



Australian Government

Department of Education, Employment and Workplace Relations

RTD4403A Develop a pest management action plan within a local area

Release: 1

RTD4403A Develop a pest management action plan within a local area

Modification History

Not applicable.

Unit Descriptor

This competency standard covers the process of developing an action plan for the management of target pests in a local area. It requires the ability to determine land use objectives, estimate costs and advantages for areas affected by target pests, define performance criteria for each land use, select management options for target pests, and negotiate strategies with relevant stakeholders. Developing an action plan for the management of target pests requires a knowledge of relevant local, regional, State and national strategies, community facilitation processes, local land management process, relevant legislative and regulatory requirements, environmental protection legislation, pest control methods and techniques, and sustainable land use principles.

Application of the Unit

Not applicable.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

Not applicable.

Elements and Performance Criteria Pre-Content

Not applicable.

Elements and Performance Criteria

Elements and Performance Criteria

Element	Performance Criteria
1 Determine land management/production objectives	<p>1.1 Land users' and other stakeholders are consulted regarding local objectives.</p> <p>1.2 Objectives address major land uses and production activities in the local area affected by the impacts of the target pests.</p> <p>1.3 Objectives relate to the problem definition and the reduction in the pest impacts and associated losses.</p> <p>1.4 Objectives comply with National, State and regional legislation and regulations.</p> <p>1.5 Objectives support strategies for land and pest management.</p>
2 Estimate costs and advantages for management units	<p>2.1 The diversity of land management and production values that the target pests affect within the local area is defined.</p> <p>2.2 The likely costs of preferred options for control of pest populations and/or changes to land management or production activities associated with each value are estimated.</p> <p>2.3 The likely costs are compared with the impacts and losses caused by the target pests.</p> <p>2.4 The management units most affected, both actually and potentially, by the target pests are defined and prioritised.</p>
3 Define the performance criteria for each land management/production objective	<p>3.1 Performance criteria are defined in accordance with sustainable land use principles to address target pests population levels, economic impacts and environmental impacts.</p> <p>3.2 Performance criteria are realistic and measurable.</p>

- 4 Select **management options** for the target pests
- 4.1 Options for controlling pest populations and/or changing land management or production practices are assessed in terms of economic factors, technical difficulty, practical feasibility, social and/or environmental acceptability.
 - 4.2 A range of management options are assessed in terms of current and future financial support, when control activities are to be implemented, level of target pests population reduction required, and the most suitable control **methods and techniques**.
 - 4.3 A management option is selected in accordance with sustainable land use principles, economic feasibility, environmental acceptability, integrated pest management principles, and statutory requirements for pest control.
- 5 Negotiate possible actions with relevant **stakeholders**
- 5.1 The action is based on the definition of the problem using data from measurement of abundance and impacts.
 - 5.2 The action clearly documents the pest problem, the objectives, the stakeholders, the prioritised management units, the performance criteria, and the most suitable management options.

Required Skills and Knowledge

Not applicable.

Evidence Guide

What evidence is required to demonstrate competence for this standard as a whole?

Competence in develop a pest management action plan for a local area requires evidence that an action plan has been prepared for a target pest, that this plan outlines strategies for pest management, and that it complies in content, structure and format with requirements of the enterprise or other authorities. The skills and knowledge required to a pest management action plan for a local area must be **transferable** to a range of work environments and contexts. For example, this could include different pests, locations and reporting requirements.

What specific knowledge is needed to achieve the performance criteria?

Knowledge and understanding are essential to apply this standard in the workplace, to transfer the skills to other contexts and to deal with unplanned events. The knowledge requirements for this unit are listed below:

Relevant local, regional, State and national strategies for pest management including those for individual species.

Motivational effects of stakeholder involvement.

Community facilitation processes.

Local land management process.

Relevant legislative and regulatory requirements including statutory requirements for pest control.

Environmental protection legislation.

Pest control methods and techniques.

