Companion Volume Implementation Guide

PPM Pulp and Paper Manufacturing Training Package

Version 2.0

October 2018

Contents

Implementation Guide modification history

Implementation Guide Release number	Implementation Guide Release date	Author	Comments
2.0	October 2018	Skills Impact SSO	Implementation Guide created to accompany release of PPM Pulp and Paper Manufacturing Training Package V2.0. Minor changes made to reflect changes to units relating to workplace health and safety.
1.0	May 2016	Forestworks ISC	Implementation Guide created to accompany release of PPM Pulp and Paper Manufacturing Training Package V1.0.PPM replaces FPP10 Pulp and Paper Manufacturing Industry Training Package Release 1.3 Units of Competency have been re-written in line with a new format determined by the Australian Government. Qualifications repackaged to reflect a closer alignment to job roles.

Introduction

About this Guide

This Companion Volume Implementation Guide (Implementation Guide) is designed to assist assessors, trainers, Registered Training Organisations (RTOs) and enterprises to use the *PPM Pulp and Paper Manufacturing Training Package*.

Structure of this Guide

This Implementation Guide contains two sections.

1. Overview

This section includes information about:

- what training packages are, and how they are developed

- the qualifications, skill sets and units of competency (including imported and prerequisite units of competency) in the training package

- mapping between previous and current versions of the qualifications and units of competency

- key work, training and regulatory/licensing requirements in the industry.

Note: Lists of qualifications, skill sets and units of competency, together with mapping information for qualifications, skill sets and units of competency, are in the Appendices section.

2. Implementation

This section explains some of the key features of the *PPM Pulp and Paper Manufacturing Training Package* and the industry that will impact on the use of the Training Package. It includes information about:

- training pathways

- occupational outcomes of qualifications

- entry requirements for qualifications

- access and equity considerations

- resources and equipment requirements.

Overview

About training packages

Training packages specify the skills and knowledge (known as competencies) that individuals need in order to perform effectively in workplaces. Training packages:

- reflect identified workplace outcomes

- support national (and international) portability of skills and competencies

- reflect the core, job-specific and transferable skills, required for job roles

- enable the awarding of nationally recognised qualifications

- facilitate recognition of peoples' skills and knowledge, and support movement between school, VET and higher education sectors

- promote flexible modes of training to suit individual and industry requirements.

Note: To make them easy to interpret, training packages are written in simple, concise language, with delivery and assessment requirements clearly described. Training package products do not prescribe how an individual should be trained so that users can develop training and assessment strategies to suit the needs of their particular learners.

Training package components

Training packages consist of endorsed and non-endorsed components[1].

Although all components must be developed to comply with the Standards for Training Packages 2012[2], endorsed components must be submitted for approval by the Australian Industry and Skills Committee before they are released for use.

A summary of endorsed and non-endorsed components is provided on the following page.

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[1] Note that the words 'components' and 'products' are used in currently applicable legislation standards and policies. Both words are generally used to refer to the qualifications, skill sets, units of competency, assessment requirements, credit arrangements and supporting materials produced for training packages.

[2] The *Standards for Training Packages 2012*, and accompanying policies, are available from the Australian Department of Education and Training website <https://www.education.gov.au/training-packages>.

Endorsed components

Product	Description
Qualification	A qualification combines the skills standards (called units of competency) into meaningful groups that meet workplace roles and align to the Australian Qualifications Framework (AQF).
Unit of competency	A unit of competency describes the requirements for effective performance in a discrete area of work, work function, activity or process. They specify the standard against which training delivery and assessment of competency can take place.
Assessment requirements	Assessment requirements accompany each unit of competency and include the performance evidence, knowledge evidence and conditions for assessment.
Credit arrangements	Credit arrangements provide details of existing arrangements between training package qualifications and higher education qualifications in accordance with the AQF. Note: There are currently no nationally applicable credit arrangements between any Skills Impact training package qualification and higher education qualification.

Non-endorsed components

Product	Description
Skill set	A skill set addresses a particular industry need or a licensing or regulatory requirement. A skill set is not endorsed but includes endorsed units of competency.
Companion volume	This general term refers to any product (including this Implementation Guide) which supports training and assessment.

Training package development

Training packages are developed through a process of national consultation with industry. There are some key stakeholders that drive training package development.

Key stakeholder roles[3]

COAG Industry and Skills Council (CISC)	The CISC is the ministerial council responsible for industry and skills. The CISC provides a forum for intergovernmental collaboration and decision-making about industry competitiveness, productivity and labour market pressures, and skills development and national training arrangements, including training packages.
The Australian Industry and Skills Committee (AISC)	The AISC was established by the CISC in 2015 to provide industry leadership within the national training system. As well as setting the priorities for the review of training packages in a national review schedule, the AISC approves training packages for implementation.
Industry Reference Committees (IRCs)	IRCs are the key industry advisory bodies to the AISC. They are made up of people who are experts in their particular industry sectors. IRCs drive the process of training package development so that the qualifications and units of competency are aligned with modern work practices.
Skills Service Organisations (SSOs)	SSOs are funded by the Australian Government to provide technical, operational and secretariat support to IRCs. SSOs assist IRCS to identify the skills required for jobs. Under the direction of the IRCs, SSOs develop and review compliant training packages that meet industry needs. Skills Impact is an SSO.
Government	The Australian Government supports the AISC and its network of IRCs and manages the SSOs.
	State and territory governments, referred to as State or Territory Training Authorities (STAs/TTAs), canvass stakeholder views about training packages, provide implementation advice, identify issues and develop purchasing guides for training providers.
Vocational education and training regulators	The national VET regulator, the Australian Skills Quality Authority (ASQA), and two state-based VET regulators, Victorian Registration and Qualifications Authority (VRQA) and Western Australian Training Accreditation Council (WA TAC), regulate the training and assessment strategies and practices of registered training organisations. Their aim is to ensure consistency with the requirements of the endorsed components of training packages.

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[3] More information about key stakeholder roles is available on the AISC website < https://www.aisc.net.au>.

The development process

The process used to develop and endorse training packages is based on the following principles:

- open and inclusive industry participation in development, validation and endorsement of training packages

- strong stakeholder engagement and the opportunity for industry to drive change

- highly responsive and capable of meeting industry needs and priorities for new skills

- clear and transparent arrangements for resolving contentious issues

- accountability of all stakeholders for the role that they play in the process.

The diagram summarises the process of training package development. [4]
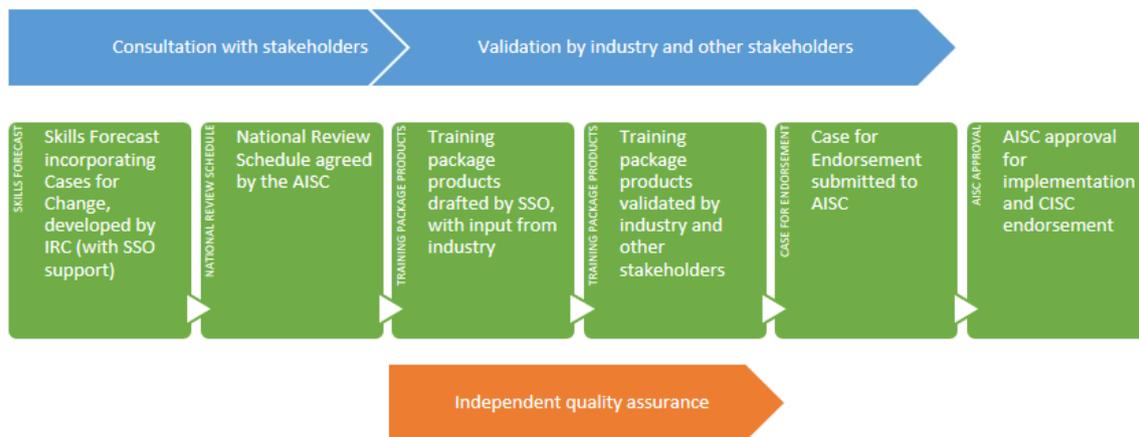
Contents of this training package

The *PPM Pulp and Paper Manufacturing Training Package* contains AQF aligned qualifications, skill sets and units of competency.

Prerequisite requirements

No units of competency in this Training Package have prerequisite requirements.

Imported units

Qualifications include units of competency from different training packages, including:

- BSB Business Services Training Package (Release 2.0)
- CPP Property Services Training Package (Release 5.0)
- FWP Forest and Wood Products Training Package (Release 3.0)
- HLT Health Training Package (Release 4.0)
- MEM Manufacturing and Engineering Training Package (Release 1.2)
- MSS Sustainability Training Package (Release 1.0)
- MSA07 Manufacturing Training Package (Release 8.4)
- MSL Laboratory Operations Training Package (Release 1.0)
- PMA Chemical, Hydrocarbons and Refining Training Package (Release 1.0)
- PSP Public Sector Training Package (Release 2.0)
- TAE Training and Education Training Package (Release 2.1)
- TLI Transport and Logistics Training Package (Release 4.0)
- UEP12 Electricity Supply Industry – Generation Sector Training Package (Release 2.1)

Please refer to **Appendix 1** for details of components in the *PPM Pulp and Paper Manufacturing Training Package* including lists of:

- qualifications, skills sets and units of competency
- imported units of competency.

Mapping information

Mapping to previous versions of a training package can be useful for delivery and assessment because it:

- outlines the changes between current and previous versions of qualifications, skill sets and units of competency

- states whether the vocational outcomes of the current and previous versions of units of competency and qualifications are equivalent

- shows any components that have been added to, or removed from, the training package.

> Note: The mapping tables are summary documents only and cannot be used alone to determine an individual's competence.

Please refer to **Appendix 2** for mapping between previous and current qualifications, skill sets and units of competency.

Registered Training Organisation (RTO) use

An RTO may use the mapping information to help design training and assessment strategies, including recognition of prior learning (RPL) systems. In addition to the mapping information, RPL processes must take into account other evidence of current competency, for example, how long ago an individual was awarded a superseded unit of competency and current work experience.

Employer use

An employer might use the mapping information to determine whether there are gaps between a qualification held by workers and the current expectations of a job role. Once gaps are identified, this could assist in planning professional development activities.

