Strait Islander cultural perspectives with supervisor'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.6 Determine history of dispossession from Community sources and available literature

Recommend to reword PC1.6 to

Determine local community history through available literature and other media mediums.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 1.6 now revised and reads: 'Determine local community history through available literature and other media according to instruction'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.7 Determine simple food chains relevant to Country

General comment: Suggest to move up to being PC 1.3 be explicit if this relates to plants and animals.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.7 has been removed and PC1.4 has now been revised to state: Confirm relationships of plants and animals, including simple food chains from Aboriginal and/or Torres Strait Islander cultural perspectives with supervisor

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This includes knowledge of:

- designated areas and features of local Country including:
- sacred areas
- taboo areas

This cannot be discussed. Its Culturally inappropriate to discuss topics that are taboo.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This KE has now been removed and replaced with knowledge of local cultural protocols.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This is a recommendation that needs to be implemented throughout this unit analysis.
A capitalisation is required for the word Cultural/Culture

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit of competency describes the skills and knowledge required to investigate the maintenance of cultural knowledge by local Aboriginal and/or Torres Strait Islander people and provide this knowledge to others, if permitted by cultural authorities.

Recommend to update as Peoples'

This is a recommendation that needs to be implemented throughout this unit analysis.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit name has been revised and now states: Provide appropriate information on Aboriginal and/or Torres Strait Islander peoples' cultural practice. All references to Aboriginal and/or Torres Strait Islander people have been revised to include peoples or peoples' in keeping with the Australian Government Style Guide.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.1 Obtain cultural knowledge from an appropriate person within the Community

Recommend to remove the word obtain and replace with source.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.1 now reads 'Source cultural information from an appropriate person within the Community'.

All references to 'cultural knowledge' has been revised and now replaced with 'cultural information' as feedback has determined this is a more appropriate term.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Determine and record key principles, values and practices of cultural knowledge

General comment: by recording information this could be a breach of local Cultural protocols.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.2 has now been revised and reads: 'Determine and record key principles, values and practices of culture according to cultural protocols and permissions'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Establish ownership of and parameters for transferring cultural knowledge

General comment: this PC may cause contention within a local Community due to historical injustices.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.4 has now been revised and reads; 'Establish appropriate cultural authorities and determine parameters for transferring cultural information'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Identify and document relationships between land, rivers, lakes and sea management practices and seasonal cycles in an accessible record

Recommend to remove the words land, rivers, lakes and sea. Replace with landscapes and waterways.

Identify and document relationships between landscapes and waterways to apply management practices and seasonal cycles in an accessible record

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.1 has been revised to read: 'Identify and document relationships between on Country management practices and seasonal cycles in an accessible record'.

The unit Application clarifies the following: Cultural landscapes and On Country refers to the land, waterways and the sea.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.2 Use common and Indigenous names to describe plants and animals

Recommend to remove the word Indigenous and reword PC2.2

Utilise local names to describe plants and animals.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.2 has been revised and reads: 'Use and document common and local Aboriginal and/or Torres Strait Islander names to describe plants and animals'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Note relationships between spirituality and people to complement the accessible record

Recommend to remove PC2.3

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.3 has been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E3. Identify plants, animals and resources used for medicine and food

General comment: the complexity in sharing knowledge of medicine and the uses is for Knowledge Holders only.

Recommend to speak only to general uses that may be commonly known.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs for this element have been 'generalised' and now read:

'3.1 Identify and record bush foods and medicines for a specific area

3.2 Collect and record plant and animal species for future identification using appropriate equipment according to organisational procedures

3.3 Follow work health and safety policies and procedures when working on Country

3.4 Define and document issues in relation to Aboriginal and/or Torres Strait Islander access and use, if applicable'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.2 Use common and Indigenous names to describe plants and animals

Recommend to remove PC3.2. It's repeated.

Consideration and Proposed Resolution: Adopted

Thank you for your comment.

PC 3.2 has been deleted.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Collect plant and animal samples for future identification in accordance with legislative requirements, enterprise procedures and environmentally sustainable practices and animal welfare codes of practice, where applicable

General comment: PC3.3 is too long and confusing. Recommend to remove the word enterprises.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.3 has been revised and reads: 'Collect and record plant and animal species for future identification using appropriate equipment according to organisational procedures'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.5 Define and document issues in relation to Indigenous access and use

Recommend to remove the word Indigenous. Replace with Aboriginal and/or Torres Strait Islander Peoples'.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC has been revised to read: 3.4 Define and document issues in relation to access and use, if applicable

The way it was worded made it seem as though there might be issues related to access and use by Aboriginal and/or Torres Strait Islander people, where it would be the worker who may be restricted.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

E4. Relate information on cultural knowledge to others

There shouldn't be an expectation that any Cultural knowledge received can be relayed.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 4 has been revised and now worded as follows:

'4. Provide information on cultural practice to others'.

The PCs have also been revised and read:

'4.1 Seek approval by the appropriate cultural authorities to pass on general information about cultural practice

4.2 Provide information to stakeholders who have been given permission by the appropriate cultural authorities to learn that knowledge

4.3 Relate information on cultural practice in an appropriate format and medium

4.4 Refer requests for disclosure of information on cultural heritage that infringes intellectual property rights of a group or Community to appropriate cultural authority or local Community members

4.5 Decline requests for disclosure of information on aspects of cultural practice by unauthorised individuals'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

General comment: the performance evidence would need to be changed or adjusted according to any changes in the PC.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Both the Performance Evidence and Knowledge Evidence have been revised according to changes in the elements and performance criteria requirements.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit of competency describes the skills and knowledge required to work with an Aboriginal and/or Torres Strait Islander Community or organisation while demonstrating an awareness of Aboriginal and/or Torres Strait Islander identity, history and spirituality.

Recommend to change to histories.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word histories has now been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This is a recommendation that needs to be implemented throughout this unit analysis.

