20-03 Biosecurity and Emergency Response

Summary of Feedback, Responses and Actions

April 2020

This project includes the development of four new skill sets and the review of 13 units of competency within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package. Draft materials were developed as a result of initial input from Subject Matter Experts (SMEs) and were made available for broader stakeholder consultation and feedback between 7 November – 9 December 2019. During this time feedback was received via email, through online surveys, as well as in person at workshops or site visits, and by telephone. Input was received from 36 stakeholders around Australia, including 14 industry employers/employees, four industry associations, three Registered Training Organisations, 15 from Government bodies such as Department of primary industry, Department of agriculture, Departments and State Training Authorities, with the rest comprising of industry advisory organisations.

Validation drafts were also made available online from 13 February – 1 March 2020, and validation meetings were held on 26th and 27th of February in Sydney and Adelaide respectively with SMEs, with representatives from:

- Gov Federal
- Gov/Ind (employee)
- Gov/Ind (employee) Nat
- Industry (employee) NSW
- Industry (employer) Qld
- Industry (employer) Vic
- Industry Assoc Nat
- Industry Assoc Nat
- Industry Assoc Nat
- Industry Assoc NT
- Industry Assoc SA
- Industry Assoc Vic
- RTO Qld

As a direct result of feedback received, minor changes were made to the documents under review. Most notably:

- Standardisation of wording
- Minor changes to Knowledge Evidence
- Minor changes to or removal of duplication in Performance Criteria
- Increase of requirement for performance evidence
- Confirmation or minor changes to component titles

Visit the Skills Impact website to view a full list of the documents that were submitted for consultation during this phase.

Validation feedback was received from a variety of stakeholders around the country via email, the Skills Impact Feedback Hub, at a face-to-face meeting, via phone and email, as follows:

	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
Industry (employer / employee)		🟩	🟩	🟩	🟩		🟩		🟩
Industry Associations			🟩		🟩		🟩	🟩	
Unions									
Registered Training Organisation (RTO)		🟩	🟩	🟩					🟩
Government department		🟩	🟩	🟩			🟩		🟩

Note: the Australian Workers Union was contacted during the initial phases of the project so they could have the opportunity to participate, but no feedback was received. Stakeholders from Tasmania and the Australian Capital Territory were asked for feedback during the validation phase of this project. Tasmanian stakeholders informed Skills Impact that the feedback they offered during the Public Consultation phase of the project was sufficient and no response was received from stakeholders within the ACT.

Below is a summary of the issues raised for the draft units of competency and skill sets developed and reviewed for the 20-03 Biosecurity and Emergency Response project, and how these issues have been dealt with. This involves a consideration of the information provided, views of industry stakeholders and from people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to consider the needs and views of stakeholders to the extent possible, and to comply with the *Standards for Training Package 2012*. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

Acronyms - PC – performance criteria, PE – performance evidence, KE – knowledge evidence, AC – assessment conditions, SMEs – Subject Matter Experts

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Summary of validation feedback on Skill Sets

New skill sets

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHCSS00110 Basic Biosecurity Skill Set		
Industry (employer) Vic	No changes recommended Supports the Skill Set	No action required.
RTO Qld	Just change businesses to Agribusiness. This will be more specific	SME advice informed Skills Impact that we need to be more inclusive of other sectors. Agribusiness, as you rightly suggest is 'more specific'; however, this will not include aquaculture, ecotourism, land management etc. Therefore, the technical writer has left it generic to ensure the unit of competency represents all businesses.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	No changes recommended. All supported the skill set	No action required.
Industry (employer) VIC Gov VIC Industry (employer) SA	No changes recommended. All supported the skill set	No action required.
NT Industry (employer) Qld Industry Assoc Nat	Respondents all supported this Skill Set. No changes recommended	No action required.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO Qld	Just change businesses to Agribusiness. This will be more specific	SME advice informed Skills Impact that we need to be more inclusive of other sectors. Agribusiness as you rightly suggest is 'more specific' however this will not include aquaculture, ecotourism and land management etc. Therefore, the technical writer has left it generic to ensure the unit of competency represents all businesses.
AHCSS00112 Site Manager Skill Set		
Industry (employer) Vic	No changes recommended Supports the Skill Set	No action required.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	No changes recommended. All supported the skill set	No action required.
Industry (employer) VIC Gov VIC Industry (employer) SA	No changes recommended. All supported the skill set	No action required.
AHCSS00113 Firearms Skill Set		
Industry (employer) Vic	No changes recommended Supports the Skill Set	No action required.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Add AHCWHS301 Contribute to work health and safety processes to the Skill Set Otherwise all support the skill set	**Feedback adopted.** Amended Skill Set requirements to include, *AHCWHS301 Contribute to work health and safety processes.*

