

# Respect for Country Job Skills



## Stakeholder Feedback Report - Validation

July 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 the 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 for validation on the Skills Impact website and through zip files provided directly to stakeholders from 31 May to 27 June 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
<b>Government Federal</b>									
<b>Government State</b>									
<b>Government Local</b>									
<b>Employer</b>									
<b>Peak Industry Body</b>									
<b>IRC Representative</b>									
<b>Regulator</b>									
<b>Training Board</b>									
<b>Registered Training Organisation (RTO)</b>									
<b>Union</b>									
<b>State Training Authority (STA)</b>									
<b>Other</b>									

*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 but no feedback provided.*

Below is a summary of the feedback raised for the draft qualifications, skill sets and units that were reviewed for the project at the Validation 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.

## Report Index

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Qualification Feedback

Skill Set Feedback

Units of Competency Feedback

General Feedback

## Component Index

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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	AHC6X422	Advanced Diploma of Conservation and Ecosystem Management

## AHC31X522 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

I like the packaging rules. Core of previous qualification were inhibitors to course completion's□

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support of the packaging rules.

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

Added CHCDIV002 Promote Aboriginal and/or Torres Strait Islander Cultural Safety unit to elective back.

Change wording under Packaging Rules to reflect changes made in Cert III OCM.

**Additional Stakeholder Support:** Training Board - NSW x 1, RTO - QLD x 1, Govt State - SA x 1

**Consideration and Proposed Resolution:** Adopted

All changes have been revised and validated.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PR updated: 4 units must be selected from Group A Cultural Sites Work

Add HLT AID013 to general electives

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Following Validation feedback - HLT AID013 has been added to the electives bank and packaging rules have been updated.

In order to avoid duplication of AHCCSW4XX with CHCDIV002 advice will be added to the implementation guide and the application of AHCCSW4XX.

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

Capitalisation of 'On' in title

Ranger description changed to included all reference types.

Group A strengthen to include all OCM units up to Level 4 UoC and protect integrity of qualification

**Additional Stakeholder Support:** Training Board - NSW x 1, RTO - QLD x 1, Govt State - SA x 1, STA - SA x 1

**Consideration and Proposed Resolution:** Adopted

All changes have been made and approved at Validation

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

Elective unit SITTGDE001 is the incorrect code and needs to be replaced by SITTGDE013; and elective unit SITTGDE002 is the incorrect code and needs to be replaced by SITTGDE014

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The correct codes for the SITT units of competency have been updated and validated.

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

Changes to wording from Individuals to - entry level workers in a range of roles - 'that's quite a good change and clearer

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support of this revision.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

In general electives add in AHCCSW3X06, AHCCSW3X09 (and the prerequisite)

Add in chainsaw units, recommend FWPCOT2239 and FWPCOT2237

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback. The units AHCCSW3X06, AHCCSW3X09 (and the prerequisite) have been included in the general electives.

Chainsaw units FWPCOT2239 and FWPCOT2237 have also been included.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

All necessary changes have been made and validated

## Component Index

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AHCSS0XX32	Identify Plants for Aboriginal and/or Torres Strait Islander Land Management Skill Set
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
AHCSS0XX81	Introduction to Carbon Farming Savanna Burning Skill Set
AHCSS0XX82	Carbon Farming Ariel Savanna Burning Skill Set
AHCSS0XX83	Carbon Farming Savanna Burning Operations Leader Skill Set



## AHCSS0XX32 Identify Plants for Aboriginal and/or Torres Strait Islander Land Management Skill Set

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Title: replace 'identify' with 'recognise'

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your support and feedback. This skill set has now been revised to read "Recognise plants for Aboriginal and/or Torres Strait Islander On Country Management.

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issue with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support

## Title

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Replace identify with recognise as per AHCPCM204

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The title has been revised to read Recognise plants for Aboriginal and/or Torres Strait Islander On Country Management. The word 'recognise' is used as this is an entry level skill set and individuals would not be expected to 'identify' the plants. On Country is now used for consistency.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Target group updated  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support for this skill set.