A capitalisation is required for the word Cultural/Culture

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Identify impacts on Aboriginal and/or Torres Strait Islander social structures following European colonisation

Recommend to remove the word European. Replace with British.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

European has now been replaced with British.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.3 Record examples of resistance to European colonisation

Recommend to remove the word European. Replace with British.
Please update throughout the analysis of the unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
European has now been replaced with British.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.4 Document positive and negative effects of European colonisation

Recommend to remove the wording positive and negative. Replace with impacts.
Document the impacts of British colonisation.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
European has now been replaced with British.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.5 Determine various approaches and resources which can be employed in order to identify cultural authorities for specific Country and Community

Recommend the following words for PC1.5
Examine various approaches which can be undertaken to identify Cultural authorities for specific Country and Communities.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.
PC 1.5 now revised and reads: 'Examine various approaches which can be undertaken to identify Cultural authorities for specific Country and Communities'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.6 Research contemporary Aboriginal and/or Torres Strait Islander social, economic and political trends in the context of Community life

PC1.6 is creating stereotypes and making assumptions about Aboriginal and/or Torres Strait Islander Peoples'.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This PC has now been flagged for further discussion, specifically around the wording and how it can be revised.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Outline strategies for working with Aboriginal and/or Torres Strait Islander organisations and people

Replace with Peoples'

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This element has now been revised: 'Outline strategies for working with Aboriginal and/or Torres Strait Islander organisations and peoples'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Acknowledge and consider differences in working within Aboriginal and/or Torres Strait Islander and non- Aboriginal and/or Torres Strait Islander Communities and organisations

Recommend the following words for PC2.1.

Acknowledge and consider diversity when working within Aboriginal and/or Torres Strait Islander Communities and organisations .

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC now reads: 'Acknowledge and consider diversity when working within Aboriginal and/or Torres Strait Islander Communities and organisations'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.3 Recognise potential conflicts

2.4 Identify and implement strategies for minimisation of conflicts

Recommend to remove PC2.3 and PC2.4

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

These PCs have now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.2 Respect Community traditions and customs

Recommend to capitalise the words Traditions and Customs.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.3 Build and maintain productive relationships within the Aboriginal and/or Torres Strait Islander Community and organisation

Recommend to remove the word productive and replace with genuine.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word genuine has now been utilised.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.4 Create and give mutual respect as evidenced by effective engagement and shared outcomes with the Community and organisation over time

Recommend the following wording for PC3.4

Reciprocate mutual respect by effective engagement and shared outcomes with Communities and organisations over time.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.4 has been revised and reads: 'Reciprocate mutual respect through effective engagement and shared outcomes with the Community and organisation over time'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.5 Obtain and value feedback on personal work performance, interpersonal ways of relating, and adherence to Aboriginal and/or Torres Strait Islander cultural protocols

Obtain feedback on personal work performance and the interpersonal ways of adhering to Aboriginal and/or Torres Strait Islander Cultural protocols.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.5 has been revised and reads: 'Obtain feedback on personal work performance from supervisor'. Knowledge Evidence now includes:

• feedback on personal performance may include:

- interpersonal ways of communicating
- adherence to Aboriginal and/or Torres Strait Islander cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 2 Identify Aboriginal and/or Torres Strait Islander cultural authorities for specific Country in culturally appropriate ways

The order of the PCs is confusing. PC 2.1 has students applying approaches to identify cultural authorities, but PC 2.2 has them researching difficulties in doing this. Wouldn't they research such difficulties before applying?

· PC 2.3 is about identifying and consulting cultural authorities – it is unclear what they are consulting about at this stage as element 3 is all about consultation? The element seems to be about identifying who should be consulted with – so why are we suddenly consulting in 2.3, then focussing all of element 3 on consulting also? Is this about consulting with cultural authorities about who to consult with? If so, make that clearer.

· PC 2.5 again uses the word respect (see element 1 notes). It also requires the implementation of advice given by cultural authorities. Is this supposed to be advice about the appropriate consultation process or is it about taking advice determined during the consultation process? Make this clearer

· PC 2.6 is about supporting cultural knowledge holders to make decisions about the cultural significance of objects and places. I'm no SME, but how would a white fella support a respected Indigenous knowledge holder to make decisions about determining the cultural significance of places or objects? That seems overreaching, almost colonial! How is that the job of a Certificate III holder in any situation? Also, the element is about identifying cultural authorities, we seem now to jump to supporting them?

· PC 2.7 how would an assessor assess a learner acknowledging and respecting traditional knowledge and practices in managing Country and environment? I see the importance of this skill but assessing it will be complicated. Is it just that the learner doesn't act disrespectfully? Do they explain the importance of this right in a verbal or written task (which would acknowledge). The package writers need to stop and imagine how an RTO would assess this skill.

Recommendations

· Define exactly what this element is aiming to achieve. If, as the element states, the aim is to identify cultural authorities, then make the performance criteria about identifying. Don't have them consulting and applying advice in the middle of that UNLESS that is actually the desired process (ie consult about consulting process and take advice on consulting process). Write the PCs so they reflect the element. Clarify if the 'consulting about consulting' is a requirement of the process.

· Consider rewording the element. Only PC 2.1, 2.2 and part of 2.3 relate to identifying. The remaining PCs seem to relate to interacting and dealing with cultural authorities.

· Reorder PC 2.1 and 2.2

· Consider exactly what skill PC 2.6 is aiming to standardise. I personally found it bordering on offensive, but again I am no SME and maybe there is some support that is appropriate. What do Indigenous people think this support looks like? Be clearer the correct skills are taught and assessed.