How equivalence is determined

The training package developer determines equivalence based on the definition provided in the *Training Package Products Policy*[5] which state that

> "Developers must include an equivalence table within the Companion Volume Implementation Guide in which the equivalence status of each unit of competency is shown according to the following categories:
>
> E = Equivalent - the outcomes of old and new units are equivalent.
>
> N = Not Equivalent - the outcomes of old and new units are not equivalent.
>
> The developer's determination that the outcomes of an old and new unit are equivalent: (i) only applies to workplace contexts and for AQF qualifications purposes, including RPL; and (ii) does not apply to implications for training delivery and/or assessment purposes."

If two units are determined to be equivalent, an RTO can recognise an 'old' unit as satisfying the outcomes of a new unit (including RPL). However, an RTO cannot assume that no changes are needed for the training and assessment of the new unit.

If a unit of competency is not equivalent to its predecessor, this means that there are significant changes in the new unit. These changes would need to be addressed, for example, through training, providing additional RPL evidence.

Superseded and deleted training package products

A product is **superseded** when another training product replaces it. This happens if the skill needs of industry change so training package developers need to alter a qualification, unit of competency or skill set.

A product is **deleted** when another training product does not replace it. This happens if industry determines that there is no longer sufficient demand for a qualification, unit of competency or skill set.

The rules around the use of superseded and deleted products for training purposes are in Clause 1.26 of the *Standards for Registered Training Organisation (RTOs) 2015*.

ASQA has a useful guide that explains how to manage the transition from superseded and deleted training products. This can be accessed from: < https://www.asqa.gov.au/standards/about-standards-rtos-2015/standard-one/clauses-1.26-1.27>

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[5] The policy is available from the Department of Education and Training website at <https://docs.education.gov.au/documents/training-package-products-policy>

Coding conventions

There are agreed conventions for the national codes used for training packages and their components.

Training package codes

Each training package has a unique three-letter national code assigned when the Training Package is endorsed, for example, **PPM** is the code used for the *Pulp and Paper Manufacturing Training Package*.

> The practice of assigning two numbers to identify the year of endorsement is no longer used as it is not consistent with national policy.

Qualification codes

Within the training package, each qualification has a unique eight-character code that is used to identify the qualification, along with its title. The table explains the format of a qualification code for the *Pulp and Paper Manufacturing Training Package*.

Identifiers	Description	Example for PPM20116
Training package identifier	Three letters	= PPM
AQF level identifier	One number identifying the Australian Qualifications Framework level	= 2
Sequence identifier	Two numbers identifying the sequence of the qualification at that level in the Training Package	= 01
Version identifier	Two numbers identifying the year in which the qualification was endorsed.	= 16

Unit of competency codes

Within the training package, each unit of competency has a unique code (up to 12 characters). The code, as well as the title, is used to identify the unit of competency. The table explains the format of a unit of competency code for the *PPM Pulp and Paper Manufacturing Training Package*.

Identifiers	Description	Example for PPMPUL250
Training package identifier	Three letters	= PPM
Sector identifier	Two to four letters	= PUL (Pulping Operations)
AQF level indicator	One number that is a guide as to the type and depth of skills and knowledge described in the unit. This identifier is loosely tied to the Australian Qualifications Framework and can range from 1 (indicates Certificate 1) to 8 to(indicates Graduate Certificate/Graduate Diploma	= 2
Sequence identifier	The final numbers identify the sequence of the unit in the particular unit sector and AQF level, and allows each unit to have a unique code	= 50

Under the *Standards for Training Packages,* units of competency no longer include a version identifier (e.g. A, B, C). In training.gov.au the release history of each unit is shown in both the web view of the unit and in the unit modification history and mapping tables.

Key work and training requirements in the industry

In the context of the three main operational levels there is a distinct focus on the following key areas for training:

Safety

The nature of the processes involved demand that safety training is a vital part of every job role, particularly for induction of new entrants to the workplace. Training needs typically include hazard identification and control, risk mitigation, safe work practices, pre-start and operational checks, personal protective and safety equipment, housekeeping, emergency and evacuation response and incident reporting. Safety extends to environmentally sustainable work practices where skill development focusses on optimisation of resources such as water and energy, recycling, effluent control, and skills for environmental monitoring and compliance.

In addition, many pulp and paper manufacturing sites are recognised by Worksafe Australia as Major Hazard Facilities and are required to comply with Commonwealth, state and territory workplace health and safety legislation, regulations and codes of practice in order to maintain their licence.

Skill standards in PPM support and are utilised to meet safety, quality and environmental compliance requirements.

Quality

Product quality is a prime focus for pulping, since pulp is a resource used for the manufacture of paper. Paper manufacturers produce products to ever tighter tolerances and finishes in order to satisfy increasingly stringent demands of consumers.

Support operators charged with monitoring and controlling production equipment and processes need skills to analyse the impact of process variables (e.g. altering critical process inputs and line speed) on product quality. They need to identify product faults and rectify them by making adjustments to the production process, whilst being aware of the potential impact on other parts of the downstream processes. They need good communication skills to record shift data and convey information upstream and downstream.

Operator/technicians set and start up equipment. They may conduct sampling and testing to ensure products meet required specifications. Key training requirements include measurement and testing for product conformance.

Productivity

At production support level, operator training is strongly focussed on process variables that impact on productivity. As with quality targets, operators make appropriate adjustments to optimise production. They also need skills to conduct routine maintenance on plant and equipment, as part of a planned maintenance regime to achieve maximum run time.

Planned and unplanned shutdowns can have a significant impact on production output. Operator/technicians need skills to conduct planned shutdowns efficiently according to schedule. They also need skills to respond to unplanned shutdowns, identifying symptoms and analysing the cause and potential impact of these stoppages.

Senior operator/production specialists are highly skilled technicians. They require training in troubleshooting, fault-finding and diagnostics to accurately analyse process and equipment problems that can impact on productivity and quality.

Development of problem solving skills is vital for the continuous operation of machinery and processes. Variables can include duration, frequency and continuity, deterioration rates, product quality issues, nature, location and impact of the problem on production. Actions or responses can include rectifying the problem within a given level of responsibility, making process adjustments, or reporting the problem to an authorised person.

Communication

Effective interpersonal and communication skills are essential to every job role and therefore a key training requirement for industry. They relate to many aspects of work including orientation to the organisation, performing operational processes, following procedures and instructions, interacting with workers and supervisors, quality assurance, problem solving and troubleshooting, workplace health and safety, (WHS), taking part in meetings, undertaking training and training others on the job.

Employees at all levels need to communicate effectively with a range of individuals and groups including team leaders supervisors and managers, production and technical staff, maintenance, WHS and quality assurance personnel.

Core interpersonal skills include verbal and non-verbal language, hand or other agreed signals, eye contact, active listening, questioning and use of electronic communication devices, such as two-way radios.

Key training for operators and support staff relates to reading and interpreting routine information, including work and quality procedures, work instructions, manuals, checklists, process and instrument diagrams and illustrations, signage, and safety data sheets. Supervisors, managers and specialist technical staff need advanced skills to critically read, analyse and evaluate procedures, guidelines and reports.

Writing skills for operators and technicians including recording production, process and quality information on proforma, reporting hazards and incidents, faults and downtime. Higher level written skills are needed by supervisors, managers and specialist technical staff, who are required to produce reports for a range of issues including production output, plant and equipment operation, risk assessments, workplace inspections, maintenance and testing, training, environmental monitoring.

Implementation information

Industry sectors

The *PPM Pulp and Paper Manufacturing Training Package* includes the following industry sectors:

Pulping	Papermaking
Chemical preparation	Chemical preparation
Chemical recovery operations	Chemical recovery operations
Electrical power generation	Electrical power generation
Pulping operations	Dry end operations
Primary resource operations	Coated paper processes
Steam generation	Finishing and converting
Stock preparation	Steam generation
Waste paper operations	Water services
Water services	Wet end operations

The *PPM Pulp and Paper Manufacturing Training Package* Units of Competency are broken down into the following sectors:

CPP	Coated paper processes	PRV	Production Support
CPR	Chemical preparation	PUL	Pulping operations
CSK	Computer/Process control equipment	QAS	Quality Assurance
DEO	Dry end operations	REC	Chemical recovery operations
ENV	Environmental monitoring	REL	Relationships
EPG	Electrical power generation	RES	Primary resource operations
FCO	Finishing and converting operations	SPR	Stock preparations operations
HWP	Handling and preparing waste paper for pulp production	STM	Steam generation
MHV	Load shifting	SUS	Sustainability
NUM	Numeracy	WAR	Warehousing and dispatch
PLN	Planning and organising	WAS	Water services
PRM	Preventative maintenance	WEO	Wet end operations
PRS	Problem solving	WHS	Workplace health and safety
		WPO	Waste paper operations

Occupational outcomes of qualifications

The units of competency, skill sets and qualifications in the *PPM Pulp and Paper Manufacturing Training Package* cover a diverse range of work activities within the industry.

The following table lists the qualifications and provides an overview of occupational outcomes for each qualification.

Qualification	Overview of occupational outcomes
Diploma (level 5) ▪ PPM50116 Diploma of Pulp and Paper Process Management	The Diploma qualification reflects the role of individuals who apply integrated technical and theoretical concepts in a broad range of contexts and undertake skilled or paraprofessional work. The Diploma is suitable for supervisors, managers and specialist job roles. The Diploma serves also as a pathway for further learning.
Certificate IV ▪ PPM40116 Certificate IV In Pulping Operations ▪ PPM40216 Certificate IV in Papermaking Operations	The Certificate IV qualification reflects the role of individuals to undertake work in varied contexts using a broad range of specialised knowledge and skills. Certificate IV is suitable for senior workers and technicians who supervise or lead teams. Certificate IV also serves as a pathway for further learning.
Certificate III ▪ PPM30116 Certificate III in Pulping Operations ▪ PPM30216 Certificate III in Papermaking Operations	The Certificate III qualification reflects the role of individuals required to apply a broad range of knowledge and skills in varied contexts and undertake skilled work. Certificate III is suitable for experienced operators, technicians and trades workers. Certificate III serves also as a pathway for further learning.
Certificate II ▪ PPM20116 Certificate II in Pulping Operations ▪ PPM20216 Certificate II in Papermaking Operations	The Certificate II qualification reflects the role of individuals who undertake mainly routine work. Generally, Certificate II is used as an induction into the industry and is aligned to operator, production and assistant roles. Certificate II serves also to offer a pathway for further learning.