### Modification History

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

Updated in comments - added old code reference (& not equiv)

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. All codes have been updated for Validation.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

add in AHCWHS301 to replace BSBWHS302  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback The unit AHCWHS301 Contribute to workplace health and safety processes has replaced the superseded BSBWHS302 unit of competency

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issue with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## Skill Set Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Focus of skill set appears to be on burning not recognition of potential Cultural sites

Maybe include AHCOCM2X03 in place of AHCCFP301 to satisfy the skill set title Recognise Cultural sites?

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback. The units included in this skill set are:

- 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
- AHCWHS302 - Contribute to workplace health and safety processes

Perhaps this may have been confused with AHCSS0XX81 Introduction to Carbon Farming Savanna Burning Skill Set which is about cultural burning?

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

remove native from title

AHCOCM2X02 also can include plants, should the direction of the skill set be expanded?

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The name of the skill set will now be: AHCSS0XX71 Recognise Fauna for Aboriginal and/or Torres Strait Islander On Country Management Skill Set.

This is now in line with the AHCSS000X32 Recognise Flora for Aboriginal and/or Torres Strait Islander On Country Management Skill Set and makes the distinction between flora and fauna.

The unit AHCOCM2X02 Observe and report plants or animals is used in this skill set because it describes the skills and knowledge required to observe, record and report on the presence of plants or animals. The unit allows flexibility so there is no requirement to do both flora and fauna. Plants etc are incorporated in the skill set Recognise Flora for Aboriginal and/or Torres Strait Islander On Country Management.

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issues with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support

## Skill Set Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

AHCFAU202 Recognise fauna

Could be removed as AHCOCM2X02 may suffice? Removes the need for Animal ethics documentation which can be an inhibitor?

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

As suggested, the AHCFAU202 Recognise fauna has been removed as it duplicated AHCOCM2X02.

Units have also been updated and changed:

- AHCOCM2X02 Observe and report plants or animals
- AHCOCM2X03 Record information about Country
- AHCOCM3X06 Follow Aboriginal and/or Torres Strait Islander cultural protocols

There is still, however, a requirement to have knowledge of basic requirements for ensuring the welfare of animals when being observed.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issue with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issues with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## General

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

No issues with Skill Sets

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.



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## Component Index

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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
AHCCSW4XXX	Contribute to the development of cultural safety processes
AHCCSW5X01	Survey and report on Aboriginal and/or Torres Strait Islander cultural sites
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
AHCOCM3X08	Identify traditional customs and land rights for an Aboriginal and/or Torres Strait Islander Community
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
AHCOCM5X02	Develop conservation strategies for cultural resources
AHCOCM5X03	Manage restoration of cultural places
AHCOCM5X04	Develop strategies for on Country management

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:**

PE added, KE added.

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Check the capital requirements for peoples in this unit and all others  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support. The word 'Peoples' has now been capitalised.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC1.3 change 'determine' to 'recognise'  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support. PC1.3 has been revised and 'determine' has now been changed to 'recognise'.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC1.1 change 'identify' to 'recognise', remove bullet 1 from PE  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support. PC1.1 has been revised and the word 'identify' has now been replaced with 'recognise'. Where applicable in performance evidence the word recognise has been used. First dot point in PE also removed.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Culturally inappropriate to train and deliver this unit.  
Is this required by industry, and if so who will deliver it?

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

A meeting was held with the project partners to discuss this feedback. They explained and confirmed this unit is important for archaeologists and anthropologists and anyone working with Community in repatriation of ceremonial or sacred objects.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.