· Consider exactly what PC 2.7 is aiming to standardise. What does this skill look like? Is it some generic 'vibe' that the learner gives off, or is there specific skills that can be observed? Rework or remove

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

We have received several pieces of feedback with regard to this element and its performance criteria. The PCs for Element 2 have been revised and now read:

'2.1 Acknowledge and consider diversity when working within Aboriginal and/or Torres Strait Islander Communities and organisations

2.2 Identify and document Aboriginal and/or Torres Strait Islander methods of communication and working

2.3 Research and apply cultural protocols in the local Community'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 3 Apply Aboriginal and/or Torres Strait Islander cultural protocols to Community consultation

PC 3.1 and PC 3.3 seem to be about planning for the consultation, and implementing the advice given by cultural authorities. Does this negate the need for the word 'implement' in PC 2.5?

Recommendations

- Review PC 2.5 against the content in PC 3.1 and 3.3. Remove the word implement from PC 2.5

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC 2.5 has been removed.

The PCs in Element 3 have also been revised and are now:

'3.1 Apply Aboriginal and/or Torres Strait Islander cultural protocols according to Community and organisational guidelines and procedures

3.2 Build and maintain genuine relationships within the Aboriginal and/or Torres Strait Islander Community and organisation

3.3 Reciprocate mutual respect through effective engagement and shared outcomes with the Community and organisation over time

3.4 Obtain feedback on personal work performance from supervisor'.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

PC - Remove 'local and individuals'

Change trends to issues

Additional Stakeholder Support: RTO - QLD x 1, Govt State - SA x 1, STA - SA x 1, Govt State - WA x 1, STA - WA x 1

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

prefers original title, as 'develop awareness' softens the importance of the unit. Very important unit (or most important) to be included in Core and as PR where applicable.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit title has been kept as 'Follow Aboriginal and/or Torres Strait Islander cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

how do you assess 'developing awareness'? Perhaps change to 'demonstrated'

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit has now been revised and the application will be to 'follow' rather than 'develop awareness'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

bullets 6 & 7 could deflect from importance of unit, there is an emotional tie which could impact negatively on some participants, these are underpinning knowledge (history).

bullet 8 'self-determination' remove

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The bullet points you refer to in the knowledge evidence have been removed and dot point 10 now reads: 'cultural protocols and their alignment to workplace practices'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

bullet 8 'self-determination' is important should stay, and what the key drivers are around this, also need to have 'cultural protocols'

Additional Stakeholder Support: RTO - NSW x 1, Other - VIC x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Updated dot point 10 now reads: 'cultural protocols and their alignment to workplace practices'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

there should be another unit on cultural safety, remove from this unit

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The references to 'cultural safety' have been removed from this unit. Following discussions, a separate unit has been developed for cultural safety 'AHCCSW4XXX Contribute to the development of cultural safety processes' and this unit will now be kept as 'Follow Aboriginal and/or Torres Strait Islander cultural protocols'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

add in Indigenous Cultural Intellectual Property (ICIP) into PC4.6, 5.5 and/or PE & KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

ICIP has now been added into the PCs, PE and KE.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

happy with PC1.2 but remove 'fractions' need to define 'avoidance relationships', need to review this

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.2 has been revised and is now reading as: Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

change PC1.2 to 'practices' and remove all the other descriptive words

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.2 has been revised and is now reading as: Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

PC1.5 the richness and diversity of relationships

Additional Stakeholder Support: RTO - NSW x 1, Other - VIC x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 1 PCs have been reviewed and now read:

- 1.1 Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with cultural landscapes
- 1.2 Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community
- 1.3 Recognise local language groups and kinship networks within specific Country
- 1.4 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony and responsibility for cultural sites and the cultural rules
- 1.5 Acknowledge the rights of individuals within Communities and on Country to hold the responsibility associated with sharing cultural knowledge

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

PC1.3 not sure how to assess this, word 'respect' is hard to assess, is it achievable. 'recognise local' instead

Additional Stakeholder Support: RTO - NSW x 1, Other - VIC x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 1 PCs have been reviewed and now read:

- 1.1 Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with cultural landscapes
- 1.2 Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community
- 1.3 Recognise local language groups and kinship networks within specific Country
- 1.4 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony and responsibility for cultural sites and the cultural rules
- 1.5 Acknowledge the rights of individuals within Communities and on Country to hold the responsibility associated with sharing cultural knowledge

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to keep the unit title as Follow Aboriginal Cultural protocols.

Cultural safety needs to be addressed in another unit.

Protocols need to have the emphasis to indicate the importance of why protocols are required.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Following discussions, a separate unit has been developed for cultural safety 'AHCCSW4XXX Contribute to the development of cultural safety processes' and this unit will now be kept as 'Follow Aboriginal and/or Torres Strait Islander cultural protocols'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Unsure why the application paragraphs have been removed.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The application has now been revised to state:

'This unit of competency describes the skills and knowledge required to apply Aboriginal and/or Torres Strait Islander culture protocols including the need to identify the appropriate persons when approaching a Community and the cultural and social protocols associated with that task.

This unit applies to individuals working with local Aboriginal and/or Torres Strait Islander Community groups ensuring the cultural safety of its people is acknowledged through shared respect, meaning and knowledge.

No licensing, legislative or certification requirements apply to this unit at the time of publication.'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit of competency describes the skills and knowledge required to develop awareness and apply Aboriginal and/or Torres Strait Islander culture protocols.

This is a recommendation that needs to be implemented throughout this unit analysis.

A capitalisation is required for the word Cultural/Culture

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit applies to individuals working with local Aboriginal and/or Torres Strait Islander Community groups ensuring the cultural safety of its people through shared respect, meaning and knowledge.

Recommend to remove the wording of its people.

This unit applies to individuals working with local Aboriginal and/or Torres Strait Islander Peoples' and Community groups ensuring the Cultural safety is acknowledgement through shared respect and meaning.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Application has been revised to read:

'This unit of competency describes the skills and knowledge required to apply Aboriginal and/or Torres Strait Islander culture protocols including the need to identify the appropriate persons when approaching a Community and the cultural and social protocols associated with that task.

This unit applies to individuals working with local Aboriginal and/or Torres Strait Islander Community groups ensuring cultural safety is acknowledged through shared respect, meaning and knowledge.