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	All supported the inclusion of AHCWHS301 Contribute to work health and safety processes and the skill set	**Feedback adopted.** Amended Skill Set Requirements to include, *AHCWHS301 Contribute to work health and safety processes.*
AHCSS00111 Basic Chainsaw Operator Skill Set		
Industry (employer) Vic	No changes recommended Supports the Skill Set	No action required.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Add AHCWHS301 Contribute to work health and safety processes to the Skill Set Otherwise all support the skill set	**Feedback adopted.** Amended Skill Set Requirements to include, *AHCWHS301 Contribute to work health and safety processes.*
Industry (employer) VIC Gov VIC Industry (employer) SA	All supported the inclusion of AHCWHS301 Contribute to work health and safety processes and the skill set	**Feedback adopted.** Amended Skill Set Requirements to include, *AHCWHS301 Contribute to work health and safety processes.*

Summary of validation feedback on Units of Competency

Revised units of competency

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
AHCBER302 Work effectively in a biosecurity emergency response	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Remove fomites from PC3.2 add new PC 3.4 Maintain fomites according to biosecurity procedures Correct numbering resulting from change Change PE introductory statement to: There must be evidence that the individual has participated in at least two emergency response activities one must be for a plant scenario and one must be for an animal or insect scenario. Remove 'and leading' from KE 5 and ad 'small' to team Change KE5.1 to planning and implementing work activities With changes made the Validation group supported the reviewed unit.	**Feedback adopted.** Amended PC's as recommended. Renumbered PCs. Amended PE as recommended. Amended KE dot points as recommended.
AHCBER305 Carry out emergency disease or pest control procedures on infected premises		
Industry (employer) Vic	PC 2.3 Instruct… this is a managerial responsibility PE term implemented infers an actual engagement. Change to something else	**Feedback adopted.** Changed to 'Brief' following discussions with other SME's. **Feedback adopted.** Changed the term implement to carried out' as this is stated in the unit title and can be simulated.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Deleted 'disease or pest' from paragraph in Application Consider a better term than 'Instruct' in PC2.3 No further changes were recommended. All supported the unit pending recommended minor changes	**Feedback adopted.**
Industry (employer) VIC Gov VIC Industry (employer) SA	Recommended use 'Brief' as replacement for 'instruct' in PC2.3 No further changes were recommended. All supported the unit pending recommended minor changes	**Feedback adopted.**
Industry Assoc Nat	Number of assessments should be increased from one	**Feedback adopted.** PE has been amended to at least 2 occasions in response to SME feedback.
Industry Assoc NT	Supports the unit	No action required.
Industry (employer) Qld	Supports the unit unchanged	No action required.
Industry Assoc Nat	Supports the unit unchanged	No action required.
AHCBER306 Carry out movement and security procedures		
Industry (employer) Vic	PE term implemented infers an actual engagement. Change to something else	**Feedback adopted.** Changed the term implement to carried out' as this is stated in the unit title and can be assessed in a scenario.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Edit PC 3.2 from IP to 'infected premises' Change the Performance Evidence to: There must be evidence that the individual has participated in at least two emergency response activities one must be for a plant scenario and one must be for an animal or insect scenario.	**Feedback adopted.**
Industry (employer) VIC Gov VIC Industry (employer) SA	Assessment Conditions - delete 'accurately' from physical conditions	**Feedback adopted.**
Industry Assoc Nat	In the KE use generic phrase 'emergency response plans relevant to the industry'	**Feedback adopted.**
Industry Assoc NT	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBER403 Plan and supervise control activities on infected premises		
Industry (employer) Vic	PE term implemented infers an actual engagement. Change to something else	**Feedback adopted.** Correct term 'supervised' has been used to replace 'implemented' based on SMEWG advise.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Remove reference to IP just leave it as operations manager Delete PC's 2.4 and 2.5 Certificate IV person would not do this. Remove reference to Valuation from the PE also KE5.2 delete 'for disinfection and treatments' and replace with 'for control' Delete KE 10 reference to costs and valuations	**Feedback adopted.**
Industry (employer) VIC Gov VIC Industry (employer) SA	Delete 'accurately' from the AC physical conditions	**Feedback adopted.**
Industry Assoc NT	AHCBER 401 & 402: Comments in Survey about communications	**Feedback adopted.**
Industry Assoc Nat	remove infected from PE opening statement increase number of assessment to greater than 1 use generic statement for response plans (see previous units)	**Feedback adopted.**
Industry Assoc NT	PC 2.2 is confusing. Does this include impacted farmers and general public etc. this could be clearer in the KE Communications techniques could include something about interactions with the public	**Feedback adopted.** Modified PC2.2 and amended KE to include interactions with stakeholders including general public.
Industry (employer) Qld	Remove reference to 'plant' from the 2nd Para in the Application	**Feedback adopted.** Recommendation adopted.