**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

APP: Lore/Law men - both terms should be included in units

PC3.2 anthropology to be added throughout when archaeological is mentioned

Traditional practices are based off ancient land management practices, explain this in the IMP guide

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. Initially, this was removed following advice from stakeholders in NSW. During the public consultation validation phase, it was pointed out that there are distinct differences between 'lore' and 'law' and in some areas, reference to both is vitally important. An explanation as to the differences will be stated in the Implementation Guide for RTO reference.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC1.5 change 'determine' to 'recognise'  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. PC1.5 now reads 'Recognise Aboriginal and/or Torres Strait Islander history and beliefs embedded in a place of cultural significance'.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

KE bullet updated

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC4.3 change to Revise processes according to responses received and reported final outcomes  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The PCs have been revised and PC 4.4 has been added:

- 4.3 Revise processes according to responses received
- 4.4 Report final outcome of revised processes to management

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

Knowledge Evidence - Develop KE further to support PC's and PE

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The Knowledge Evidence has been revised to read:

- best practice cultural safety in the workplace, including:
  - reflecting on own practice and that of others
  - awareness of current and past issues affecting Aboriginal and/or Torres Strait Islander workers
  - open and honest communication
  - consultation with Aboriginal and/or Torres Strait Islander workers
- methods for conducting surveys, including:
  - developing online survey questions
  - face-to-face interviews
- methods of data analysis, including:
  - collecting information
  - organising collected raw data into information
  - analysing information and reporting results
- promotion of processes including:
  - formal staff training
  - dissemination of information via electronic means.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PE add bullet: and reported results back to Community

KE bullet 7: add on 'or Country based guidelines'

KE bullet 12: add in 'components of current Cultural...'

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, RTO - SA x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support for this unit. Performance Evidence and Knowledge Evidence has now been updated as per suggestions.



**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

### Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

PE:  
applied work health and safety practices in the context of own work.

Need KE as per previous feedback

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. KE has now been revised to read: workplace health and safety processes.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

APP: remove 'and non Indigenous'

E2 add 'environmental'

Support KE edits

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support for this unit of competency. The Application no longer refers to 'non-Indigenous' and Element 2 has had 'environmental' added.

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - Missing KE WHS, research methods, information collection and recording processes and systems to support PC and PE

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The KE has been revised and now reads:

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:

- local cultural protocols, including:
  - verbal and non verbal communication
  - local knowledge holders
  - environmental requirements according to organisational procedures
- methods for gathering and recording information, including:
  - photos
  - film footage
  - written documentation
  - verbal recordings
- available literature and other media, including:
  - written documentation endorsed by local Aboriginal and/or Torres Strait Islander Communities
  - approved recorded footage
- local Aboriginal and/or Torres Strait Islander or common names for plants and animals
- relationships between plants and animals and Aboriginal and/or Torres Strait Islander culture
- cultural protocols and customs relating to disclosure of knowledge about Country
- workplace health and safety processes.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Title too long, possibly remove 'appropriate' as it is clarified in the APP

Add prerequisite: AHCOCM3X06 Follow Aboriginal and or Torres Strait Islander cultural protocols

PC1.1 change 'person' to 'people'

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support for this unit of competency. The title has now had the word 'appropriate' removed and PC1.1 has now had 'person' replaced with 'people'.

AHCOCM3X06 Follow Aboriginal and/or Torres Strait Islander cultural protocols has not been added as a prerequisite because the requirement to follow cultural protocols is a significant part of the entire unit. For example, the Application states: This unit of competency describes the skills and knowledge required to investigate the cultural practices of local Aboriginal and/or Torres Strait Islander People and to provide this information to others, if permitted by Cultural Authorities. All work is performed according to local Community guidelines and cultural protocols.

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

PE - • collected plant and animal samples using appropriate equipment according to organisational requirements

And animal welfare requirements, also add to PCs

PE - • applied environmentally sustainable work practices when working on Country

Missing PC and KE for sustainability to support PE

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The following additions to Performance Criteria have been made:

2.3 Ensure environmental disturbance is considered and minimised on Country according to organisational procedures

3.3 Follow animal welfare requirements when collecting samples

The following additions to Knowledge Evidence have also been made:

- environmental sustainability requirements according to organisational procedures
- requirements for ensuring the welfare of animals according to organisational procedures

## Elements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

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

And animal welfare requirements

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. PC 3.2 has now been revised to include animal welfare requirements.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC1.6 support use of 'trends', add in 'and document'

PE bullet 1 remove 'local' and 'and individuals'

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

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

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

PE has been updated to read: 'researched and documented Aboriginal and/or Torres Strait Islander history since British colonisation and its effect on a Community'.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.