No licensing, legislative or certification requirements apply to this unit at the time of publication.'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

The unit applies to individuals working with lore/law

If the original application of text is embedded. Only have lore.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'law' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

PC1. Identify Aboriginal and/or Torres Strait Islander beliefs and cultural protocols for specific Country

Recommend to remove the word for and replace with of.

Identify Aboriginal and/or Torres Strait Islander beliefs and cultural protocols of specific Country.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 1 now reads: 'Identify Aboriginal and/or Torres Strait Islander beliefs and cultural protocols of specific Country'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.1 Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with cultural landscapes

Recommend to include waterways.

Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with Cultural landscapes and waterways.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.1 has been revised to include sea and waterways.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM306 1.3 Respect language groups and kinship networks within specific Country that inform the basis of social relationships and Community roles

Recommend to have 'Country that inform the basis of social relationships and Community roles' put back in PC1.3, as recognising relationships are important.

Respect language groups and kinship networks within specific Country that inform the basis of social relationships and Community roles

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All PCs for Element 1 have been revised:

1.1 Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with cultural landscapes

1.2 Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community

1.3 Recognise local language groups and kinship networks within specific Country

1.4 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony and responsibility for cultural sites and the cultural rules

1.5 Acknowledge the rights of individuals within Communities and on Country to hold the responsibility associated with sharing cultural knowledge

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

1.2 Recognise and respect gender roles, cultural taboos, factions, and avoidance relationships

Recommend to remove the word factions and Cultural taboos.

Recognise and respect gender roles, relationships, and avoidance relationships.

Cultural taboos are a sensitive topic and including taboos within this PC may breach local protocols.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All PCs in Element 1 have now been revised:

1.1 Identify and document the importance of Aboriginal and/or Torres Strait Islander beliefs and the relationship of these beliefs with cultural landscapes

1.2 Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community

1.3 Recognise local language groups and kinship networks within specific Country

1.4 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony and responsibility for cultural sites and the cultural rules

1.5 Acknowledge the rights of individuals within Communities and on Country to hold the responsibility associated with sharing cultural knowledge

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM306 1.5 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony

1.6 Acknowledge the rights of individuals within Communities and on Country to hold responsibility for Aboriginal sites and the cultural rules associated with sharing that knowledge

Recommend to keep both PC1.5 and 1.6 from the original unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The revised PCs are now:

'1.4 Acknowledge the rights of individuals within Communities and on Country to hold specific knowledge and ceremony and responsibility for cultural sites and the cultural rules

1.5 Acknowledge the rights of individuals within Communities and on Country to hold the responsibility associated with sharing cultural knowledge'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.2 Research difficulties in identifying cultural authorities in various states and territories

Recommend to remove the PC2.2

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM306 2.4 Apply the identification by cultural authorities of appropriate persons within Communities who hold cultural knowledge relevant to determining the cultural significance of Aboriginal objects and places

Recommend to keep the original PC2.4.

Students will need to understand who holds the Cultural knowledge.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The PCs for Element 2 have been revised following public consultation and now read:

'2.1 Apply various approaches and resources to identify cultural authorities for specific Country

2.2 Identify and consult with appropriate cultural authorities and people within Communities

2.3 Acknowledge the cultural significance of Aboriginal and/or Torres Strait Islander objects and places

2.4 Respect and implement the provision of advice by cultural authorities

2.5 Support cultural knowledge holders in the decision-making process to determine the cultural significance of objects and places

2.6 Acknowledge and respect traditional knowledge and practices in managing Country and environment'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM306 2.6 Respect and implement rights and responsibilities associated with cultural knowledge, story, song, site and ceremony

Seeking clarification on the deletion of this PC

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The PCs for Element 2 have been revised following public consultation and now read:

'2.1 Apply various approaches and resources to identify cultural authorities for specific Country

2.2 Identify and consult with appropriate cultural authorities and people within Communities

2.3 Acknowledge the cultural significance of Aboriginal and/or Torres Strait Islander objects and places

2.4 Respect and implement the provision of advice by cultural authorities

2.5 Support cultural knowledge holders in the decision-making process to determine the cultural significance of objects and places

2.6 Acknowledge and respect traditional knowledge and practices in managing Country and environment'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.4 Use communication approaches that place Aboriginal cultural protocols and values as a principal concern

Recommend to keep the original PC3.4.

It needs to have and/or Torres Strait Islander.

Use communication approaches that place Aboriginal and/or Torres Strait Islander Cultural protocols and values as a main principal.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.4 now reads: 'Use communication approaches that place Aboriginal and/or Torres Strait Islander Cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

AHCILM306 3.4 Use communication approaches that place Aboriginal cultural protocols and values as a principal concern

Recommend to remove the word concern. Values are not a concern

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.4 now reads: 'Use communication approaches that place Aboriginal and/or Torres Strait Islander Cultural protocols'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.4 Ensure cultural safety through communication approaches that include free, prior and informed consent

Cultural safety is a big topic. Recommend a new unit to explore this topic area. Protocols and safety are two different things.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This PC has now been deleted and a separate unit ihas been developed for cultural safety. - AHCCSW4XXX Contribute to the development of cultural safety processes

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

5.4 Follow Aboriginal and/or Torres Strait Islander cultural requirements for communications about, and display, access and handling of Aboriginal and/or Torres Strait Islander cultural information and material

Recommend to remove the word and.

Follow Aboriginal and/or Torres Strait Islander Cultural requirements for communications about, display, access and handling of Aboriginal and/or Torres Strait Islander Cultural information and material

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC5.3 now reads: 'Follow Aboriginal and/or Torres Strait Islander cultural requirements regarding the display, access and handling of Aboriginal and/or Torres Strait Islander cultural information and material'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

5.5 Acknowledge and agree to the implications of consent for accessing, transferring and using cultural information and materials

Recommend to remove the word implications.

Or recommend to split this PC into two parts.