Occupational outcomes for industry sectors

Qualification	PPM20116 Cert II Pulping Operations	PPM20216 Certificate II in Papermaking Operations	PPM30116 Certificate III in Pulping Operations	PPM30216 Certificate III in Papermaking Operations	PPM40116 Certificate IV in Pulping Operations	PPM40216 Certificate IV in Papermaking Operations	PPM50116 Diploma of Pulp and Paper Process Management
Level	Operator/production support		Operator/technician		Senior operator/production specialist		Supervision, line & function management.
Focus	Monitor & control equipment & processes		Start-up & shut down equipment & processes		Troubleshoot & rectify		Oversee & supervise/ manage operations
Job roles	Production support employee in: ▪ hydrapulping ▪ pulping machine operations ▪ machine operations ▪ pulp handling ▪ bale handling ▪ fibre preparation ▪ stock preparation	Production support employee in: ▪ machine operation ▪ fibre preparation ▪ stock preparation ▪ winding operations ▪ dryer operation ▪ bale handling ▪ folder operation ▪ rewinding operations ▪ wrapping machine ops ▪ plant support ▪ wet end support; ▪ dry end support ▪ paper products	Production operator or technician in: ▪ pulping operations ▪ waste paper recycling ▪ primary resources ▪ stock preparation & handling ▪ fibre preparation	Production operator or technician in: ▪ stock preparation & handling ▪ fibre preparation ▪ wet end operations ▪ dry end operations ▪ finishing & converting ▪ coating systems operator ▪ winder/reel & roll operations ▪ packaging/folding ▪ dry end testing	Production specialist in: ▪ pulping operations ▪ waste paper recycling ▪ primary resources operations ▪ stock preparation & handling ▪ fibre preparation	Production specialist in: ▪ fibre/stock preparation & handling ▪ wet end operations ▪ dry end operations ▪ coated paper treatments ▪ finishing & converting ▪ winding & rewinding ▪ quality testing	Supervisor, manager or coordinator, such as: ▪ line supervisor ▪ production manager ▪ senior operator (all sections) ▪ crew/team leader ▪ support operations coordinator ▪ quality assurance specialist ▪ sustainability coordinator/ manager ▪ project coordinator / manager ▪ training coordinator
	Common specialisations Electricity generation/turbine operations assistant Steam generation/boiler assistant Water services assistant Chemical recovery assistant		**Common specialisations** Electricity generation/turbine operator Steam generation/boiler operator Water services operator Chemical recovery operator		**Common specialisations** Electricity generation/turbine senior operator Steam generation/boiler senior operator Chemical recovery senior operator		

Skill sets for specialist operators
PPMSS00001 Chemical Recovery Skill Set
PPMSS00002 Coated Paper Products Skill Set
PPMSS00003 Converting Paper Products Skill Set
PPMSS00004 Paper Finishing and Converting Skill Set
PPMSS00005 Papermaking Dry End Operations Skill Set
PPMSS00006 Papermaking Wet End Operations Skill Set
PPMSS00007 Pulping Stock Preparation Skill Set
PPMSS00008 Safety in Pulp and Paper Operations Skill Set
PPMSS00009 Warehousing Paper Products Skill Set
PPMSS00010 Waste Paper Operations Skill Set

Key features of the training package and the industry that will impact on the selection of training pathways

A *pathway* is the route or course of action taken to get to a destination. A *training pathway* describes learning activities or experiences used to attain the competencies needed to achieve career goals.

AQF Qualifications Pathways Policy Requirements

The AQF Qualifications Pathways Policy,[6] as part of the Australian Qualifications Framework, supports students' lifelong learning by aiming to:

- recognise the multiple pathways that students take to gain AQF qualifications and that learning can be formal and informal

- enhance student progression into and between AQF qualifications, both horizontally (across AQF qualifications at the same level) and vertically (between qualifications at different levels)

- support the development of clear pathways in the design of qualifications.

Multiple pathways to gain qualifications

In line with requirements of the *AQF Pathways Policy*, the *PPM Pulp and Paper Manufacturing Training Package* allows for individuals to follow a training and assessment pathway, or recognition of prior learning (RPL) pathway (or combinations of each pathway) to complete the units of competency needed to be awarded a qualification. These pathways are shown in the following diagram.

Units of competency → Training and assessment pathway → Record of results / Statement of Attainment / AQF Qualification

Units of competency → RPL pathway → Record of results / Statement of Attainment / AQF Qualification

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[6] The AQF Qualifications Pathways Policy is available to download form the Australian Qualifications Framework website: <http://www.aqf.edu.au/aqf/in-detail/aqf-policies/>

Training and assessment pathway

Training and assessment pathways usually incorporate a mix of formal, structured training and workplace experience to build skills and knowledge together with formative and summative assessment activities through which individuals can demonstrate their skills and knowledge. Structured training and assessment courses may be conducted:

- face-to-face

- by distance or e-learning

- in the workplace

- by combining face-to-face, distance, e-learning and/or workplace delivery.

RPL pathway

RPL acknowledges that individuals may already have the skills and knowledge required for all or part of a qualification. Individuals can gain credit towards a qualification by providing evidence of their current competency, which may have been gained through formal or informal learning, work experience or general life experience.

Australian apprenticeships/traineeships

Apprenticeships and traineeships are legally binding training arrangements, between an employer and employee, which combine training with paid employment. Australian Apprenticeships are delivered through a cooperative arrangement between the Australian Government, state and territory governments, industry employers and RTOs. Each State or Territory Training Authority (STA/TTA) is responsible for apprenticeships and traineeships in its jurisdiction.[7]

Given the multiple entry points into the industry, all Certificate III, Certificate IV and Diploma qualifications in the *PPM Pulp and Paper Manufacturing Training Package* are suitable for delivery as an Australian Apprenticeship/Traineeship.

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[7] The Australian Apprenticeships website has information about traineeships and apprenticeships. Visit <www.australianapprenticeships.gov. au> for more information. STA contact details are provided in the Links section of this Implementation Guide.

VET for secondary students

Vocational Education and Training (VET) programs enable students to acquire workplace skills and knowledge while they are still at school. Successful completion of a VET program provides a student with a nationally recognised AQF qualification (or particular units of competency), usually as part of a senior secondary certificate. VET programs are packaged and delivered in various ways across Australia. The three main delivery arrangements used are:

- schools hold RTO status
- school sectoral bodies (such as Boards of Studies or regional offices) hold RTO status on behalf of a group of schools
- schools work in partnership with RTOs.

Certificate II qualifications in the *PPM Pulp and Paper Manufacturing Training Package* are considered pathway qualifications and are suitable as VET programs for secondary students. Training package users should contact the relevant STA to confirm whether a particular qualification can be delivered in VET programs for secondary students.

Progression between qualifications

Qualifications have been designed to allow learners to progress into and between qualifications. The following diagram shows the various options for movement into and between qualifications in the *PPM Pulp and Paper Manufacturing Training Package.*

PPM50116 Diploma of Pulp and Paper Process Management 12 units		
PPM40116 Certificate IV in Pulping Operations	10 units	PPM40216 Certificate IV in Papermaking Operations
PPM30116 Certificate III in Pulping Operations	13 units	PPM30216 Certificate III in Papermaking Operations
PPM20116 Cert II Pulping Operations	11 units	PPM20216 Certificate II in Papermaking Operations
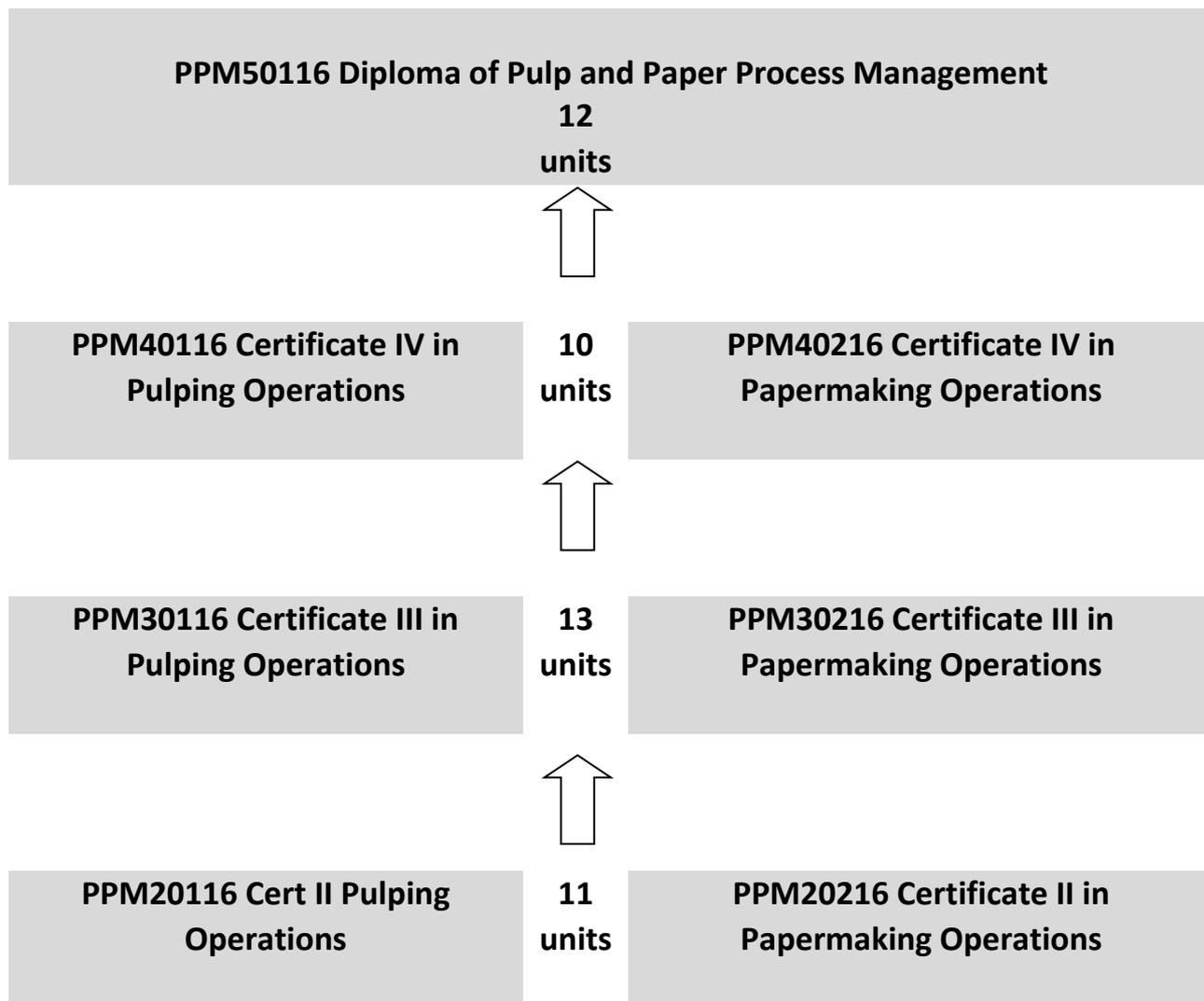
Entry requirements for qualifications

Any specific entry requirement for qualifications in the *PPM Pulp and Paper Manufacturing Training Package* are included in each qualification. These entry requirements ensure an individual has the skills and knowledge required to undertake the qualification. No qualifications in the *PPM Pulp and Paper Manufacturing Training Package* contain specific entry requirements.

