

21-21 High Level Forestry Skills Project

Summary of Feedback, Responses and Actions



18 June 2021

Draft qualifications and units of competency for the High Level Forestry Skills project were made available on the [Skills Impact website](#) for stakeholder review from 18 May to 17 June 2021. Please visit the website to view a full list of the documents that were submitted for consultation during this phase.

Feedback was received from a variety of stakeholders around the country via email, the Skills Impact Feedback Hub, webinars, via phone and email, as follows:

	ACT*	NSW	NT*	Qld	SA	Tas*	Vic	WA	National
Industry (employer / employee)									**
Industry association									
Union***									
Registered Training Organisation (RTO)									
Government department									

* No feedback was received from the ACT, NT or Tas during the public consultation stage. The ACT has no forestry sector while the NT has a very small forestry sector. Tasmanian Stakeholders participated actively in the development stage, were kept informed of the public consultations but provided no additional comments at this stage.

** Feedback received from a national forestry service provider organisation.

*** The Construction Forestry Maritime Mining and Energy Union has been kept informed but have not provided any specific feedback on components at this stage.

Feedback received during the 'drafts available' period for the qualifications and units of competency that has been developed for the forest industry has been positive, with minor changes or updates suggested by stakeholders.

Below is a summary of the feedback raised for the draft qualifications, units of competency and skill sets developed and reviewed for the High Level Forestry project, and how these 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 (SMEWG) 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 Feedback on Draft Qualifications

General Comments

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (QLD)	Yes, I think the electives in the Cert IV and Diploma strike the right balance from either approach to the qualification.	Thank you for your feedback and support.
Industry (WA)	The electives do cover what I would consider Cert IV and diploma skills required.	Thank you for your feedback and support.

FWP4XX21 Certificate IV in Forest Operations

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Government Department (WA)	The qualification outline for FWP4XX21 Certificate IV in Forest Operations lists the unit - FWPFGM4XXX Manage a forestry contractor business . There is a unit outline for: FWPFM4XXX Manage business operations of a forestry contractor business . Are these the same unit?	Thanks for picking up this error. It is the same unit. The title changed during development but not updated in the qualification. The qualification has been updated to reflect the correct/current unit title.
RTO (VIC)	Is FWPFGM4XXX Manage a forestry contractor business the correct title?	Thanks for picking up this error. The qualification has been updated to reflect the correct/current unit title - Manage business operations of a forestry contractor business.
	Some of the PUA units have prerequisites and are not in the elective list.	Thanks for bringing this to our attention. PUA prerequisite units have been listed in the electives.

FWP5XX21 Diploma of Forest Operations

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (SA)	<p>Astounded that there are no entry requirements for this. Year 12 math's, cost accounting and biology. These basics will allow for a better understanding of mensuration, nutrient cycling etc.</p>	<p>Thank you for your comments.</p> <p>Because entry requirements must be achieved prior to commencing the qualification, they should not create unnecessary barriers to entry.</p> <p>In general, Year 12 is not required for admission to Diploma and higher education courses. The majority of training providers, however, strongly advise students enrolling at these levels to have at least a Year 12 education.</p>
Industry (QLD)	<p>Not supportive of reducing the total units required to complete the qualification from 14 to 12.</p> <p>I was comfortable where we left the discussion previously of increase the unit to I believe 14 or 15 units at the time. My concern would be that we are potentially talking about only 10 forestry related units being required given that 2 could come from other training packages. This may be even less should a person elect to do all 4 <i>Leadership & Personal Effectiveness</i> units. Effectively a person could complete a forestry related Diploma and only be required to complete 6 forestry relevant units.</p> <p>Whilst I would be much more comfortable with a 12 (or 13) + 2 approach, I could live with a 12 + 0 approach whereby all units must be derived from the FWP. Regardless, in hindsight I would like to see the <i>Leadership & Personal Effectiveness</i> be its own group in the package rules whereby only 2 units could be taken from that Group. With a 12 + 2 approach, and the <i>Leadership & Personal Effectiveness</i> group being separate, this would ensure that a person completes 10 (or 8 should we end up with a 12 + 0 model) forestry relevant units; a position where I would be more comfortable.</p> <p>For the sake of completeness I do note that <i>Manage Contracts</i> and <i>Write Reports</i> do remain in the <i>Operational Planning & Contract Management</i> grouping however remain comfortable with this. These are both areas that, particular graduates, need additional support in when joining our business.</p>	<p>Thank you for your comments. Suggestion adopted as follows:</p> <ul style="list-style-type: none"> • Leadership & Personal Effectiveness has been placed under a new group - Group D; and • A maximum of 2 units will be allowed to be selected from Group D. No more than 1 unit may be imported from any currently endorsed Training Package or accredited course.