If splitting, explain in further detail what the process the student needs to undertake if unable to obtain consent.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC5.4 now reads: 'Implement a process of consent for the access, transfer and use of cultural information and materials following local Community cultural protocols and key principles of ICIP'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

6.2 Allow respect for local and Community traditions to guide personal presentation and conduct

Recommend to remove the word traditions. Replace with social customs.

Allow respect for local and Community social customs to guide personal presentation and conduct

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC6.2 now reads: 'Allow respect for local and Community cultural practice to guide personal presentation and conduct'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

6.3 Use personal communication styles that reflect the customs and idioms of the local Community

Recommend to use plain language. Remove the word idioms.

Use personal communication styles that reflect the social customs and cues of the local Community.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC6.3 now reads: 'Use personal communication styles that reflect the cultural practice and social cues of the local Community'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

PE7 shown respect and cultural sensitivity towards Aboriginal and/or Torres Strait Islander people, their beliefs, customs, values, lore/law, ceremonies and history.

Recommend to capitalise the word Peoples'

Recommend to delete the word their and law.

Update the word history to histories to show diversity.

shown respect and Cultural sensitivity towards Aboriginal and/or Torres Strait Islander Peoples', beliefs, customs, values, lore, ceremonies and histories.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PE has now been revised and reads: 'demonstrated respect and cultural sensitivity towards Aboriginal and/or Torres Strait Islander peoples' beliefs, customs, values, lore, ceremonies and histories.'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to update to include and/or Torres Strait Islander Peoples'

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The word 'peoples' has been included where applicable.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 1 Identify Aboriginal beliefs and associated cultural protocols for different Country

The element uses the word 'identify' which would lead one to assume that the element is about recognising cultural protocols and beliefs. The PCs could be far simpler by simply sticking with 'identifying' or 'recognising'. Bringing in words like 'respect' as a performance criterion complicates the unit. How does an assessor assess someone 'respecting' a language group? How is respect observable or performable? Is the assessor just supposed to observe the learner acting respectfully around different language groups or kinship groups? How would that look? What would be the observable behaviours? If the desired skill is to be able to identify or recognise how these language groups and kinship networks work and form the basis of social relationships and community roles, then that's fine – that knowledge can be assessed. But respect? How do you want assessors and RTOs to assess that as a skill?

Recommendations

- Remove the word 'respect' from all PCs (PC 1.3 and 1.4 in the draft version). If this is not negotiable, ensure that there is clarification given within an implementation guide so that RTOs and Assessors can have some kind of direction on how you want that skill assessed.
- The word 'affirm' in PC 1.4 should also be reconsidered. Keep wording consistent unless a different skill is to be drawn out. How does affirm differ from recognise or identify? Consider the definitions of these verbs. Affirm means to state publicly – is that what you're after? Why?

Note: I recognise and applaud the removal of PC 1.5 and 1.6 in the draft which seemed to duplicate PC 2.4

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs have now been revised to read:

- 1.2 Recognise the richness and diversity of relationships within the local Aboriginal and/or Torres Strait Islander Community
- 1.3 Recognise local language groups and kinship networks within specific Country

Relationships is further elaborated on in the Knowledge Evidence - • relationships may include immediate family, blood relatives and relatives through marriage, Community members

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 4 Recognise and administer Aboriginal and/or Torres Strait ownership and intellectual property rights

PC 4.1 – Establish as a verb means to start, institute or make something exist. This PC seems to be requiring that ownership and intellectual property rights need to be set up / started? Firstly, that skill seems outside of a Certificate III role, secondly, I find it difficult to believe that this is culturally appropriate for any individual to do. If the PC is simply requiring the learner to 'find out' or confirm what the existing rights are, then use less contentious or confusing verbs like 'identify' or 'recognise'.

PC 4.5 – Determine as a verb could have multiple meanings. Does it mean to find out or confirm the ownership of cultural knowledge/material, or does it mean to make a determination of who owns what? I doubt the second option, but the wording should be clearer so that there is no confusion. Use alternative words like 'confirm' or 'identify'.

Recommendations

· Review the verbs used within the PCs. Verbs are extremely important because they determine the action that the individual needs to perform. Make them clearer by using consistent and more concise verb wording.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. Element 4 has been revised and PCs now read:

'4.1 Investigate ownership rights and intellectual property rights of Aboriginal and/or Torres Strait Islander cultural information and material

4.2 Seek permissions and comply with decisions from cultural authorities, relevant individuals and organisations

4.3 Recognise rights to control cultural heritage by Aboriginal and/or Torres Strait Islander peoples

4.4 Apply access restrictions to cultural knowledge, information and material

4.5 Apply confidentiality measures for recording cultural information

4.6 Identify and report any infringement of copyright and Indigenous Cultural and Intellectual Property (ICIP)'

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 5 Access, transfer and use cultural information and material

PC 5.1 Seek permission and comply with decisions from cultural authorities... . How does PC 5.4 Follow Aboriginal and/or Torres Strait islander cultural requirements... differ? Make the differentiation clearer

PC 5.5 Acknowledge and agree to the implications of consent.... This is unclear. Again, how does this differ from PC 5.1 and 5.2? What is meant by 'implications of consent'? Is this just complicated words for requirements agreed to in relation to use of cultural information and materials?

I do understand the importance of this element, but I find it very wordy and wonder how this is relevant to a Certificate III level worker.

Recommendations

- Review the PCs carefully as they seem repetitive. If they are not repetitive, then they are unclear.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs for Element 5 have been revised and now read:

5.1 Seek permissions from cultural authorities, relevant local Aboriginal and/or Torres Strait Islander peoples and organisations

5.2 Comply with cultural restrictions, copyright, and licensing issues on Aboriginal and/or Torres Strait Islander cultural information and material

5.3 Follow Aboriginal and/or Torres Strait Islander cultural requirements regarding the display, access and handling of Aboriginal and/or Torres Strait Islander cultural information and material

5.4 Implement a process of consent for the access, transfer and use of cultural information and materials following local Community cultural protocols and key principles of ICIP

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Element 6 Use appropriate personal and social protocols

Fairly simple, but wording could be more streamlined. I feel these PCs are overly 'flowery' and complicated. Keep it simple.