Selecting electives to enable different occupational outcomes

Qualifications include elective units that should be selected according to the needs of the learner. The choice of elective units may be negotiated between the learner and/or employer, and the RTO conducting the training program.

Some qualifications allow electives to be selected from within the training package, and also from other training packages and accredited courses. Wherever they are selected from, elective units should provide a vocational focus for the qualification and be relevant to the:

- AQF qualification level

- job role

- work outcomes

- local industry needs

- area of specialisation (if required).

Training package delivery and assessment

RTOs must ensure that both training and assessment complies with the relevant standards[8]. In general terms, training and assessment must be conducted by individuals who:

- have the necessary training and assessment competencies

- have the relevant vocational competencies at least to the level being delivered or assessed

- can demonstrate current industry skills directly relevant to the training/assessment being delivered

- continue to develop their VET knowledge and skills, industry currency and trainer/assessor competence.

Assessors of some units of competency may have to meet requirements in addition to those of the *Standards for Registered Training Organisations (RTOs) 2015*/AQTF requirements for assessors.

Check the *Assessment Conditions* section (provided in the assessment requirements that accompany each unit of competency) for specific assessor requirements.

Some specific considerations in relation to the *PPM Pulp and Paper Manufacturing Training Package* are included below.

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[8] RTOs regulated by Australian Skills Quality Authority (ASQA) must comply with the Standards for Registered Training Organisations (RTOs) 2015. RTOs regulated by the Western Australian Training Accreditation Council (WA TAC) or the Victorian Registration and Qualifications Authority (VRQA) must check with their regulator for current requirements.

Amount of training and volume of learning

RTOs must create a training and assessment strategy for delivery of AQF qualifications that reflects the complexity required of that qualification. An essential consideration in the training and assessment strategy is to ensure the amount of training provided is sufficient so that the learner can:

- meet the requirements of each qualification

- gain the skills and knowledge specified in the units of competency.

The amount of training involves all the formal learning activities provided to a learner, for example, classes, tutorials, field-work, lectures, online or self-paced study, as well as workplace learning. Training should take into account the need to allow learners to reflect on and absorb the knowledge, to practise the skills in different contexts and to learn to apply the skills and knowledge in the varied environments that the 'real world' offers before being assessed.

AQF qualifications differ in terms of their complexity. The complexity of a qualification is defined by:

- the breadth and depth of the knowledge

- skills required

- application of knowledge and skills, and

- the AQF volume of learning.

The AQF volume of learning describes how long a learner, without any competencies identified in the qualification, would normally take to develop all the required skills and knowledge at that qualification level. The volume of learning includes all teaching, learning and assessment activities that are undertaken by the typical student to achieve the learning outcomes of the particular qualification.[9]

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[9] Information sourced from Australian Government, ASQA, *Fact Sheet: Determining the amount of training*, <https://www.asqa.gov.au/sites/g/files/net2166/f/FACT_SHEET_Amount_of_training.pdf> viewed June 2017:

Access and equity considerations

An RTO's training and assessment practices should minimise any barriers to training and assessment by considering the individual needs of learners. Some needs that could affect an individual's participation in training and assessment include:

- age

- gender

- cultural or ethnic background

- disability

- sexuality

- language, literacy or numeracy skills

- employment status

- geographical location.

While the design and content of this training package supports equitable access and progression for all learners, it is the responsibility of the RTO delivering and assessing qualifications to:

- ensure that training and assessment processes and methods do not disadvantage individuals

- determine the needs of individuals and provide access to any educational and support services necessary.

Some practical ways that access and equity issues could be addressed include:

- modifying assessment processes for learners located at a distance from a campus location

- checking that materials are culturally appropriate for learners and amending, as necessary

- making sure that activities and assessments are suitable for the language, literacy and numeracy skill levels of learners (while meeting the requirements of the unit of competency).

Reasonable adjustment for learners with disabilities

A legislative framework underpins and supports the delivery of vocational education and training across Australia. Under this framework, RTOs must take steps to provide enrolled learners with recognised disabilities access to same training as learners without disabilities.

In some cases, 'reasonable adjustments' are made to the training environment, training delivery, learning resources and/or assessment tasks to meet the needs of a learner with a disability. An adjustment is 'reasonable' if it can accommodate the learner's particular needs, while also taking into account factors such as:

- the views of the learner

- the potential effects of the adjustment on the learner and others

- the costs and benefits of making the adjustment to the RTO.

Adjustments must:

- be discussed and agreed to by the learner with a disability

- benefit the learner with a disability

- maintain the competency standards

- be reasonable to expect in a workplace.[10]

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[10] The *Disability Standards for Education, 2005* and accompanying guidance notes can be downloaded at <http://education.gov.au/disability-standards-education>.

Foundation skills in units of competency

Foundation skills are the 'non-technical skills' that individuals need so they can participate effectively in workplaces, in education and training, and in their communities.

Under the *Standards for Training Packages 2012,* training package developers must include foundation skills in units of competency, however, the method and format for doing this has not been prescribed.

In the *PPM Pulp and Paper Manufacturing Training Package* (and all training packages developed by Skills Impact) the foundation skills are shown in a table format as shown in the following example.

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.	
Skill	**Description**
Numeracy:	▪ Interpret basic numerical settings on instruments, gauges and data recording equipment ▪ Monitor, assess and interpret production data ▪ Record basic numerical data for test results and production outcomes
Oral communication:	▪ Provide clear basic information about problems or variations with process, products and equipment
Reading:	▪ Interpret workplace health and safety and standard operating procedures, and maintenance schedules
Writing:	▪ Complete accurate basic records for system operation, production outcomes and problems with environmental release

Frameworks used

The foundation skills are derived from two national frameworks:

- The *Australian Core Skills Framework* (ACSF) is used to identify learning, language, literacy and numeracy (LLN) skills.

- The *Core Skills for Work Developmental Framework* (CSfW) is used to identify employability/employment skills.

The skills included in these two frameworks are summarised in the table below.

ACSF	CSfW	
Skills	**Skills clusters**	**Skills or focus area**
▪ Learning ▪ Reading ▪ Writing ▪ Oral Communication ▪ Numeracy	Navigate the world of work	▪ Managing one's own career and work life ▪ Understanding one's own work role, and the associated rights and obligations
	Interact with others	▪ Communicating in the workplace ▪ Connecting and working with others ▪ Recognising, respecting and using diverse perspectives
	Get the work done	▪ Planning and organising workplace tasks ▪ Making decisions ▪ Identifying and solving problems ▪ Being creative and innovate ▪ Working with digital systems/technologies

The five skills from the ACSF are identified separately with descriptions explaining how the skill underpins the performance criteria. The three skill clusters from the CSfW are identified with descriptions explaining how the respective skill or focus area(s) underpin the performance criteria.

The foundation skills table in each unit:

- identifies applicable underpinning skills

- describes the application of each skill in the context of the performance criteria.

Only those foundation skills that **ARE NOT** explicit in the performance criteria appear in the foundation skills mapping table.

The foundation skills are an integrated part of the unit for training and assessment purposes. Therefore it is important that users look closely at both the foundation skills and the performance criteria, to make sure that **all** foundation skills are considered during delivery and assessment.

Key legislative implications for implementation

Regulatory or licensing requirements are identified in the *Application* field of units of competency and the *Qualification description* field in qualifications. If there are no particular requirements, then the statement 'No occupational licensing, legislative or certification requirements apply to this unit/qualification at the time of publication' will appear.

Health and safety requirements

In general, health and safety requirements are addressed in specific work health and safety units of competency or embedded in particular units of competency in the *PPM Pulp and Paper Manufacturing Training Package.*

Work health and safety is a major focus for the industry and consequently features strongly in all industry training. All units and qualifications include a significant component for safety, which must be included in learning and assessment.

Commonwealth, State and Territory legislation and regulations, as well as organisational safety policies and procedures, encompass areas such as the following:

- personal protective equipment and clothing
- safe work practices
- safety equipment
- first aid equipment
- firefighting equipment
- hazard and risk control
- fatigue management
- handling and elimination of hazardous chemicals, materials and substances
- manual handling including shifting, lifting and carrying

Many pulp and paper manufacturing sites are recognised by Worksafe Australia as Major Hazard Facilities and are required to comply with Commonwealth, state and territory workplace health and safety legislation, regulations and codes of practice in order to maintain their licence.

RTOs must make sure that delivery of health and safety content is contextualised to comply with the relevant legislation in the state/territory in which they are training. Details of state and territory regulators, together with some useful workplace health and safety organisations, have been included in the following tables.

