



Australian Government

Department of Education, Employment and Workplace Relations

AHCORG405A Implement sustainable practices in the organic farm based business

Release 1

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Modification History

Release	TP Version	Comments
1	AHC10v4	Initial release

Unit Descriptor

This Unit defines the standard required to; monitor the sustainability of the organic farm business; implement and monitor sustainability improvement programs; and monitor the impact of daily management decisions on sustainability goals and engage others in sustainability practices.

Application of the Unit

The Unit involves managing the establishment and implementation of sustainable work practices in organic farming enterprises of all sizes and in a variety of work settings.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Nil.

Employability Skills Information

This Unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a Unit of Competency.

Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Access the farm businesses guidelines and principles for social, financial and environmental sustainability	1.1 Identify environmental regulations, organic farming requirements and the organic farm plan which apply to the farming enterprise. 1.2 Source and interpret environmental and sustainable organic farming information and current best practice guidelines and principles. 1.3 Identify the impact of best practice guidelines and principles on day to day farm operations and management. 1.4 Identify key sustainability practices for an organic farming enterprise. 1.5 Access business guidelines and farm practices which comply with sustainable organic farming guidelines and principles.
2. Implement established farm business guidelines and principles	2.1 Implement strategies to effectively integrate sustainability principles and practices into the organic farm system. 2.2 Identify continuous improvement opportunities and document identified changes to businesses guidelines and principles. 2.3 Implement agreed improvements to the farm businesses guidelines and principles.
3. Monitor farm business sustainability initiatives for effectiveness and compliance	3.1 Monitor and evaluate the effectiveness and compliance of sustainability practices in terms of environmental, social and financial goals. 3.2 Evaluate and report changing trends and techniques relevant to sustainable organic farming for continuous improvement.
4. Engage farm business stakeholders in sustainability practices	4.1 Communicate sustainability strategies to stakeholders and relevant staff. 4.2 Monitor stakeholder compliance with organic sustainability strategies along the entire supply chain. 4.3 Identify and document identified continuous improvement initiatives. 4.4 Encourage and assist stakeholders to implement improvements to the system.

Required Skills and Knowledge

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

Required skills include:

Ability to:

- maintain and use record keeping systems to keep records required in the organic farming workplace
- identify opportunities to improve work processes
- use monitoring and evaluating skills to report on sustainability initiatives
- use literacy skills to read and interpret policy and legislation documents
- use oral communication skills to engage farm business stakeholders in sustainability practices, active listening, asking for clarification, negotiating solutions and responding to a range of views
- use interpersonal techniques to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities
- use numeracy skills to estimate, calculate and record routine and complex workplace measures and data
- use problem-solving skills to identify and react appropriately to routine environmental issues.

Required knowledge includes:

Knowledge of:

- best practice guidelines
- principles and processes relevant to sustainable organic farming
- compliance requirements for all relevant environmental/sustainability legislation, regulations and codes of practice including resource hazards/risks associated with work area, job specifications and procedures
- sustainability issues including environmental and social issues that relate to an organic farm
- external benchmarks used within an organic farming enterprise, including approaches to improving techniques used and expected outcomes.

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	A person who demonstrates competency in this Unit must be able to provide evidence that they can implement sustainable practices in an organic farm based business.
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: • identify businesses guidelines and principles for social, financial and environmental sustainability • identify and interpret environmental regulations, sustainable organic farming requirements, farm plan and current best practice guidelines and principles • implement strategies to integrate sustainability principles and practices into the farm system and identify continuous improvement opportunities • monitor farm business sustainability initiatives for effectiveness and compliance • adopt and document continuous improvement initiatives • encourage staff and farm business stakeholders to embrace sustainability practices.
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.
Method of assessment	• Assessment methods must satisfy the endorsed Assessment Guidelines of the AHC10 Training Package and can be assessed holistically with other Units. • Assessment methods must confirm consistency and accuracy of performance (over time and in a range of workplace relevant contexts) together with application of required knowledge. • Assessment must be by direct observation of tasks, with questioning on required knowledge and it must also reinforce the integration of

	employability skills. • Assessment methods must confirm the ability to access, interpret and apply the required knowledge. • Assessment may be applied under project-related conditions (real or simulated) and require evidence of process. • Assessment must confirm a reasonable inference that competency is able not only to be satisfied under the particular circumstance, but is able to be transferred to other circumstances. • Assessment may be in conjunction with assessment of other Units of Competency. • The assessment environment should not disadvantage the candidate. • Assessment practices should take into account any relevant language or cultural issues related to Aboriginality, gender or language backgrounds other than English. • Where the participant has a disability, reasonable adjustment may be applied during assessment. • Language and literacy demands of the assessment task should not be higher than those of the work role.
Guidance information for assessment	To ensure consistency of performance, competency should be demonstrated on more than one occasion over a period of time in order to cover a variety of circumstances, cases and responsibilities, and where possible, over a number of assessment activities.

Range Statement

The range statement relates to the Unit of Competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

Key sustainability practices may include:

- purchase of inputs
- enterprise selection
- production practices
- land management strategies
- supply and marketing chain selection.

Stakeholders and relevant staff may include:

individuals and groups both inside and outside the organisation who have direct or indirect interest in the organisation's conduct, actions, products and services, including:

- customers
- employees at all levels of the organisation
- government
- investors
- local community
- other organisations
- suppliers
- personnel within the organisation
- technical specialists outside the organisation.

Unit Sector(s)

Organic Production