



Australian Government

Department of Education, Employment and Workplace Relations

AHCNAR304A Undertake direct seeding

Release: 1

AHCNAR304A Undertake direct seeding

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit covers the direct seeding of regeneration sites and defines the standard to: prepare the site for seeding with consideration to environmental impacts; conduct seeding to maximise germination response; complete seeding operations in line with site stability and environmental requirements.
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Application of the Unit

Application of the unit	This unit applies to the regeneration of natural areas that require specialist seeding requirements.
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Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Prerequisite units		

Employability Skills Information

Employability skills	This unit contains employability skills.
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Elements and Performance Criteria Pre-Content

Not Applicable

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA

ELEMENT	PERFORMANCE CRITERIA
1. Organise for direct seeding	1.1. Conducts work according to site procedures, regulations, Occupational Health and Safety (OHS), other relevant legislation, manufacturer's specifications safely and efficiently. 1.2. Receives, interprets and clarifies shift change over details. 1.3. Selects appropriate type of equipment and/or attachments according to job specifications and to maximise efficiency and effectiveness of work activities. 1.4. Appropriate materials are selected according to site conditions and rehabilitation plan. 1.5. Identifies and manages potential risks and hazards according to the work plan to ensure safe and efficient seeding. 1.6. Uses appropriate personal protective equipment. 1.7. Conducts equipment pre-start (visual) checks to ensure equipment is ready for operation. 1.8. Manages site environmental and heritage issues. 1.9. Collects seeds for use in rehabilitation activities from local plants near the rehabilitation site to promote native plant growth. 1.10. Determines type and proportion of cover crop according to rehabilitation plan and site conditions. 1.11. Avoids introduction of foreign species or incompatible species (where applicable). 1.12. Communicates with other personnel using approved communication methods. 1.13. Adheres to emergency procedures to ensure safety of personnel, plant and equipment.
2. Conduct direct seeding operations	2.1. Ensures direct seeding method provides adequate plant coverage according to plant type, rehabilitation plan and environmental guidelines. 2.2. Minimises damage to site utilising direct seeding equipment and appropriate techniques. 2.3. Conducts seeding activities within appropriate season and growing conditions. 2.4. Completes all required records and documentation accurately and promptly indicating result of seeding activities. 2.5. Carries out seeding and fertilising activities according to site conditions, flora type, rehabilitation

ELEMENT	PERFORMANCE CRITERIA
	plan and environmental guidelines. Applies appropriate seed mix and fertiliser according to site and weather conditions, accessibility and future land use.
3. Conduct housekeeping activities	3.1. Cleans equipment. 3.2. Cleans and stores attachments and other ancillary equipment. 3.3. Completes all required records and documentation accurately and promptly.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit.

Required skills

- ancillary equipment operation, maintenance, cleaning
- apply diagnostic techniques
- decision making
- directing
- equipment adjustment
- equipment operation, maintenance (minor), cleaning
- hazard identification
- hazardous goods handling techniques
- interpret ground conditions
- interpretation of plans, reports, maps, specifications
- maintain records
- monitoring
- organise work tasks
- plan and document reading
- report defects
- safe work practices
- seed application (machine or hand)
- select and fit personal protective equipment
- team work
- trouble shooting
- use computer systems
- use relevant hand tools

REQUIRED SKILLS AND KNOWLEDGE

- use oral communication skills/language competence to fulfil the job role as specified by the organisation, including questioning techniques, active listening, clarifying information and consulting with supervisors as required
- use numeracy skills to estimate, calculate and record routine workplace measures
- use interpersonal skills to work with and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities.

Required knowledge

- cover crop methods
- emergency procedures
- environmental and heritage procedures
- equipment processes, technical capability and limitations
- equipment safety requirements
- fertiliser characteristics and application methods
- foreign species identification
- future land use principles
- geological and technical data
- hazardous goods procedures and consequences of spills
- isolation procedures
- night and day working procedures
- occupational health and safety procedures
- open cut procedures
- operational procedures and checks
- seeding methods
- shutdown procedures
- site procedures
- site safety requirements
- soil dynamics
- start up procedures.

Evidence Guide

EVIDENCE GUIDE	
The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.	
Overview of assessment	
Critical aspects for assessment and evidence required to demonstrate competency in this unit	The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy holistically all of the requirements of the performance criteria and required skills and knowledge and include achievement of the following: • prepare the site for seeding with consideration to environmental impacts • conduct seeding to maximise germination response • complete seeding operations in line with site stability and environmental requirements.
Context of and specific resources for assessment	Competency requires the application of work practices under work conditions. Selection and use of resources for some worksites may differ due to the regional or enterprise circumstances.

Range Statement

RANGE STATEMENT	
The range statement relates to the unit of competency as a whole.	
Equipment may include:	• aircraft (helicopter, fixed winged craft) • machinery that can be calibrated • seeding equipment.
Materials may include:	• chemicals • fertiliser • seeds.
Future land use may be:	• agriculture • re-establish vegetation which fulfils the functions of the original native vegetation • restore to native vegetation.

Unit Sector(s)

Unit sector	Natural area restoration
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Co-requisite units

Co-requisite units		

Competency field

Competency field	
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