State/Territory Regulators

State/Territory	Regulating Body	Website
Australian Capital Territory	WorkSafe ACT	http://www.worksafe.act.gov.au
New South Wales	SafeWork NSW	http://www.safework.nsw.gov.au
Northern Territory	NT WorkSafe	http://www.worksafe.nt.gov.au

Queensland	Workplace Health and Safety Queensland (WHSQ)	http://www.worksafe.qld.gov.au
South Australia	SafeWork SA	http://www.safework.sa.gov.au
Tasmania	WorkSafe Tasmania	http://worksafe.tas.gov.au
Victoria	WorkSafe Victoria	http://www.worksafe.vic.gov.au
Western Australia	WorkSafe WA	http://www.commerce.wa.gov.au/WorkSafe

National organisations

Name	Function	Website
Safe Work Australia	Leads the development of national policy to improve work health and safety and workers' compensation arrangements across Australia.	http://www.safeworkaustralia.gov.au
Comcare	The Comcare scheme provides rehabilitation and workers' compensation and occupational health and safety arrangements for Australian Government employees and for the employees of organisations which self-insure under the scheme.	http://www.comcare.gov.au
National Industrial Chemicals Notification and Assessment Scheme (NICNAS)	NICNAS is the Australian Government regulator of industrial chemicals. NICNAS is responsible for: ■ providing a national notification and assessment scheme to protect the health of the public, workers and the environment from the harmful effect of industrial chemicals, and ■ assessing all chemicals new to Australia and those chemicals already used (existing chemicals) on a priority basis, in response to concerns about their safety on health and environmental grounds.	http://www.nicnas.gov.au

Other legislative requirements

In several states licences are required for a range of occupations. These are aimed at securing consistent operating standards for individuals in high risk activities, such as boiler operations.

Where units of competency contain regulatory information or align to licensing, RTOs, trainers and assessors must be suitably qualified to deliver the training. This usually means that trainers and assessors must have the relevant vocational competencies, at least to the level being delivered or assessed, and can demonstrate current industry skills directly relevant to the training/assessment being undertaken.

Licensing/registration requirements for particular job functions described in units of competency vary significantly. There are variations between States and Territories, and between individual workplaces, depending on the equipment and processes being used.

Organisations delivering training must determine the applicable licensing requirements associated with the equipment being used, and in the relevant States and Territories.

To assist this process, units of competency will contain one of the following statements:

In the case of no licensing requirements:

No licensing, legislative, regulatory, or certification requirements apply to this unit at the time of publication.

In cases where a licence, certification or other regulatory/legislative compliance is required:

Licensing, legislative, regulatory or certification requirements apply to this unit in some states and territories at the time of publication, and may differ according to jurisdiction.

In the *PPM Pulp and Paper Manufacturing Training Package,* both the boiler and turbine operator units of competency refer the user to the appropriate High Risk Work Licence, in the event the equipment being operated is covered by those licences.

If the use of load shifting equipment is required as an adjunct to performing activities in a unit, the relevant units of competency for load shifting should also be accessed and are to be met concurrently or prior to the achievement of this unit.

Users of this Implementation Guide are advised to keep up-to-date with changes to legislative requirements by checking with the relevant regulatory authority.

Training and assessing environments

The Assessment Conditions section of the Assessment Requirements states whether assessment must take place in a real workplace or whether an environment that 'accurately represents workplace conditions' can be used.

An environment that accurately represents workplace conditions is one which offers real life working conditions with the actual characteristics of that working environment, including equipment, interactions with other people and completion of tasks within timeframes, if these are requirements of the working environment.

Sometimes conducting training and assessment in a real workplace is not possible or practical. If conducting training and assessment in a non-workplace environment, trainers and assessors must make sure that learners have opportunities to complete tasks:

- to the quality standards, and within the acceptable timeframes, required by the industry

- in a manner that meets the industry's safety standards.

Legal considerations for learners in the workplace/on placements

Legal requirements that apply to specific sectors covered by this Training Package vary across each state and territory and can change from time to time. Contact the relevant state or territory department/s to check. STA contact details are provided in the Links section of this Implementation Guide. The Fair Work Ombudsman has some general guidelines and fact sheets about unpaid work.[11]

Work placements should always involve the appropriate supervision and guidance from individuals in the workplace and trainers and assessors from the RTO and must adhere to required legislation that applies in the jurisdiction e.g. learners must be supplied with the appropriate personal protection equipment (PPE) and training on how to use the PPE effectively prior to undertaking tasks that include health and safety risks.

Resources and equipment lists

RTOs must make sure that all resources and equipment required to train and assess units of competency are available. Details of specific resources, including equipment and materials essential for assessment, are listed in the Assessment Conditions sections of Assessment Requirements documents. Where units of competency require assessment in the workplace, the workplace must include the full range of equipment required to do the task, as listed in the Assessment Conditions.

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[11] Fair Work Ombudsman: < http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/unpaid-work)>

Training Package developer's quality assurance process for Companion Volumes

Companion Volumes are developed in consultation with industry representatives, trainers and assessors, members of Industry Reference Committees (IRCs) and their representatives. These key stakeholders provide and review content to ensure that information is relevant and useful.

The Companion Volumes undergo continuous improvement in response to feedback lodged on the Skills Impact website (http://www.skillsimpact.com.au/contact/.)

Links

Industry links

Organisation	Details	Website
Australian Forest Products Association (AFPA)	Industry Association	www.ausfpa.com
Australasian Pulp and Paper Industry Technical Association (APPITA)	Industry Association	www.appita.com.
Packaging Council of Australia	Industry Association	www.pca.org.au
CFMEU Forestry and Furnishing Products Division	Employees Association	www.ffpd.cfmeu.org.au
Australian Workers' Union (AWU)	Employees Association	www.awu.net.au
Bioresource Processing Research Institute of Australia (BioPRIA)	Industry R&D Services Bodies	www.biopra.com.au
Forest and Wood Products Australia Ltd (FWPA)	Industry R&D Services Bodies	www.fwpa.com.au
ForestWorks	Industry Services Body	www.forestworks.com.au
IndustryEdge	Industry Services Body	www.industryedge.com.au

State and Territory Training Authorities

Australian Capital Territory	http://www.det.act.gov.au/
New South Wales	https://www.dec.nsw.gov.au/
Northern Territory	http://www.dob.nt.gov.au/
Queensland	http://training.qld.gov.au/
South Australia	http://www.statedevelopment.sa.gov.au/
Tasmania	http://www.skills.tas.gov.au/
Victoria	http://www.education.vic.gov.au/
Western Australia	http://www.dtwd.wa.gov.au

General

Organisation/Resource	Details	Website
Australian Qualifications Framework: Second edition, January 2013 (AQF)	National policy for regulated qualifications in Australian education and training	http://www.aqf.edu.au/
Training.gov	National register of training packages	http://www.training.gov.au/
Australian Apprenticeships	Quick and easy access to information about Australian apprenticeships	www.australianapprenticeships.gov.au
Australian Skills Quality Authority (ASQA)	National regulator for Australia's vocational education and training sector	http://www.asqa.gov.au
Training Accreditation Council Western Australia (WA TAC)	Regulates vocational education and training in WA	http://www.tac.wa.gov.au
Victorian Registration and Qualifications Authority (VRQA)	Regulates vocational education and training in in Victoria Regulates apprenticeships and traineeships in Victoria	http://www.vrqa.vic.gov.au/
Safe Work Australia	Leads the development of national policy to improve work health and safety and workers' compensation arrangements	http://www.safeworkaustralia.gov.au/sites/SWA

Appendix 1: Components – Qualifications, Skill Sets, Units of Competency

Qualifications in the PPM Pulp and Paper Manufacturing Training Package V2.0

PPM20116 - Certificate II in Pulping Operations
PPM20216 - Certificate II in Papermaking Operations
PPM30116 - Certificate III in Pulping Operations
PPM30216 - Certificate III in Papermaking Operations
PPM40116 - Certificate IV in Pulping Operations
PPM40216 - Certificate IV in Papermaking Operations
PPM50116 - Diploma of Pulp and Paper Process Management

Units of Competency in the PPM Pulp and Paper Manufacturing Training Package V2.0

PPMCPP210 - Monitor and control coated paper processes
PPMCPP320 - Prepare and start up coated paper processes
PPMCPP330 - Coordinate the shutdown of coated paper processes
PPMCPP440 - Troubleshoot and rectify coated paper processes
PPMCPR210 - Prepare chemical products
PPMCSK310 - Operate process control equipment
PPMDEO210 - Monitor and control dry end operations
PPMDEO320 - Prepare and start up dry end operations
PPMDEO330 - Coordinate and implement dry end shutdown
PPMDEO440 - Troubleshoot and rectify dry end systems
PPMENV210 - Identify and monitor environmental discharges/emissions
PPMENV320 - Monitor and control environmental hazards
PPMEPG210 - Monitor and control power generation system
PPMEPG320 - Manage a power generation system startup

PPMEPG330 - Coordinate power generation system shutdown
PPMEPG440 - Troubleshoot and rectify power generation system
PPMFCO210 - Monitor, control and shutdown finishing and converting operations
PPMFCO320 - Prepare and start up finishing and converting operations
PPMFCO340 - Troubleshoot and rectify finishing and converting systems
PPMHWP250 - Store and dispatch waste paper
PPMHWP260 - Receive waste paper
PPMHWP270 - Unload waste paper
PPMMHV210 - Operate overhead crane
PPMNUM210 - Estimate and calculate basic data
PPMNUM320 - Measure and calculate routine workplace data
PPMNUM430 - Calculate and analyse production and financial performance
PPMPLN210 - Plan and undertake a routine task
PPMPLN420 - Plan a complex activity
PPMPRM210 - Undertake operator level preventative maintenance
PPMPRM220 - Perform lubrication
PPMPRS210 - Identify and rectify problems in the workplace
PPMPRS320 - Solve systemic problems in the workplace
PPMPRV210 - Operate ancillary equipment
PPMPRV320 - Co-ordinate and direct clothing changes
PPMPUL210 - Monitor and control pulping operations
PPMPUL250 - Store and distribute pulped product
PPMPUL320 - Prepare and start up pulping system operations
PPMPUL330 - Coordinate and implement pulping plant shutdowns
PPMPUL440 - Troubleshoot and rectify pulping processes
PPMQAS210 - Apply basic quality practices
PPMQAS420 - Co-ordinate in-process quality assurance