Industry Assoc Nat	Supports unit	No action required.
AHCBER404 Conduct field surveillance for a biosecurity emergency response		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) Vic	Remove PC 2.5 in an emergency response situation this task falls under a different chain of command.	**Feedback adopted.**
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Delete 'authorised' from PC1.1 Remove 'Conduct site visits' fromk PC2.1 and reword Use 'biosecurity emergency response' throughout the units Use operations manager in the PE	**Feedback adopted.**
Industry (employer) VIC Gov VIC Industry (employer) SA	Remove 'accurately' from AC physical conditions	**Feedback adopted.**
Industry Assoc NT	AHCBER 401 & 402: Comments in Survey about communications Comms techniques could include something about interactions with the public	**Feedback adopted.**
Industry Assoc Nat	Support removal of specific in title Support change to Element 1 Use 'emergency response plans relevant to the industry' in KE Increase number of assessments	**Feedback adopted.**
Industry (employer) Qld	Element 1 should include preparation of equipment to ensure that it is decontaminated before entering a property. I don't see evidence in this unit that the staff member would be using biosecurity apparel. It mentions WHS but this can be different to biosecurity hazards clothing. I feel that this unit does not clearly outline the responsibility of this role. This is a key role in a biosecurity incident	**Feedback adopted**. Added '1.6 Decontaminate equipment and resources according to site biosecurity procedures'. SMEWG advised that this unit, after the changes made during public consultation and the validation phases of this project now outlines the responsibility of a person completing this task at this level.
Industry Assoc Nat	Supports unit	No action required.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHCBER503 Manage active operational emergency disease or pest sites		
Industry (employer) Vic	PE term implemented infers an actual engagement. Change to something else	**Feedback adopted**. Changed the term implemented to managed.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Delete PC1.6 re - contingency planning and remove from PE Edit PC1.5 to 'Conduct planning according to biosecurity procedures, standards and protocols' Change PC2.4 to - Prepare and submit reports according to workplace procedures Add 'emergency response cost sharing Deeds' to AC specifications	**Feedback adopted.** Deleted PC1.6 Merged 1.1 and 1.5 into PC1.1 All other feedback adopted as requested.
Industry (employer) VIC Gov VIC Industry (employer) SA	remove 'accurately' from AC physical conditions	**Feedback adopted.**
Industry Assoc NT	Supports unit	No action required.
Industry Assoc Nat	Increase number of occasions in PE	**Feedback adopted**. Changed PE occasions to 2 different sites.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) Qld	This wording "plants animals and property" needs to be standardised across the units. Other terms such as 'produce' as used in previous units I looked at. What is meant by "1.6 Prepare contingency plans for effective control of emergency disease or pest" This is a huge task and is usually completed well before any incursion. I believe this should be removed. 1.1 and 1.5 should be combined not sure what "2.2 Implement control procedures and services supplied under contract" means??	**Feedback adopted**. PC 1.6 has been deleted. PC 1.1 and 1.5 have been merged.
	There needs to be a stronger focus on biosecurity procedures in this unit. it seems like a general supervisor role whereas this role has a much more select set of skills to do this work.	Comments re depth of biosecurity knowledge and skills has been noted.
	They need to understand biosecurity practices in depth	**Feedback adopted**. Biosecurity has been elevated in the Knowledge Evidence compared with the old unit of competency.
Industry Assoc Nat	Supports unit	No action required.
AHCBER504 Manage the implementation of a biosecurity emergency control program		
Industry (employer) Vic	PE term implemented infers an actual engagement. Change to something else	SMEWG feedback advised Skills Impact that monitoring the implementation would be necessary at this level and is possible in a simulated environment.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Change wording from emergency biosecurity to biosecurity emergency throughout this and other units Add industry to KE 1.3 Correct typo in KE - Situation report has lower case	**Feedback adopted.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	Delete 'accurately' from AC physical conditions	**Feedback adopted.**
Industry Assoc NT	Supports unit	No action required,
Industry Assoc Nat	Another option for title is 'response plan'? Increase number of assessments needs to remain broad, hard to cover all specific industries and sectors	**Feedback adopted.**
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBER602 Plan and oversee a biosecurity emergency incident		
Industry (employer) Vic	PE term implemented infers an actual engagement. Change to something else Ref PE 5 all sub points - not [necessarily] biosecurity response but similar experience e.g. fire, defence etc Make sure you add 'media' into the document somewhere	SMEWG feedback advised Skills Impact that monitoring the implementation would be necessary at this level and is possible in a simulated environment. **Feedback noted.** SMEWG feedback advised Skills Impact that monitoring the implementation would be necessary at this level and is possible in a simulated environment. Added media into the KE under communications.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Change wording from emergency biosecurity to biosecurity emergency throughout this and other units Delete PC3.2 and remove review from Element 3 title Add review to element 4 and include in PC 4.1 and 4.3	**Feedback adopted.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	remove reference to 'accurately' from the AC Physical conditions	**Feedback adopted.**