Recommendations

- Review the wording in PC 6.1 and 6.2 to more simple statements.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PCs for Element 6 have been updated and now read:

'6.1 Use local cultural protocols for addressing and greeting Aboriginal and/or Torres Strait Islander people

6.2 Apply local Community cultural protocols to guide personal presentation and conduct

6.3 Use personal communication styles that reflect the cultural practice and social cues of the local Community

6.4 Maintain a flexible attitude to address cultural diversity and cross-cultural differences'.

The Knowledge Evidence will be further elaborated to clarify requirements - cultural protocols and their alignment to workplace practices, personal presentation and conduct

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

I do not have any specific feedback for the Foundation Skills or Assessment Requirements of this unit. These are fairly clear and unambiguous.

Overall feedback for AHCILM3X06 Develop awareness of Aboriginal and/or Torres Strait Islander cultural safety and protocols

- The title, elements and performance criteria are too wordy and long. This may be for political or social reasons, but it adds to the overall complexity of the unit.
- The skills within this unit seem to be above AQF 3 level. This is particularly concerning given it is a core unit and a prerequisite for so many other units. While I think there are some very important skills and knowledge contained in the unit, there seems to be a big focus on high level skills like setting up consultations, determining property and intellectual ownership etc. I would think a good prerequisite would cover off on the skills within elements 1, 2 and 6. Elements 3, 4, 5 are more appropriate in a separate, elective unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The title of the unit has now been revised and will become 'Follow Aboriginal and/or Torres Strait Islander cultural protocols'.

All elements, performance criteria, knowledge evidence and performance evidence have also been revised to clarify requirements. We have also received feedback to retain those Elements (3, 4 and 5) and will wait for validation to determine any further revisions.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Do Torres Strait Islander's culturally burn? How do you maintain the inclusiveness without putting pressure on RTO's to deliver materials to both?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

References to Torres Strait Islander peoples' have been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

prefer original title

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit name has been revised to Protect places of cultural significance.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

where is the KE behind some of the PE, supervision of staff and environmentally sustainable procedures

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All PE is now supported by KE.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

PC1.3 is it all human activity or culturally significant activity

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.3 has now been revised and reads: 'Record and document signs of culturally significant Aboriginal and/or Torres Strait Islander activity'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC1.3 hard to know what has not been changed by other influences, such as livestock, change to record or document 'any' signs?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC1.3 has now been revised to read: 'Record and document any signs of culturally significant Aboriginal and/or Torres Strait Islander activity'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

use of word 'reserves', can this be changed? Protected areas or waterways. References to 'land forms' in PC's need to include waterways too

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

All references to 'reserves' have been removed and 'waterways' have been included.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

is there a more description for the use of word 'past'?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Element 1 has been revised and now reads: 'Investigate evidence of previous culturally significant activities'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PC1.2 move the caves, rock art etc to the KE

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Information from PC1.2 has been removed and is now in KE to clarify.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

PE reporting is it written or verbal?

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PE has been revised to read:

- contributed to the development of a proposal via appropriate format
- provided feedback on the development of a proposal in an appropriate format'.

The KE has supported this by the following:

- reporting via appropriate format may include:
 - written communication
 - digital communication
 - verbal and non verbal communication'.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Missing vital evidence around information gathering/research, communication and consultation processes linking back to Elements 1 to 3.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PE has been revised and now reads:

'There must be evidence that the individual has contributed to a proposal for a negotiated outcome related to Country on at least one occasion and has:

- participated in culturally appropriate consultation with local Aboriginal and/or Torres Strait Islander Communities and cultural authorities
- gathered and recorded information to support a proposal for a negotiated outcome related to Country
- complied with relevant local Aboriginal and/or Torres Strait Islander Community protocols
- determined the relevance and implications of applicable acts and legislation
- developed alternative plans where conflicts between legislation and local cultural protocols may occur
- contributed to the development of a proposal via appropriate format
- provided feedback on the development of a proposal in an appropriate format'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:
PC2.4 is important but remove word 'basic'

Consideration and Proposed Resolution: Adopted
Thank you for your feedback.
PC2.4 has been revised and now reads 'Initiate the conversation using culturally appropriate communication' .

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:
PC2.6 permission to store information? Intellectual property this needs to be from an individual and organisational level – also add to KE eg ICIP and copyright

Consideration and Proposed Resolution: Adopted
Thank you for your feedback.

PC2.6 has now been removed.
PC 4.1 has been revised to include this information: 'Obtain permissions from local cultural authorities and/or Community members for storage of records, media and transcripts'.

ICIP and copyright has been included in KE: 'principles of ICIP and Copyright relevant to the cultural rights and responsibilities of the local Aboriginal and/or Torres Strait Islander Community'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:
PE include recording information and storage and use

Consideration and Proposed Resolution: Adopted
Thank you for your feedback.
The PE has been revised and now reads:

- recorded and documented Community history according to local Community protocols and permissions
- prepared for interviews by identifying topics, people to be interviewed, questions and interview processes and equipment to be used
- complied with requirements of Indigenous Cultural and Intellectual Property (ICIP) and copyright
- identified appropriate individuals or groups for interviews and obtained necessary permissions
- set up all recording equipment according to procedures and to accommodate the needs for interviews
- conducted either individual or group interviews to elicit a wide range of information
- provided feedback following interviews
- taken detailed notes of conversations for further reference and to help source supporting information
- transcribed and edited information, using supporting documentation where possible
- stored recorded media and transcripts to maintain recording quality and accuracy and security and privacy requirements'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This is a recommendation that needs to be implemented throughout this unit analysis.
A capitalisation is required for the word Cultural/Culture.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Other documentation including the Australian Government Style Manual do not support capitalisation of these terms and as there is no consistent requirement to capitalise these words, they will remain unchanged. Please note: When RTOs contextualise their resource and assessment materials, they can use the terms that are appropriate to their cohort.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

This unit applies to individuals who demonstrate autonomy, judgement and limited responsibility for others in known or changing contexts.