PPMQAS430 - Oversee quality assurance process
PPMREC210 - Monitor and control chemical recovery operations
PPMREC320 - Prepare and start up chemical recovery operations
PPMREC330 - Coordinate and implement chemical recovery shutdowns
PPMREC440 - Troubleshoot and rectify chemical recovery operations
PPMREL210 - Contribute to effective working relationships
PPMRES210 - Prepare and operate the woodchip production system
PPMRES250 - Distribute woodchips
PPMRES260 - Receive materials
PPMRES270 - Unload materials
PPMRES340 - Troubleshoot and rectify primary resource operations
PPMSPR210 - Monitor and control stock preparation systems
PPMSPR320 - Prepare and start up stock preparation system for production
PPMSPR330 - Coordinate and implement stock preparation system shutdown
PPMSPR440 - Troubleshoot and rectify stock preparation systems
PPMSTM210 - Monitor and control boiler operation
PPMSTM320 - Manage steam boiler start up
PPMSTM330 - Shut down and bank steam boiler
PPMSTM440 - Troubleshoot and rectify boiler plant systems
PPMSUS210 - Apply sustainable work practices/policies
PPMSUS510 - Develop workplace policy and procedures for sustainability
PPMWAR250 - Store product
PPMWAR255 - Prepare and dispatch product
PPMWAR280 - Warehouse product packaging
PPMWAS210 - Operate water systems
PPMWAS340 - Troubleshoot and rectify water systems
PPMWEO210 - Monitor and control wet end operations

PPMWEO320 - Prepare and start up wet end operations
PPMWEO330 - Coordinate and implement wet end shutdown
PPMWEO440 - Troubleshoot and rectify wet end systems
PPMWHS210 - Participate in WHS processes
PPMWHS310 - Contribute to WHS processes
PPMWHS320 - Maintain WHS processes
PPMWHS410 - Identify, assess and control WHS risk in own work
PPMWHS420 - Manage WHS processes
PPMWPO210 - Monitor and control waste paper operations
PPMWPO320 - Prepare and start up waste paper operations
PPMWPO330 - Coordinate and implement waste paper shutdown
PPMWPO440 - Troubleshoot and rectify waste paper operations

Skill sets in the PPM Pulp and Paper Manufacturing Training Package V2.0

PPMSS00001 Chemical Recovery Skill Set
PPMSS00002 Coated Paper Products Skill Set
PPMSS00003 Converting Paper Products Skill Set
PPMSS00004 Paper Finishing and Converting Skill Set
PPMSS00005 Papermaking Dry End Operations Skill Set
PPMSS00006 Papermaking Wet End Operations Skill Set
PPMSS00007 Pulping Stock Preparation Skill Set
PPMSS00008 Safety in Pulp and Paper Operations Skill Set
PPMSS00009 Warehousing Paper Products Skill Set
PPMSS00010 Waste Paper Operations Skill Set

Imported Units in the PPM Pulp and Paper Manufacturing Training Package V2.0

BSBADM405	Organise meetings
BSBADM407	Administer projects
BSBADM502	Manage meetings
BSBAUD501	Initiate a quality audit
BSBCMM101	Apply basic communication skills
BSBCMM201	Communicate in the workplace
BSBCMM401	Make a presentation
BSBFLM305	Support operational plan
BSBFLM309	Support continuous improvement systems and processes
BSBFLM311	Support a workplace learning environment
BSBFLM312	Contribute to team effectiveness
BSBLDR402	Lead effective workplace relationships
BSBLDR403	Lead team effectiveness
BSBLED501	Develop a workplace learning environment
BSBMGT502	Manage people performance
BSBMGT517	Manage operational plan
BSBMGT608	Manage innovation and continuous improvement
BSBPMG522	Undertake project work
BSBREL401	Establish networks
BSBRES411	Analyse and present research information
BSBRSK401	Identify risk and apply risk management processes
BSBWHS401	Implement and monitor WHS policies, procedures and programs to meet legislative requirements
BSBWHS402	Assist with compliance with WHS laws
BSBWHS403	Contribute to implementing and maintaining WHS consultation and participation processes
BSBWHS404	Contribute to WHS hazard identification, risk assessment and risk control
BSBWHS405	Contribute to implementing and maintaining WHS management systems
BSBWHS409	Assist with workplace monitoring processes
BSBWHS510	Contribute to implementing emergency procedures
BSBWOR501	Manage personal work priorities and professional development
BSBWOR502	Lead and manage team effectiveness
BSBWRK409	Prepare for and participate in dispute resolution
CPPSEC2011B	Control access to and exit from premises
CPPSEC2015A	Patrol premises
CPPSEC3007A	Maintain security of environment

FWPCOR6201	Manage sustainability in the workplace
FWPCOT3263	Maintain and contribute to energy efficiency
FWPCOT4208	Implement workplace sustainability practices
FWPCOT5207	Implement sustainability in the workplace
FWPCOT5208	Build and maintain community relationships
FWPCOT6201	Manage community engagement
FWPCOT6205	Prepare an enterprise carbon management report
FWPCOT6208	Manage innovative thinking and practice in the forest and wood products industry
FWPCOT6209	Manage forest and wood products industry research
FWPCOT8101	Lead forest and wood products industry innovative thinking and practice
FWPCOT8102	Initiate and lead a forest and wood products industry innovation
HLTAID003	Provide first aid
MEM09002B	Interpret technical drawing
MEM11016B	Order materials
MEM12023A	Perform engineering measurements
MEM12024A	Perform computations
MEM14005A	Plan a complete activity
MEM18001C	Use hand tools
MEM18002B	Use power tools/hand held operations
MEM18011C	Shut down and isolate machines/equipment
MEM18055B	Dismantle, replace and assemble engineering components
MEM30020A	Develop and manage a plan for a simple manufacturing related project
MSMENV472	Implement and monitor environmentally sustainable work practices
MSAPMOHS220A	Provide initial First Aid response
MSL904002	Perform standard calibrations
MSL973013	Perform basic tests
MSMBLIC001	Licence to operate a standard boiler
MSMBLIC002	Licence to operate an advanced boiler
MSMOPS212	Use organisation computers or data systems
MSMSUP382	Provide coaching/mentoring in the workplace
MSMSUP400	Develop and monitor quality systems
MSMWHS110	Follow emergency response procedures
MSS014003	Optimise sustainability of a process or plant area
MSS017004	Lead sustainable strategy deployment
MSS027005	Contribute to improving environmental performance
MSS402020	Apply quick changeover procedures
MSS402030	Apply cost factors to work practices
MSS402040	Apply 5S procedures

MSS402050	Monitor process capability
MSS402051	Apply quality standards
MSS402081	Contribute to the application of a proactive maintenance strategy
MSS403001	Review competitive systems and practices
MSS403002	Ensure process improvements are sustained
MSS403011	Facilitate implementation of competitive systems and practices
MSS403032	Analyse manual handling processes
MSS403040	Facilitate and improve implementation of 5S
MSS403051	Mistake proof an operational process
MSS404052	Apply statistics to operational processes
PMAWHS211	Prepare equipment for emergency response
PSPGEN046	Undertake research and analysis
TAEASS301	Contribute to assessment
TAEASS401	Plan assessment activities and processes
TAEASS402	Assess competence
TAEASS403	Participate in assessment validation
TAEASS502	Design and develop assessment tools
TAEASS505	Lead and coordinate assessment systems and services
TAEDEL301	Provide work skill instruction
TAEDEL401	Plan, organise and deliver group-based learning
TAEDEL402	Plan, organise and facilitate learning in the workplace
TAEDEL404	Mentor in the workplace
TAEDES401	Design and develop learning programs
TAEDES402	Use training packages and accredited courses to meet client needs
TAEDES502	Design and develop learning resources
TAETAS501	Undertake organisational training needs analysis
TLIA2012	Pick and process orders
TLIA2022	Participate in stocktakes
TLIA3016	Use inventory systems to organise stock control
TLID1001	Shift materials safely using manual handling methods
TLID1002	Shift a load using manually-operated equipment
TLID2003	Handle dangerous goods/hazardous substances
TLID2004	Load and unload goods/cargo
TLID2010	Operate a forklift
TLID2013	Move materials mechanically using automated equipment
TLID2047	Prepare cargo for transfer with slings
TLID3011	Conduct specialised forklift operations
TLID3024	Use specialised liquid bulk transfer equipment (gravity/pressurised)

TLID3031	Rig load
TLID3035	Operate a boom type elevating work platform
TLIE4006	Collect, analyse and present workplace data and information
TLIU4001	Implement and monitor environmental protection policies and procedures
UEPOPS411B	Run up a steam turbine
UEPOPS419B	Shut down a Steam Turbine

Appendix 2: Mapping – Qualifications, Skill Sets, Units of Competency

Mapping – PPM Qualifications

Mapping of qualifications from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0			
Code and title PPM V1.0	**Code and title PPM V2.0**	**Comments**	**Equivalence statement**
PPM20116 - Certificate II in Pulping Operations Release 1	PPM20116 - Certificate II in Pulping Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM20216 - Certificate II in Papermaking Operations Release 1	PPM20216 - Certificate II in Papermaking Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM30116 - Certificate III in Pulping Operations Release 1	PPM30116 - Certificate III in Pulping Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM30216 - Certificate III in Papermaking Operations Release 1	PPM30216 - Certificate III in Papermaking Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM40116 - Certificate IV in Pulping Operations Release 1	PPM40116 - Certificate IV in Pulping Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM40216 - Certificate IV in Papermaking Operations Release 1	PPM40216 - Certificate IV in Papermaking Operations Release 2	Minor changes to qualification elective bank and packaging rules – boiler operations	Equivalent
PPM50116 Diploma in Pulp and Paper Process Management Release 1	PPM50116 Diploma in Pulp and Paper Process Management Release 2	Updated imported units	Equivalent

Mapping of qualifications from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
FPP20110 Certificate II in Pulping Operations	PPM20116 Certificate II in Pulping Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP20210 Certificate II in Papermaking Operations	PPM20216 Certificate II in Papermaking Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP30110 Certificate III in Pulping Operations	PPM30116 Certificate III in Pulping Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP30210 Certificate III in Papermaking Operations	PPM30216 Certificate III in Papermaking Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP40110 Certificate IV in Pulping Operations	PPM40116 Certificate IV in Pulping Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP40210 Certificate IV in Papermaking Operations	PPM40216 Certificate IV in Papermaking Operations	Core units repackaged Elective unit packaging simplified Imported units have been updated to the most current at time of publication	Equivalent
FPP50110 Diploma of Pulp and Paper Process Management	PPM50116 Diploma of Pulp and Paper Process Management	Imported units have been updated to the most current at time of publication	Equivalent