Industry Assoc NT	Queries from Ron, 1. page 3 Performance Evidence: agreed needs to be more than once at this level 6, maybe could use "on more than one occasion" rather than "at least one occasion", 2. page 3 Knowledge evidence: could use the same generic term as in AHCBER 304 page 3 "all relevant Australian Response Plans" and provide a list in Links etc	**Feedback adopted.**
Industry Assoc Nat	Use generic statement for emergency response plans Increase number of assessments	**Feedback adopted.**
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBIO203 Inspect and clean machinery, tools and equipment to preserve biosecurity		
Industry (employer) Vic	No amendments recommended	No action required.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Add extra PC in Element 2- 2.5 Report observed equipment faults to supervisor according to workplace procedures	**Feedback adopted.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	No further amendments recommended	No action required.
Industry Assoc NT	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBIO204 Follow site biosecurity procedures		
Industry (employer) Vic	Agree to change title to Biosecurity PE - No experience necessary - understanding	**Feedback adopted.**
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Remove reference to 'CA and RA' as these are very broad terms. Replace with 'quarantine area'. Add 'Identify and' to PC's 3.3 and 3.4 Amend PC3.1 to 'follow' rather than 'inform' and combine PC 4.2 and 4.3 into one PC Minor changes to KE as advised	**Feedback adopted.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	Application- change opening sentence to '...quarantine site to reduce and contain the transfer of… Supports the replacement of CA and RA	**Feedback adopted.**
Industry Assoc NT	Yes, change to "Biosecurity" to be consistent and it is a more encompassing term Question: could Performance criteria 4.2 & 4.3 be reworded to a single criteria? Again, comment on "communication with visitors" in the survey, needs to be in knowledge evidence	**Feedback adopted.**
Industry Assoc Nat	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBIO301 Identify and report signs of unusual disease or pest		
Industry (employer) Vic	Element 1 - Understanding of the protocols for reporting a suspect exotic pest/disease Experience is not necessary for competency in reporting.	**Feedback adopted**. Reporting mechanisms and procedures are now covered in the KE.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Delete PC1.3 assessing the severity of the problem and remove from PE Add 'key exotic pests and disease threats for the target species' to KE	**Feedback adopted.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	Agree with deleting PC1.3 PC2.1 should be supervisor and change in PE add 'according to workplace procedures PE dot point 4	**Feedback adopted.**
Industry Assoc NT	yes level 3 unit in my opinion Again page 3 Performance Evidence: possibly use "on more than one occasion" rather than "at least one occasion",	**Feedback adopted.**
Industry Assoc Nat	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBIO303 Apply biosecurity measures		
Industry (employer) Vic	does PC 4.1 include spray data?	This data is recorded as part of the Pest and Disease Control units.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Amend PC1.1 delete workplace and replace with 'site' Minor editing change to PC 2.1 'on' to 'in' Modify Element 4 title. Delete PC 4.2 and 4.3 and modify PE and KE Add KE dot point 'on farm resources, standard operating procedures, mandatory documentation'	**Feedback adopted.**
Industry (employer) VIC Gov VIC Industry (employer) SA	No further changes recommended	No action required.
Industry Assoc NT	Supports unit	No action required.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry Assoc Nat	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
AHCBIO401 Plan and implement a biosecurity program		
Industry (employer) Vic	PE May not have done it yet.	This assessment can be done in an environment that accurately represents workplace conditions.
Gov Federal Gov/Ind (employee) Nat Gov/Ind (employee) Nat Industry (employee) NSW Industry Assoc Nat	Changes to PC 1.1, delete 'Identify' and add 'according to workplace biosecurity procedures' Amend 1.2 to Confirm not identify PC1.4 to read: Incorporate the objectives of biosecurity plan for workplace operations Amend PC3.2 to Identify resources for… Add PC3.3 Prioritise biosecurity activity within financial limits of management Amend PC3.4 and PC 4.3 'plan' to 'program' and 'workplace procedures' to 'workplace operations' Amend PC's 6.1-6.3 for reviewing and reporting biosecurity programs - RB to address	**All feedback adopted as suggested.**

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (employer) VIC Gov VIC Industry (employer) SA	Minor change to Application statement to …develop, implement and review… Delete 2nd dot point from KE Delete …'to mitigate risk' Delete 2nd dot point in KE Nationally agreed SOP's Remove reference to workplace product and materials used for outputs and subsequent sub points in KE Add harvest to vehicles and equipment dot point in KE	**All feedback adopted as suggested.**
Industry Assoc NT	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.
Industry (employer) Qld	Supports unit	No action required.
Industry Assoc Nat	Supports unit	No action required.