Summary of Feedback on Draft Units of Competency

Management Systems – New Units of Competency

FWPFGM4XXX Manage people practices in a forestry contractor business

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (QLD, NSW, SA)	<p>Add new PC about reviewing staff policies and assessing options for improving efficiency and effectiveness of existing processes</p> <p>Amend PC4.5 to clarify management strategies, i.e. associated with the employee lifecycle</p> <p>Amend PE to clarify requirements and specify that the individual has to review and identify improvements to management aspects of a forestry contractor business</p> <p>Amend KE to simplify requirements</p>	Thank you for your feedback. All of your suggestions have been adopted and are now reflected in the unit version.
RTO (VIC)	This unit appears to align more with an AQF 5 qualification level in terms of the application of skills and knowledge.	Thank you for your comment. This unit has been developed in response to the specific outcomes identified by the Industry Reference Group for the ForestFit Program as being essential to forestry contractor business managers. These learning outcomes may be used as part of the industry-based professional certification program. The unit has been included in the Certificate IV because this qualification has also been updated to reflect the job responsibilities of managers and crew leaders in forestry contractor businesses. It will provide credit towards the qualification.

FWPFGM4XXX Manage business operations of a forestry contractor business

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (VIC)	AQF alignment question. Very wide range of KE - almost a business qualification. Require cognitive and communication skills to analyse and synthesise (more aligned with a level 5 qual)	Thank you for your comment. This unit has been developed in response to the specific outcomes identified by the Industry Reference Group for the ForestFit Program as being essential to forestry contractor business managers. These learning outcomes may be used as part of the industry-based professional certification program. The unit has been included in the Certificate IV because this qualification has also been updated to reflect the job responsibilities of managers and crew leaders in forestry contractor businesses. It will provide credit towards the qualification.

Safety and Environment – Revised Units of Competency

FWPHAR4XXX Implement environmental management practices in timber harvesting operations

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (QLD, NSW, SA)	Add PCs for: <ul style="list-style-type: none"> understanding regulatory consequences for non compliance with environmental management requirements in harvest plans assessing root cause of non-compliance and implement appropriate changes in work practices 	Thank you for your feedback. Suggestion adopted. Two new PCs (1.3 and 2.6) have been added as follows: <p style="text-align: center;"><i>1.3 Recognise legislative, regulatory and business consequences of non compliance with environmental management requirements in harvest plans</i></p> <p style="text-align: center;"><i>2.6 Assess root cause of non compliance and implement appropriate changes in work practices</i></p>
	Amend PE to also suit students who are not directly involved in managing harvesting operations	Suggestion adopted. PE redrafted as follows: <p style="text-align: center;"><i>There must be evidence that, on one occasion, the individual has developed a management strategy for a timber harvesting operation to minimise environmental impact and meet the environmental management requirements specified in the relevant harvest plan.</i></p>

FWPCOR4XXX Monitor safety, health and environment policies and procedures

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Government Department (QLD)	I have reviewed the units of competency and think the mapping of the skills and knowledge has been done very well.	Thank you for your feedback.
Industry (National)	Regarding the unit Title, this sounds like an audit or similar, so presuming the candidates will be taught how to audit and the sort of forms to be used when "monitoring"?	Thank you for your comment. Suggestion adopted. Application statement was amended to clarify the scope of the unit as follows: <p style="text-align: center;"><i>This unit is not intended to describe the skills required to undertake a formal SHE audit of a worksite.</i></p>
Industry (VIC)	Regarding PC2.3, huge importance needs to be placed on knowing SWP's, but as important is to recognise when they are different than what is happening on the ground "Work as imagined vs. Work as done". SWP are often off the shelf Safety	Thank you for your comments. Suggestion adopted. PCs were amended and added as follows: <p style="text-align: center;"><i>2.2 Assess documented workplace instructions and procedures to identify areas for improvement in relation to SHE risks and hazards</i></p>

	Mgt. System components and are never reviewed or updated to reflect work as done for specific sites or contractors.	<p><i>2.3 Observe actual onsite SHE work practices and make suggestions or improvements to documented workplace instructions and procedures</i></p> <p><i>2.4 Support the implementation of changes to work instructions, practices and procedures to mitigate SHE risks and hazards</i></p>
Industry (NSW)	I don't have any comments all looks good.	Thank you for your feedback and support.
Industry (VIC)	All the [safety] units look good to me.	Thank you for your feedback and support.