**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Title too long, possibly remove 'traditional'  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The word 'traditional' has now been removed from the title.

### Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - Add KE research methods and consultation processes

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The Knowledge Evidence has been revised and includes research methods and consultation processes:

- methods for researching and consultation, including:
  - verbal and non verbal communication
  - documenting and recording information
  - surveys.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - PC and PE's need KE to support research methods, survey types, report styles and consultation, WHS

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The KE has been revised and now reads:

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:

- appropriate communication with local Communities, including:
  - verbal and non-verbal
  - appropriate eye contact
  - using names of people and places
  - seeking permissions from authorised Community members and authorities
- types of cultural places in land based, coastal zones and marine parks or protected waterways
- research methods used to investigate places of potential cultural significance including:
  - surveys and historical data
  - communication with local Community members and authorities
- methods for recording and reporting information, including:
  - electronic means
  - field notes for collecting data on Country
  - photography and video equipment
  - recording voice communication
- threats to cultural places from both natural causes and human activity
- application of State or Territory and Commonwealth legislation relevant to Aboriginal and/or Torres Strait Islander land management
- landforms, including caves and potential sites for rock art, flora, fauna and settings
- organisational procedures for reporting places of potential significance
- relevant protection measures for significant sites
- methods of locating position of site
- workplace health and safety procedures.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Support KE edits

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

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

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - Added communication to KE but missing KE missing vital evidence around information gathering/research, and consultation processes linking back to E 1 to 3□

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The KE has been revised to include:

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:

- local Community cultural protocols including:
  - greetings
  - appropriate dress
  - questioning
  - non-verbal communication
  - verbal communication
- the principles of free, prior and informed consent
- methods for researching and recording information for proposal development, including:
  - historical data collection
  - communicating with local Community members and authorities
  - electronic means of note taking
  - photography and video recording
- relevant Commonwealth, state and local government land, waterways and maritime legislation
- roles of local organisations in land, waterways and sea management
- providing feedback in the required format including:
  - written communication
  - digital communication
  - verbal and non-verbal communication
- the existence of alternative forms of input and control in land, waterways and sea management.

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

KE: Reworded - relevant Commonwealth, State and local government land, waterways and maritime legislation (sea deleted)

Remove next two dot points

**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

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. Reference to 'sea' has been deleted and replaced with maritime legislation.

The following dot points will remain as there needs to be a reference to all areas of Country:

- roles of local organisations in land, waterways and sea management
- the existence of alternative forms of input and control in land, waterways and sea management

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC2.1 update to 'informed consent' and expand in KE and IMP guide  
support KE change  
Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback and support for this unit of competency.  
PC2.1 has been updated to include 'informed consent'. The principles of free, prior and informed consent have been included in Knowledge Evidence.

### Performance Criteria

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

PC:1.8 - Capitalise Cultural Authority

**Additional Stakeholder Support:** RTO - QLD x 1, Govt State - WA x 1, STA - WA x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. Cultural Authority has now been capitalised

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

E1 add 'people'

Support adding 'Communities'

Support removal of E4 and E5 and all other references to 'self-esteem'

update 3.4 to include resolutions for them to be applied when needed (to be reworded)

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

E1 has now had 'Peoples' added.

PC 3.4 now reads: 3.4 Identify methods of addressing key issues and resolutions to be applied

All references to 'self-esteem' have been removed, E5 has been removed, and E4 now reads:

4. Design work practices to accommodate cultural identity

4.1 Identify elements which may provide a positive working experience

4.2 Define and develop work practices which acknowledge an Aboriginal and/or Torres Strait Islander employee's cultural identity

4.3 Incorporate elements which affect cultural identity in work environments into the work practices

4.4 Consult staff in the preparation and design of the work practices according to Community and organisational protocols and guidelines

4.5 Implement positive strategies for dealing with work practices that impact on cultural identity

Performance Evidence and Knowledge Evidence has also been revised to reflect these changes

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - KE need further development relating back to elements and PCs. This is 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.

