Modification history

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| Release | Comments |
| Release 1 | This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 8.0. |

| AHCILM3X06 | Develop awareness of Aboriginal and/or Torres Strait Islander cultural safety and protocols |
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| Application | This unit of competency describes the skills and knowledge required to develop awareness and apply Aboriginal and/or Torres Strait Islander culture protocols.  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.  No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication. |
| Prerequisite Unit | Nil |
| Unit Sector | Indigenous Land Management (ILM) |

| Elements | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1.Identify Aboriginal and/or Torres Strait Islander beliefs and cultural protocols for specific Country | 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 and respect gender roles, cultural taboos, factions, and avoidance relationships  1.3 Respect language groups and kinship networks within specific Country  1.4 Respect and affirm the inherent diversity that exists within cultures and Communities |
| 2. Identify Aboriginal and/or Torres Strait Islander cultural authorities for specific Country in culturally appropriate ways | 2.1 Apply various approaches and resources to identify cultural authorities for specific Country  2.2 Research difficulties in identifying cultural authorities in various states and territories  2.3 Identify and consult with appropriate cultural authorities and people within Communities  2.4 Acknowledge the cultural significance of Aboriginal and/or Torres Strait Islander objects and places  2.5 Respect and implement the provision of advice by cultural authorities  2.6 Support cultural knowledge holders in the decision-making process to determine the cultural significance of objects and places  2.7 Acknowledge and respect traditional knowledge and practices in managing Country and environment |
| 3. Apply Aboriginal and/or Torres Strait Islander cultural protocols to Community consultation | 3.1 Identify and record key protocols required for Aboriginal and/or Torres Strait Islander Community consultation  3.2 Acknowledge determination of Aboriginal and/or Torres Strait Islander people as the primary source of cultural information  3.3 Select participants for and methods of consultation according to decisions made by Aboriginal and/or Torres Strait Islander cultural authorities  3.4 Ensure cultural safety through communication approaches that include free, prior and informed consent  3.5 Undertake participation in Community consultation following appropriate cultural protocols for that Country and Community |
| 4. Recognise and administer Aboriginal and/or Torres Strait Islander ownership and intellectual property rights | 4.1 Establish ownership rights and intellectual property rights of Aboriginal and/or Torres Strait Islander cultural information and material  4.2 Recognise rights to control cultural heritage by Aboriginal and/or Torres Strait Islander people as custodians of their culture  4.3 Apply access restrictions to cultural knowledge, information and material  4.4 Follow confidentiality measures for recording secret, sacred materials  4.5 Determine and administer the ownership of cultural knowledge, information and material  4.6 Report any identified infringement of copyright |
| 5. Access, transfer and use cultural information and material | 5.1 Seek permissions and comply with decisions from cultural authorities, relevant individuals and organisations  5.2 Establish and implement parameters for processes of transfer of cultural knowledge  5.3 Observe and comply with cultural restrictions, copyright, and licensing issues on Aboriginal and/or Torres Strait Islander cultural information and material  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  5.5 Acknowledge and agree to the implications of consent for accessing, transferring and using cultural information and materials |
| 6. Use appropriate personal and social protocols | 6.1 Observe appropriate use of personal protocols for addressing and greeting Aboriginal and/or Torres Strait Islander people  6.2 Allow respect for local and Community traditions to guide personal presentation and conduct  6.3 Use personal communication styles that reflect the customs and idioms of the local Community  6.4 Maintain a flexible attitude to address situations of cultural diversity and cross-cultural differences |

| Foundation Skills  This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. | |
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| Skill | Description |
| Reading | * Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures |
| Oral Communication | * Use culturally appropriate verbal and non-verbal communication |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| AHCILM3X06  Develop awareness of Aboriginal and/or Torres Strait Islander cultural safety and protocols | AHCILM306 Follow Aboriginal cultural protocols | Updated unit code and title to include Torres Strait Islander people Minor changes to Application  Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency  Revised Knowledge Evidence  Revised Assessment Conditions to include Assessor requirements | Not equivalent |

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| Links | Companion Volumes, including Implementation Guides, are available at VETNet:  https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72. |

| TITLE | Assessment requirements for AHCILM3X06 Develop awareness of Aboriginal and/or Torres Strait Islander cultural safety and protocols |
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| Performance Evidence | |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.  There must be evidence that the individual has at least once:   * identified and consulted with appropriate cultural authorities for an Aboriginal and/or Torres Strait Islander Community, place or site * identified cultural information, material and cultural expression that is appropriate to be shared * identified groups to be consulted in relation to owners or custodians of cultural and Community knowledge, information and/or material * involved local Aboriginal and/or Torres Strait Islander Communities in decision making processes * used appropriate communication for discussion and meaning during consultation including questioning, eye contact and silence where required * followed protocols for consultation, research and recording information about local Communities * shown respect and cultural sensitivity towards Aboriginal and/or Torres Strait Islander people, their beliefs, customs, values, lore/law, ceremonies and history. | |

| Knowledge Evidence |
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| 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:   * diversity within Aboriginal and/or Torres Strait Islander Communities * the cultural rights and responsibilities when seeking and using Aboriginal and/or Torres Strait Islander Community knowledge, information and material * Aboriginal and/or Torres Strait Islander cultural values and interpersonal and Community protocols * authentic and authoritative sources for Aboriginal and/or Torres Strait Islander cultural information, and material * rights and responsibilities associated with cultural knowledge, story, song, site and ceremony * pre and post invasion history of Aboriginal and/or Torres Strait Islander Communities * the ongoing impacts of colonisation in relation to cultural safety * self-determination and its alignment to workplace practices * free, prior, and informed consent in decision making processes |

| Assessment Conditions |
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| Assessment of the skills in this unit of competency must take place under the following conditions:   * 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 * specifications: * access to specific legislation/codes of practice * relationships: * local Community Elders and/or Custodians.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:   * 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   or:   * 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. |

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