Mapping – PPM Units of Competency

	Mapping of units of competency from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0		
Code and title PPM V1.0	**Code and title PPM V2.0**	**Comments**	**Equivalence statement**
PPMCPP210 Monitor and control coated paper processes Release 1	PPMCPP210 Monitor and control coated paper processes Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMCPP320 Prepare and start up coated paper processes Release 1	PPMCPP320 Prepare and start up coated paper processes Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMCPP330 Co-ordinate the shutdown of coated paper processes Release 1	PPMCPP330 Coordinate the shutdown of coated paper processes Release 2	Minor changes to performance criteria and knowledge evidence, grammatical adjustment to title	Equivalent
PPMCPP440 Troubleshoot and rectify coated paper processes Release 1	PPMCPP440 Troubleshoot and rectify coated paper processes Release 2	Revised knowledge evidence requirements	Equivalent
PPMDEO210 Monitor and control dry end operations Release 1	PPMDEO210 Monitor and control dry end operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMDEO320 Prepare and start up dry end operations Release 1	PPMDEO320 Prepare and start up dry end operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMDEO330 Co-ordinate and implement dry end shutdown Release 1	PPMDEO330 Coordinate and implement dry end shutdown Release 2	Performance criteria added, minor changes to knowledge evidence, grammatical adjustment to title	Equivalent
PPMDEO440 Troubleshoot and rectify dry end systems Release 1	PPMDEO440 Troubleshoot and rectify dry end systems Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMEPG210 Monitor and control power generation system Release 1	PPMEPG210 Monitor and control power generation system Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement	Equivalent

	Mapping of units of competency from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0		
Code and title PPM V1.0	Code and title PPM V2.0	Comments	Equivalence statement
PPMEPG320 Manage a power generation system startup Release 1	PPMEPG320 Manage a power generation system startup Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement	Equivalent
PPMEPG330 Co-ordinate power generation system shutdown Release 1	PPMEPG330 Coordinate power generation system shutdown Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement, grammatical adjustment to title	Equivalent
PPMEPG440 Troubleshoot and rectify power generation system Release 1	PPMEPG440 Troubleshoot and rectify power generation system Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement	Equivalent
PPMFCO210 Monitor, control and shutdown finishing and converting operations Release 1	PPMFCO210 Monitor, control and shutdown finishing and converting operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMFCO320 Prepare and start up finishing and converting operations Release 1	PPMFCO320 Prepare and start up finishing and converting operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMFCO340 Troubleshoot and rectify finishing and converting systems Release 1	PPMFCO340 Troubleshoot and rectify finishing and converting systems Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMPUL210 Monitor and control pulping operations Release 1	PPMPUL210 Monitor and control pulping operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMPUL320 Prepare and start up pulping system operations Release 1	PPMPUL320 Prepare and start up pulping system operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMPUL330 Co-ordinate and implement pulping plant shutdowns	PPMPUL330 Coordinate and implement pulping plant shutdowns	Performance criteria added, minor changes to knowledge evidence, grammatical adjustment to title	Equivalent

Mapping of units of competency from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0			
Code and title PPM V1.0	Code and title PPM V2.0	Comments	Equivalence statement
Release 1	Release 2		
PPMPUL440 Troubleshoot and rectify pulping processes Release 1	PPMPUL440 Troubleshoot and rectify pulping processes Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMREC210 Monitor and control chemical recovery operations Release 1	PPMREC210 Monitor and control chemical recovery operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMREC320 Prepare and start up chemical recovery operations Release 1	PPMREC320 Prepare and start up chemical recovery operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMREC330 Co-ordinate and implement chemical recovery shutdowns Release 1	PPMREC330 Coordinate and implement chemical recovery shutdowns Release 2	Performance criteria added, minor changes to knowledge evidence, grammatical adjustment to title	Equivalent
PPMREC440 Troubleshoot and rectify chemical recovery operations Release 1	PPMREC440 Troubleshoot and rectify chemical recovery operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMSPR210 Monitor and control stock preparation systems Release 1	PPMSPR210 Monitor and control stock preparation systems Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMSPR320 Prepare and start up stock preparation system for production Release 1	PPMSPR320 Prepare and start up stock preparation system for production Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMSPR330 Co-ordinate and implement stock preparation system shutdown Release 1	PPMSPR330 Coordinate and implement stock preparation system shutdown Release 2	Minor changes to performance criteria, knowledge evidence, grammatical adjustment to title	Equivalent
PPMSPR440 Troubleshoot and	PPMSPR440 Troubleshoot and	Performance criteria added, minor changes to knowledge evidence	Equivalent

Mapping of units of competency from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0			
Code and title PPM V1.0	Code and title PPM V2.0	Comments	Equivalence statement
rectify stock preparation systems Release 1	rectify stock preparation systems Release 2		
PPMSTM210 Monitor and control boiler operation Release 1	PPMSTM210 Monitor and control boiler operation Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement	Equivalent
PPMSTM320 Manage steam boiler start up Release 1	PPMSTM320 Manage steam boiler start up Release 2	Minor changes to performance criteria and knowledge evidence, minor change to licensing statement	Equivalent
PPMSTM330 Shut down and bank steam boiler Release 1	PPMSTM330 Shut down and bank steam boiler Release 2	Performance criteria added, minor changes to knowledge evidence, minor change to licensing statement	Equivalent
PPMSTM440 Troubleshoot and rectify boiler plant systems Release 1	PPMSTM440 Troubleshoot and rectify boiler plant systems Release 2	Minor changes to performance criteria and knowledge evidence, minor change to licensing statement	Equivalent
PPMWAS210 Operate water systems Release 1	PPMWAS210 Operate water systems Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMWAS340 Troubleshoot and rectify water systems Release 1	PPMWAS340 Troubleshoot and rectify water systems Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent
PPMWEO210 Monitor and control wet end operations Release 1	PPMWEO210 Monitor and control wet end operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMWEO320 Prepare and start up wet end operations Release 1	PPMWEO320 Prepare and start up wet end operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMWEO330 Co-ordinate and implement wet end shutdown Release 1	PPMWEO330 Coordinate and implement wet end shutdown Release 2	Minor changes to performance criteria and knowledge evidence, grammatical adjustment to title	Equivalent

Mapping of units of competency from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0

Code and title PPM V1.0	Code and title PPM V2.0	Comments	Equivalence statement
PPMWPO210 Monitor and control waste paper operations Release 1	PPMWPO210 Monitor and control waste paper operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMWPO320 Prepare and start up waste paper operations Release 1	PPMWPO320 Prepare and start up waste paper operations Release 2	Minor changes to performance criteria and knowledge evidence	Equivalent
PPMWPO330 Co-ordinate and implement waste paper shutdown Release 1	PPMWPO330 Coordinate and implement waste paper shutdown Release 2	Performance criteria added, minor changes to knowledge evidence, grammatical adjustment to title	Equivalent
PPMWPO440 Troubleshoot and rectify waste paper operations Release 1	PPMWPO440 Troubleshoot and rectify waste paper operations Release 2	Performance criteria added, minor changes to knowledge evidence	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0

Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
FPPCPP210A Monitor and control coated paper processes	PPMCPP210 Monitor and control coated paper processes	Updated to new standards for training packages	Equivalent
FPPCPP320A Prepare and start up coated paper processes	PPMCPP320 Prepare and start up coated paper processes	Updated to new standards for training packages	Equivalent
FPPCPP330A Co-ordinate the shutdown of coated paper processes	PPMCPP330 Co-ordinate the shutdown of coated paper processes	Updated to new standards for training packages	Equivalent
FPPCPP440A Troubleshoot and rectify coated paper processes	PPMCPP440 Troubleshoot and rectify coated paper processes	Updated to new standards for training packages	Equivalent
FPPCPR210A Prepare chemical products	PPMCPR210 Prepare chemical products	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	**Code and title PPM V1.0**	**Comments**	**Equivalence statement**
FPPCSK310A Operate process control equipment	PPMCSK310 Operate process control equipment	Updated to new standards for training packages	Equivalent
FPPDEO210A Monitor and control dry end operations	PPMDEO210 Monitor and control dry end operations	Updated to new standards for training packages	Equivalent
FPPDEO320A Prepare and start up dry end operations	PPMDEO320 Prepare and start up dry end operations	Updated to new standards for training packages	Equivalent
FPPDEO330A Co-ordinate and implement dry end shutdown	PPMDEO330 Co-ordinate and implement dry end shutdown	Updated to new standards for training packages	Equivalent
FPPDEO440A Troubleshoot and rectify dry end systems	PPMDEO440 Troubleshoot and rectify dry end systems	Updated to new standards for training packages	Equivalent
FPPENV210A Identify and monitor environmental discharges/emissions	PPMENV210 Identify and monitor environmental discharges/emissions	Updated to new standards for training packages	Equivalent
FPPENV320A Monitor and control environmental hazards	PPMENV320 Monitor and control environmental hazards	Updated to new standards for training packages	Equivalent
FPPEPG210A Monitor and control power generation system	PPMEPG210 Monitor and control power generation system	Updated to new standards for training packages	Equivalent
FPPEPG320A Manage a power generation system startup	PPMEPG320 Manage a power generation system startup	Updated to new standards for training packages	Equivalent
FPPEPG330A Co-ordinate power generation system shutdown	PPMEPG330 Co-ordinate power generation system shutdown	Updated to new standards for training packages	Equivalent
FPPEPG440A Troubleshoot and rectify power generation system	PPMEPG440 Troubleshoot and rectify power generation system	Updated to new standards for training packages	Equivalent
FPPFCO210A Monitor, control and shutdown finishing and converting operations	PPMFCO210 Monitor, control and shutdown finishing and converting operations	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
FPPFCO320A Prepare and start up finishing and converting operations	PPMFCO320 Prepare and start up finishing and converting operations	Updated to new standards for training packages	Equivalent
FPPFCO340A Troubleshoot and rectify finishing and converting systems	PPMFCO340 Troubleshoot and rectify finishing and converting systems	Updated to new standards for training packages	Equivalent
FPPHWP250A Store and dispatch waste paper	PPMHWP250 Store and dispatch waste paper	Updated to new standards for training packages	Equivalent
FPPHWP260A Receive waste paper	PPMHWP260 Receive waste paper	Updated to new standards for training packages	Equivalent
FPPHWP270A Unload waste paper	PPMHWP270 Unload waste paper	Updated to new standards for training packages	Equivalent
FPPMHV210A Operate overhead crane	PPMMHV210 Operate overhead crane	Updated to new standards for training packages	Equivalent
FPPNUM210A Estimate and calculate basic data	PPMNUM210 Estimate and calculate basic data	Updated to new standards for training packages	Equivalent
FPPNUM320A Measure and calculate routine workplace data	PPMNUM320 Measure and calculate routine workplace data	Updated to new standards for training packages	Equivalent
FPPNUM430A Calculate and analyse production and financial performance	PPMNUM430 Calculate and analyse production and financial performance	Updated to new standards for training packages	Equivalent
FPPOHS210A Participate in OHS processes	PPMWHS210 Participate in WHS processes	Updated to new standards for training packages	Equivalent
FPPOHS310A Contribute to OHS processes	PPMWHS310 Contribute to WHS processes	Updated to new standards for training packages	Equivalent
FPPOHS320A Maintain OHS processes	PPMWHS320 Maintain WHS processes	Updated to new standards for training packages	Equivalent
FPPOHS410A Identify, assess and control OHS risk in own work	PPMWHS410 Identify, assess and control WHS risk in own work	Updated to new standards for training packages	Equivalent
FPPOHS420A Manage OHS processes	PPMWHS420 Manage WHS processes	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
FPPPLN210A Plan and undertake a routine task	PPMPLN210 Plan and undertake a routine task	Updated to new standards for training packages	Equivalent
FPPPLN420A Plan a complex activity	PPMPLN420 Plan a complex activity	Updated to new standards for training packages	Equivalent
FPPPRM210A Undertake operator level preventative maintenance	PPMPRM210 Undertake operator level preventative maintenance	Updated to new standards for training packages	Equivalent
FPPPRM220A Perform lubrication	PPMPRM220 Perform lubrication	Updated to new standards for training packages	Equivalent
FPPPRS210A Identify and rectify problems in the workplace	PPMPRS210 Identify and rectify problems in the workplace	Updated to new standards for training packages	Equivalent
FPPPRS320A Solve systemic problems in the workplace	PPMPRS320 Solve systemic problems in the workplace	Updated to new standards for training packages	Equivalent
FPPPRV210A Operate ancillary equipment	PPMPRV210 Operate ancillary equipment	Updated to new standards for training packages	Equivalent
FPPPRV320A Co-ordinate and direct clothing changes	PPMPRV320 Co-ordinate and direct clothing changes	Updated to new standards for training packages	Equivalent
FPPPUL210A Monitor and control pulping operations	PPMPUL210 Monitor and control pulping operations	Updated to new standards for training packages	Equivalent
FPPPUL250A Store and distribute pulped product	PPMPUL250 Store and distribute pulped product	Updated to new standards for training packages	Equivalent
FPPPUL320A Prepare and start up pulping system operations	PPMPUL320 Prepare and start up pulping system operations	Updated to new standards for training packages	Equivalent
FPPPUL330A Co-ordinate and implement pulping plant shutdowns	PPMPUL330 Co-ordinate and implement pulping plant shutdowns	Updated to new standards for training packages	Equivalent
FPPPUL440A Troubleshoot and rectify pulping processes	PPMPUL440 Troubleshoot and rectify pulping processes	Updated to new standards for training packages	Equivalent
FPPQAS210A Apply basic quality practices	PPMQAS210 Apply basic quality practices	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
FPPQAS420A Co-ordinate in-process quality assurance	PPMQAS420 Co-ordinate in-process quality assurance	Updated to new standards for training packages	Equivalent
FPPQAS430A Oversee quality assurance process	PPMQAS430 Oversee quality assurance process	Updated to new standards for training packages	Equivalent
FPPREC210A Monitor and control chemical recovery operations	PPMREC210 Monitor and control chemical recovery operations	Updated to new standards for training packages	Equivalent
FPPREC320A Prepare and start up chemical recovery operations	PPMREC320 Prepare and start up chemical recovery operations	Updated to new standards for training packages	Equivalent
FPPREC330A Co-ordinate and implement chemical recovery shutdowns	PPMREC330 Co-ordinate and implement chemical recovery shutdowns	Updated to new standards for training packages	Equivalent
FPPREC440A Troubleshoot and rectify chemical recovery operations	PPMREC440 Troubleshoot and rectify chemical recovery operations	Updated to new standards for training packages	Equivalent
FPPREL210A Contribute to effective working relationships	PPMREL210 Contribute to effective working relationships	Updated to new standards for training packages	Equivalent
FPPRES210A Prepare and operate the woodchip production system	PPMRES210 Prepare and operate the woodchip production system	Updated to new standards for training packages	Equivalent
FPPRES250A Distribute woodchips	PPMRES250 Distribute woodchips	Updated to new standards for training packages	Equivalent
FPPRES260A Receive materials	PPMRES260 Receive materials	Updated to new standards for training packages	Equivalent
FPPRES270A Unload materials	PPMRES270 Unload materials	Updated to new standards for training packages	Equivalent
FPPRES340A Troubleshoot and rectify primary resource operations	PPMRES340 Troubleshoot and rectify primary resource operations	Updated to new standards for training packages	Equivalent
FPPSPR210A Monitor and control stock preparation systems	PPMSPR210 Monitor and control stock preparation systems	Updated to new standards for training packages	Equivalent
FPPSPR320A Prepare and start up stock	PPMSPR320 Prepare and start up stock preparation	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	Code and title PPM V1.0	Comments	Equivalence statement
preparation system for production	system for production		
FPPSPR330A Co-ordinate and implement stock preparation system shutdown	PPMSPR330 Co-ordinate and implement stock preparation system shutdown	Updated to new standards for training packages	Equivalent
FPPSPR440A Troubleshoot and rectify stock preparation systems	PPMSPR440 Troubleshoot and rectify stock preparation systems	Updated to new standards for training packages	Equivalent
FPPSTM210A Monitor and control boiler operation	PPMSTM210 Monitor and control boiler operation	Updated to new standards for training packages	Equivalent
FPPSTM320A Manage steam boiler startup	PPMSTM320 Manage steam boiler startup	Updated to new standards for training packages	Equivalent
FPPSTM330A Shut down and bank steam boiler	PPMSTM330 Shut down and bank steam boiler	Updated to new standards for training packages	Equivalent
FPPSTM440A Troubleshoot and rectify boiler plant systems	PPMSTM440 Troubleshoot and rectify boiler plant systems	Updated to new standards for training packages	Equivalent
FPPSUS210A Apply sustainable work practices/policies	PPMSUS210 Apply sustainable work practices/policies	Updated to new standards for training packages	Equivalent
FPPSUS510A Develop workplace policy and procedures for sustainability	PPMSUS510 Develop workplace policy and procedures for sustainability	Updated to new standards for training packages	Equivalent
FPPWAR250A Store product	PPMWAR250 Store product	Updated to new standards for training packages	Equivalent
FPPWAR255A Prepare and dispatch product	PPMWAR255 Prepare and dispatch product	Updated to new standards for training packages	Equivalent
FPPWAR280A Warehouse product packaging	PPMWAR280 Warehouse product packaging	Updated to new standards for training packages	Equivalent
FPPWAS210A Operate water systems	PPMWAS210 Operate water systems	Updated to new standards for training packages	Equivalent
FPPWAS340A Troubleshoot and rectify water systems	PPMWAS340 Troubleshoot and rectify water systems	Updated to new standards for training packages	Equivalent

Mapping of units of competency from FPP10 Pulp and Paper Manufacturing Training Package Version 1.3 to PPM Pulp and Paper Manufacturing Training Package Version 1.0			
Code and title FP10 V1.3	**Code and title PPM V1.0**	**Comments**	**Equivalence statement**
FPPWEO210A Monitor and control wet end operations	PPMWEO210 Monitor and control wet end operations	Updated to new standards for training packages	Equivalent
FPPWEO320A Prepare and start up wet end operations	PPMWEO320 Prepare and start up wet end operations	Updated to new standards for training packages	Equivalent
FPPWEO330A Co-ordinate and implement wet end shutdown	PPMWEO330 Co-ordinate and implement wet end shutdown	Updated to new standards for training packages	Equivalent
FPPWEO440A Troubleshoot and rectify wet end systems	PPMWEO440 Troubleshoot and rectify wet end systems	Updated to new standards for training packages	Equivalent
FPPWPO210A Monitor and control waste paper operations	PPMWPO210 Monitor and control waste paper operations	Updated to new standards for training packages	Equivalent
FPPWPO320A Prepare and start up waste paper operations	PPMWPO320 Prepare and start up waste paper operations	Updated to new standards for training packages	Equivalent
FPPWPO330A Co-ordinate and implement waste paper shutdown	PPMWPO330 Co-ordinate and implement waste paper shutdown	Updated to new standards for training packages	Equivalent
FPPWPO440A Troubleshoot and rectify waste paper operations	PPMWPO440 Troubleshoot and rectify waste paper operations	Updated to new standards for training packages	Equivalent

Mapping – PPM Skill Sets

Mapping of skill sets from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0			
Code and title PPM V1.0	**Code and title PPM V2.0**	**Comments**	**Equivalence statement**
Not applicable	PPMSS00001 Chemical Recovery Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00002 Coated Paper Products Skill Set	New Skill Set	Not applicable

Mapping of skill sets from PPM Pulp and Paper Manufacturing Training Package Version 1.0 to PPM Pulp and Paper Manufacturing Training Package Version 2.0			
Code and title PPM V1.0	**Code and title PPM V2.0**	**Comments**	**Equivalence statement**
Not applicable	PPMSS00003 Converting Paper Products Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00004 Paper Finishing and Converting Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00005 Papermaking Dry End Operations Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00006 Papermaking Wet End Operations Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00007 Pulping Stock Preparation Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00008 Safety in Pulp and Paper Operations Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00009 Warehousing Paper Products Skill Set	New Skill Set	Not applicable
Not applicable	PPMSS00010 Waste Paper Operations Skill Set	New Skill Set	Not applicable