Elements and Performance Criteria relating to self esteem have been removed as it was deemed to complex at validation.

Knowledge Evidence has now been updated to read:

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:

- Aboriginal and/or Torres Strait Islander Communities with whom the organisation works, and their cultural protocols
- principles of self determination
- methods of communication, including:
  - verbal and non verbal
  - listening
  - appropriate questioning
- methods of documenting information, including:
  - formal written documentation
  - recording via electronic means
  - developing organisational procedures and processes
- connection between local Community and the working environment
- Aboriginal and/or Torres Strait Islander history in local Communities
- legislation and policies impacting Aboriginal and/or Torres Strait Islander Communities and organisations
- strategies to support development of workers' self determination and cultural identity.

## Performance Criteria

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

PC:

E2 & 2.1 change societies to Communities

E3 change to Communities

Delete E4 entirely

E5: Reword – Design practices which contribute to a positive work environment

PE: delete 'self-esteem'

**Additional Stakeholder Support:** RTO - QLD x 1, Govt State - WA x 1, STA - WA x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

All references to societies has been revised to 'Communities'

E5 has now become E4 and reads Design work practices to accommodate cultural identity

PC 4.1 Identify elements that may provide a positive working experience

Reference to 'self-esteem' has been removed.



**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

support 3.8 changes

KE need to clarify bullet levels

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

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

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

PE - • conducted field investigations to research impacts on fauna, flora and natural resources of the site

PE and KE handled fauna safe and humane animal handling techniques

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

KE has now been updated to include:

- relevant legislation in relation to the safe, humane treatment and handling of animals
- equipment used for the safe and humane handling of animals in field research, including:
  - magnifying glass
  - tape measures
  - animal handling gloves
  - measuring calipers
  - live traps and tagging.

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - KE extensive but still missing key concepts around principles of gathering/research methods, sampling plans and their application as well as communication and consultation processes

KE - • capture, management and sampling of animal species

Safe and humane capture

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The KE has been revised and now reads:

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:

- application of conservation legislation, charters, codes of practice relating to natural and cultural resource areas

- principles of free, prior and informed consent when consulting with Aboriginal and/or Torres Strait Islander Peoples and Communities
- communication techniques used for consulting with Aboriginal and/or Torres Strait Islander People, including:
  - verbal and non-verbal communication
  - active listening
  - appropriate questioning
  - organisational recording processes
- assessment of hazards and risks in designated environment
- workplace health and safety requirements relevant to conducting field research
- access issues
- management of research in a range of weather and area conditions
- organisational policies and procedures for carrying out investigations, consultations and development of policies
- appropriate database and geographic information system
- identification of pollution, degradation and disturbance
- relevant legislation in relation to the safe, humane treatment and handling of animals
- methods for the safe, humane treatment and handling of animals
- equipment used for the safe and humane handling of animals in field research, including:
  - magnifying glass
  - tape measures
  - animal handling gloves
  - measuring calipers
  - live traps and tagging
- impacts from areas external to natural and cultural resources in area under investigation
- differences between native title and land rights legislation
- research techniques, including:
  - tracking
  - identification of species
  - sampling of plants and animals
  - historical data
- systems and processes for assessing cultural significance
- organisational reporting processes, strategies and plans
- biological diversity of the area under assessment, including aspects of living organisms, habitats and local communities, and interactions between species
- geological diversity of the area under assessment, including aspects of stratigraphy, palaeontology, paedology, and soil classification
- sustainability and conservation processes
- major impacts on natural resources, such as geological settings, ecological processes, and interaction between natural and cultural processes
- monitoring requirements, including fabric deterioration, damage and likely causes of deterioration and damage
- relevant legislation and agreements that apply to area, including a good understanding of the concepts and potential operation of the Burra Charter
- legislation under which organisation operates and research is commissioned.