Recommend to rewrite the unit application. Its not appropriate for a person to pass judgement.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This statement comes directly from the Australian Qualifications Framework with regard to Certificate IV level units of competency. It is often used in the application however, it is not a requirement to include and has therefore been removed. The reference to 'judgement' in this statement is for the individual performing at this level to use their own judgement when making decisions and not to judge others. It is not a clear statement so it has been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to keep the application from release 1.

Cultural beliefs and practices vary across locations and communities and in some situations non-Aboriginal learners may not be able to access the cultural knowledge or materials required to achieve competency in this unit due to restrictions that are applied to non-Aboriginal people gaining access to cultural knowledge, material or sites. In these situations the Registered Training Organisation will be required to make alternative arrangements for learners that are still consistent with the delivery and assessment requirements for this unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This section has been retained in the revised version of this unit.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.1 Explain oral history process to narrators to obtain their consent to record and use information provided

PC 2.1 is explosive. Suggesting that a person not from the local community can explain oral history process is not appropriate. It would impact on relationships.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.1 has been revised and now reads: 'Explain interview process to narrators to obtain their consent to record and use information provided'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

2.4 Use basic questions to initiate the interview

PC2.4 is condescending. Recommend to remove the word basic.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC2.4 has been revised and now reads: 'Initiate the conversation using culturally appropriate communication'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

3.5 Record and manage information on narrator's doubts or hesitancy on certain facts, and conflicting information between interviews separately from transcripts

Recommend to remove PC3.5, what is the purpose in recording the information if there are doubts.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC3.5 has been removed.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4.2 Control access to records

Recommend to add the words for confidentiality.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

PC4.2 has been revised and is now PC4.3: 'Ensure confidentiality measures are implemented to control access to records'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

4. set up all recording equipment according to enterprise procedures and needs of interview processes

Recommend to remove the word enterprise.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The PE has been revised and now reads: 'set up all recording equipment according to procedures and to accommodate the needs for interviews'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions

Recommend to remove the or an environment. As this statement is too broad and may not represent on Country accurately.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The option to assess in an 'environment that accurately represents workplace conditions' allows for flexibility when assessment cannot take place on Country. It is an auditable requirement so there needs to be an accurate reflection of the working environment.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Recommend to remove the word or. Replace the word with and.

Accompanied by, and in communication with, an Aboriginal and/or Torres Strait Islander person....

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The requirement that a person is accompanied by, and/or in communication with an Aboriginal and/or Torres Strait Islander person allows some flexibility in the assessment of the unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Needs further development relating back to Elements and PC. This is a complex unit, focusing on social psychology, free, principles prior and informed consent, employee management and organisational behaviour. This is not reflected in the KE.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit will be completely revised as it is too complex for AQF4 level and many criteria should not be in the unit.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Missing vital evidence around information gathering / research methods, communication and consultation processes linking back to all elements and PC.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Several changes have been addressed and all Elements, PCs, KE and PE have been revised. These will be presented at Validation for further feedback.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

important unit, is needed

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit of competency will be revised and several changes made, however, its intent will remain the same and the unit will be retained.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Add environmentally sustainable work practices link back to PC 2.5

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

Environmentally sustainable work practice has been added into KE.

Organisation Type: Other

Coverage: VIC

Stakeholder Comments:

important unit, is needed

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This unit of competency will be revised and several changes made, however, its intent will remain the same and the unit will be retained.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Missing vital evidence around information gathering / research methods, project management and funding mechanisms linking back to all Elements and PC.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit of competency has been revised to ensure there are links back to PCs. All PEs and KEs have been updated and further feedback will be welcomed during the validation stage.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Application, Elements, PC and PE require research skills to gather, analyse and communicate information (Elements 2 & 3). No KE for relevant research / communication methods or processes.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The requirements for Elements 2 and 3 have now been addressed and the PE and KE have been revised.

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Missing vital evidence around information gathering / research methods, project management and communication / consultation linking back to all Elements and PCs.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit has been revised to ensure Elements and PCs are linked to PE and KE

Organisation Type: Registered Training Organisation

Coverage: VIC

Stakeholder Comments:

Missing vital evidence around information gathering / research methods, project management and communication / consultation link back to all Elements and PCs.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

The unit of competency has been revised to ensure there are links back to PC. All PE and KE have been updated and further feedback will be welcomed during the validation stage of the project.

Section Index

Assessment Conditions

General

Orphan Units

Title

Unit Application

Unit sector names

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

All unit assessment conditions need to:

- include 'trainers, teachers or assessors' not just 'assessors'
- change bullet 4b to 'and in communication with'

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The term 'assessor' is used for Assessment Conditions because there are some people who are only qualified to assess. Those who hold the current qualification for training and assessment are able to do both but when they begin the assessment process they move from being a 'trainer' or 'teacher' to an 'assessor'

With regard to the term 'and in communication with', this can make assessment too restrictive for RTOs and the wording should include 'and/or' for flexibility. There is a requirement that assessment must include an Aboriginal and/or Torres Strait Islander so this will stop RTOs from developing assessment without authentic consultation.

Organisation Type: Employer

Coverage: National

Stakeholder Comments:

All assessment conditions:

- change AC bullet 4b to 'consulting with' instead of 'accompanied by'
- bullet 1a 'culturally appropriate situations' instead of 'workplace conditions'

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

• The term 'accompanied by' is an 'and/or' requirement meaning that it can be done one way or the other. Consulting with should be done prior to assessment to ensure training materials are appropriate.