Forest Operations Management – New Units of Competency

FWPFGM4XXX Plan for and coordinate log loading and haulage operations

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry Association (QLD)	Regarding Element 2, Look to include an onsite traffic management planning (development and sign off on plans by all relevant parties) for movement flows through the onsite work areas.	<p>Thank you for your feedback. Suggestion adopted. Added a new PC as follow to ensure safe and efficient movement flows through the onsite work area according to onsite traffic management plan.</p> <p><i>4.3 Coordinate implementation and monitoring of procedures to ensure driver compliance with onsite traffic management plan</i></p> <p>It is recognised that the development of onsite traffic management plan could be a competency in itself. A relevant unit of competency may be RIICWD503E Prepare traffic management plans and traffic guidance schemes.</p>

FWPFGM5XXX Contribute to and implement a silviculture regime for native forest

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (SA)	Element Number should be 4 not 3	Thank you for your review and picking up this error. The element number has been corrected.

FWPFGM5XXX Apply principles of forest science to optimise forest management practices

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (VIC)	Add “or characteristics” to the name of Element 1	Thank you for your feedback. Suggestion adopted – Element 1 has been amended to read “1. Assess forest soil quality or characteristics”
	Learner would need to know the soil classification system used for soils types in order to use soil maps	Thank you for your comment. Suggestion adopted - KE has been amended as follows: <ul style="list-style-type: none"> • <i>techniques for interpreting soil maps including the soil classification system</i>
	Linked to erodibility is the erosivity of rainfall on covered (forest protected) and uncovered (bare) soil.	Thank you for your comment. Suggestion adopted - KE has been amended as follows: <ul style="list-style-type: none"> • <i>erodibility and erosivity of different soil types including covered (forest protected) and uncovered (bare) soil</i>

Forest Operations Management – Revised Units of Competency

FWPHAR4XXX Plan for and coordinate log recovery (hook tender)

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (TAS)	Why has this unit being downgraded to a Cer tIII Because of the planning that has to be done in this unit, it should remain as a Cert IV.	Thank you for your comment. Earlier input requested that the hook tender unit be moved to level 3, but you are correct – the unit content reflects an AQF level 4. The unit title has been updated as follows to reflect the content more accurately and AQF level 4 descriptor. The unit has also been moved to the Certificate IV. <i>FWPHAR4XXX Plan for and coordinate log recovery (hook tender)</i>
	Regarding Application - I don't think we need to identify just a few who they will be supervising, it's the whole operation that will be their concern	Suggestion adopted.
	Add manufacturer guidelines to PC3.1, 3.2, 4.2 and 5.2	Suggestion adopted.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
	Add yarders in the title of Element 4.
	Suggestion adopted.
	Replace "breakout" with "production" in PC5.6
	Suggestion adopted.
	Remove "for four turns of felled logs" from PE. As an assessor, you would need to assess the whole operation instead of "four turns"
	<p>Remove "for four turns of felled logs" from PE. As an assessor, you would need to assess the whole operation instead of "four turns"</p> <p>Remove "state and territory" and replace with "industry". That way, if they don't have their own code of practice, they can use a code which complies to their industry.</p> <p>Remove "forest and farm settings" and replace with "cable logging operations". This unit is about cable logging operations, which may differ from other "forest and farm settings" environmental protection practises</p> <p>Remove "method of" and replace with "cable system for"</p> <p>This implies that the hooktender will need to explain the purpose (whats it do) and features(what' it looks like). Remove "purpose, features and operation of" and leave "Cable logging systems and rigging components"</p> <p>Remove "running skyline". Mostly only used on "swing yarders". Replace with "north bend".</p> <p>"spars" are a thing of the pass. To my knowledge they are not used in our industry anymore.</p> <p>Remove "breakout process" and replace with "production"</p>
	Suggestion adopted.

Forest Resource Management – New units of Competency

FWPFGM4XXX Plan unmanned aerial vehicle (UAV) collection of forestry data

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (VIC)	Add “access to a UAV” to Assessment Conditions	Thank you for your feedback. The unit is about planning and developing a written data collection plan for different unmanned aerial vehicle UAV forestry data collection tasks. Physical access to a UAV may not be required.

FWPFGM5XXX Analyse ecology of commercial native forests and plantations

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO (VIC)	Consider replacing “Explain” with “Describe” in Element 1 and related PCs	Thank you for your feedback. Suggestion adopted.