Defining local land management and production values.

Determining cost benefit analysis of management options.

Sustainable land use principles.

What specific skills are needed to achieve the performance criteria?

To achieve the performance criteria, some complementary skills are required. These skills include the ability to:

Estimate costs and advantages.

Communicate, negotiate and liaise with other statutory authorities, agencies and stakeholders.

Report and document action plan.

Determine land use objectives.

Estimate costs and advantages for areas affected by the target pest/s.

Define performance criteria for each land use.

Select management options for the target pest/s.

Negotiate tactics with relevant stakeholders.

What processes should be applied to this competency standard?

There are a number of processes that are learnt throughout work and life, which are required in all jobs. They are fundamental processes and generally transferable to other work functions. Some of these are covered by the **key competencies**, although others may be added. The questions below highlight how these processes are applied in this competency standard. Following each question a number in brackets indicates the level to which the key competency needs to be demonstrated where 0 = not required, 1 = perform the process, 2 = perform and administer the process and 3 = perform, administer and design the process.

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| 1. How can communication of ideas and information (3) be applied? | Establish and maintain consultation and liaison processes with land users and stakeholders. |
| 2. How can information be collected, analysed and organised (3) ? | Collate and analyse pest management data. |
| 3. How are activities planned and organised (3) ? | Organise pest management activities. |
| 4. How can team work (2) be applied? | Build and maintain working relationships with local land users. |
| 5. How can the use of mathematical ideas and techniques (2) be applied? | Collate and determine significance of data. |
| 6. How can problem-solving skills (3) be applied? | Analyse pest problem and explore alternative strategic solutions. |
| 7. How can the use of technology (2) be applied? | Collate data, document planning activities and develop the strategic plan. |

Are there other competency standards that could be assessed with this one?

This competency standard could be assessed on its own or in combination with other competencies relevant to the job function.

For information about **assessing this competency standard for consistent performance and where and how it may be assessed**, refer to the Assessment Guidelines for this Training Package.

Range Statement

Range of Variables

The Range of Variables defines the different contexts, work environments and parameters governing the performance of this competency standard. The variables chosen in training and assessment will need to reflect local industry and regional contexts

Who might other stakeholders be?	Land managers in the region, local recreational land users, regional land management bodies, local regulatory authorities and landcare committees.
What does " local area " imply?	A unit of sub-catchment size, and does not imply a linkage to local government area.
Which land uses may be relevant?	Local agricultural production, local forestry industry, local nature and wildlife reserves, local heritage areas and local recreation areas.
What pests are relevant to this competency standard?	Weeds, vertebrate or invertebrate pests.
Which relevant Federal/State legislation and local regulations may be included?	Environmental protection, vertebrate pests, noxious weeds, activities in nature reserves and heritage areas, use of firearms (including licensing requirements and exemptions), humane treatment of animals, activities in nature reserves and heritage areas, farm chemicals, poisons and veterinary substances, identification and reporting of suspected outbreaks of exotic disease, OHS regulations and common law principles relating to property, stock, duty of care and due diligence.
What strategies may be relevant to this competency standard?	Local, regional, State and National strategies including those for designated pest species.
Which management units may be included?	Measures of potential or actual impact on biological values, agricultural values, environmental values, recreational and social values and public health values.
What forms of production value may be relevant?	Economic and environmental value.
What management options may be	Commercial management, crisis management, no management, local

included?

eradication and strategic management (sustained, targeted and one-off).

What **methods and techniques** for controlling pest problems may be used?

Changing land management or production processes and practices (e.g., changing lambing times, changing sowing times and changing crops), modifying habitat, pasture management and pest population control (shooting, poisoning, trapping, mustering, relocation, fumigation, sedation, exclusion fencing, biological controls, harvesting and tagging), and weed control (poisoning, biological controls).

For more information on contexts, environment and variables for training and assessment refer to the Sector Booklet.

Unit Sector(s)

Not applicable.