• The term 'workplace conditions' is standard terminology because we are trying to avoid a situation where an individual is assessed 'online'. 'Workplace conditions' should also encompass 'culturally appropriate situations'.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

For assessment conditions note that An elder is not always the holder of the knowledge, also concern who holds TAE

Additional Stakeholder Support: Employer - National x 1

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

In designing the Assessment Conditions we want to ensure they are robust and flexible at the same time. In the AC we have said: Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

- an Aboriginal and/or Torres Strait Islander Elder and/or Custodian. This doesn't mean that the person must be an Elder only. The AC goes on to include:

or:

- accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

In these instances the 'or' allows flexibility in who can or can't assess while at the same time ensuring the assessment is conducted appropriately.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

Like the AC bullet 4b 'accompanied by, or in communication with'

Consideration and Proposed Resolution: Noted

Thank you for your feedback and support for this section of the Assessment Conditions

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

General comment: Recording this information may cause distress, confusion and trigger historical injustices.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

This unit has been revised to include PE and KE around sensitive topics and individuals discuss any sensitive topics with cultural authorities prior to any interviews to ensure the topics for discussion do not cause distress, confusion or trigger memories of historical injustices.

Organisation Type: Other

Coverage: NSW

Stakeholder Comments:

(Extract from larger email)

Finally, another alarming issue that I find frustrating is the lack of Indigenous based units within the AHC training package. Surely we should be encouraging such units to help the pathway of reconciliation and unity amongst individuals, recognising Indigenous perspectives in AHC will go along way towards the pathway to reconciliation for or Indigenous peoples. Again I was frustrated with this lack of perspectives whilst trying the next park rangers in Jabiru, Kakadu National Park.

I think I'll leave it there for now, but basically I have been very frustrated with AHC Training Package since it's inception and I hope this feedback helps establish a sound Training Package for the future.

Organisation Type: State Government, STA

Coverage: WA

Stakeholder Comments:

Can please advise where these units of competency will be housed, ensuring no orphan units:

AHCILM2X02 Observe and report plants or animals
AHCILM4X01 Safeguard places of cultural significance
AHCILM4X02 Report on place of potential cultural significance
AHCILM4X03 Contribute to a proposal for a negotiated outcome related to Country
AHCILM5X01 Conduct field research into natural and cultural resources
AHCILM5X02 Develop conservation strategies for cultural resources
AHCILM5X03 Manage restoration of cultural places
AHCILM5X05 Map relationship of business enterprise to culture and Country
AHCILM5X06 Operate within Community cultures and goals
AHCILM5X08 Propose a negotiated outcome for a given area of Country
AHCILM6X01 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Please note that the sector Indigenous Land Management (ILM) has now been updated to On Country Management (OCM). Also, as part of this project we have ensured that there will be no orphan units as all units will be housed in qualifications, as detailed below.

The following units will sit in the AHC32X522 Certificate III in On Country Management:

- AHCOCM2X02 Observe and report plants or animals
- AHCOCM4X01 Protect places of cultural significance
- AHCOCM4X02 Report on place of potential cultural significance
- AHCOCM4X03 Contribute to a proposal for a negotiated outcome related to Country

The following units will sit in the AHC51120 Diploma of Conservation and Ecosystem Management and the AHC6X422 Advanced Diploma of Conservation and Ecosystem Management:

- AHCOCM5X01 Conduct field research into natural and cultural resources
- AHCOCM5X02 Develop conservation strategies for cultural resources
- AHCOCM5X03 Manage restoration of cultural places
- AHCOCM5X05 Map relationship of business organisation to culture and Country
- AHCOCM5X06 Operate within Community cultures and goals
- AHCOCM5X08 Propose a negotiated outcome for a given area of Country
- AHCOCM5X10 Plan for successful cultural practice at work
- AHCOCM6X01 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Recommend to create a cert III level to support and enhance the learnings of ASW304.

29/6 Email: From reading notes, it was to create a new unit at level 3 be created to support the learnings for Record information about Country.

Reference to ASW304 was an error. Thank you for following up.

Consideration and Proposed Resolution: Noted

The stakeholder was contacted to ask for clarification around this statement and her response was that reference to ASW304 was done in error. It was also discussed that a new unit was not required because the unit she had referred to is the basis for many of the AQF level 3 units where recording information is required.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

How do we achieve competency for the inclusion of Torres Strait Islander people, this needs further clarification within unit APP – for every unit.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The inclusion of Torres Strait Islander people is an 'and/or' option within every unit. The wording will always be Aboriginal and/or Torres Strait Islander people. This allows RTOs who are delivering the unit to decide who their cohort is and how their training resources and assessment instruments will be written. It doesn't mean an RTO needs to deliver to both.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Original statement in units about cultural practices vary across communities should be kept in units: eg from AHCASW301

This unit applies to those whose work on Country and in cultural keeping places and includes protecting cultural places, sites and objects often in co-operation with a range of stakeholders and with reference to Aboriginal communities and/or line management. The unit involves and requires a high level of awareness and experience with Aboriginal culture and communities and the need to observe Aboriginal cultural protocols. This unit is also applicable to the work of repatriation workers and anthropologists.

This unit applies to all Aboriginal sites workers. However, cultural beliefs and practices vary across locations and communities and in some situations non-Aboriginal learners may not be able to access the cultural knowledge or materials required to achieve competency in this unit, due to restrictions that are applied to non-Aboriginal people gaining access to cultural knowledge, material or sites. In these situations the Registered Training Organisation will be required to make alternative arrangements for learners that are still consistent with the delivery and assessment requirements for this unit.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

These statements have been returned to many of the units and will also be explained in the Implementation Guides.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

original APP statement around assessment is used to inform RTO of which students to enrol/candidate's suitability to do this unit

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

This information will be included in the Implementation Guides and has been included in the Unit Application where relevant.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

agree with sector consistency and changing to an inclusive language 'on country'

Additional Stakeholder Support: RTO - NSW x 1

Consideration and Proposed Resolution: Adopted

Thank you for your feedback and support for this change.