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

E5.10 Source appropriate equipment and skills for the capture, management and sampling of animal species

Need safe and humane animal handling techniques

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

PE now updated to include:

- applied safe and humane animal handling techniques

KE also updated to include:

- relevant legislation in relation to the safe, humane treatment and handling of animals
- equipment used for the safe and humane handling of animals in field research, including:
  - magnifying glass
  - tape measures
  - animal handling gloves
  - measuring calipers
  - live traps and tagging.

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

PC: 3.8 include active voice & reword 'identify' techniques and safe operations within expected and cultural conditions

**Additional Stakeholder Support:** RTO - QLD x 1, Govt State - WA x 1, STA - WA x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

PC 3.8 now reads: Identify research techniques and safe operations within expected environmental and cultural conditions.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Support edits

Updated KE for clarity

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

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

### Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - Add to KE principles of risk management, sustainability to support PC and PE

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback. The following have been added to KE :

- principles of risk management
- environmental and sustainability procedures.

### Performance Criteria

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

PC: 1.3 change enterprise to 'organisational'

Also 5.3, 5.4, 5.5, 5.6 to organisation

**Additional Stakeholder Support:** RTO - QLD x 1, Govt State - WA x 1, STA - WA x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

All references to 'enterprise' have been replaced with 'organisation' or 'organisational'.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

### Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - • organisational structures theories

Add organisational behaviour theory - structures is very specific and OB covers more than power relationships/structures includes decision making , leadership, management

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

The KE has now been revised to include organisational behaviour theory.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support.

## Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - KE communication and consultation processes linking back to PC and PE

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

The following changes have been made to KE:

- communication and consultation processes, including:
  - verbal and non verbal communication
  - appropriate questioning
  - listening
  - formal documentation.



**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

PC3.5 includes reference to 'own Country'. Should this be 'on Country'

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback.

The correct wording is 3.5 Collate examples of instances where other Aboriginal and/or Torres Strait Islander Communities have used international legal systems to support environmental issues on their own Country. This is because the individual is being asked to look at examples of areas where these systems have been used other than the area they are developing proposals for.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

support PE edit

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support of this unit at validation

### Assessment Requirements

**Organisation Type:** Registered Training Organisation

**Coverage:** VIC

**Stakeholder Comments:**

KE - • practices in the workplace which respect Aboriginal and/or Torres Strait Islander workers including:

Add KE consultation processes and conflict resolution

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

The KE has been revised to read:

- practices in the workplace which respect Aboriginal and/or Torres Strait Islander workers, including:
  - acknowledgement and support of the rights, cultures and traditions Aboriginal and/or Torres Strait Islander workers
  - supporting linguistic needs of an Aboriginal and/or Torres Strait Islander worker
  - self evaluation of own beliefs
  - appropriate consultation
  - conflict resolution processes.

**Organisation Type:** Registered Training Organisation

**Coverage:** NSW

**Stakeholder Comments:**

Support PE edits

Document supported at validation meeting.

**Additional Stakeholder Support:** Govt State - NSW x 1, RTO - NSW x 1, RTO - QLD x 1, Other - VIC x 1, RTO - National x 1

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback and support of this unit at validation

### Performance Criteria

**Organisation Type:** Registered Training Organisation

**Coverage:** QLD

**Stakeholder Comments:**

Reword PC: 'document the strategies required to support Aboriginal and/or Torres Strait Islander management processes'

**Additional Stakeholder Support:** RTO - QLD x 1, Govt State - WA x 1, STA - WA x 1

**Consideration and Proposed Resolution:** Adopted

Thank you for your feedback.

This refers to Performance Evidence which reads 'documented the strategies required to support Aboriginal and/or Torres Strait Islander management processes' which has been revised from the previous version 'identify the accommodation required to meet non-Indigenous business requirements through Indigenous management processes'.

## Section Index

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Orphan Units

**Organisation Type:** State Government, STA

**Coverage:** WA

**Stakeholder Comments:**

Skills Impact to confirm no orphan units (refer WA Feedback at Draft 1) all have been 'housed'

**Consideration and Proposed Resolution:** Noted

Thank you for your feedback.

Skills Impact has confirmed there are no orphan units in the Case for Endorsement.