



Australian Government

Department of Education, Employment and Workplace Relations

RTD4406A Implement pest management action plans

Release: 1

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Modification History

Not applicable.

Unit Descriptor

This competency standard covers the process of implementing of pest management action plans at the local level. It requires an ability to schedule activities, estimate resources required to complete the work, brief and supervise employees or contractors (where necessary), consult stakeholders, coordinate contingency management activities, and report progress in relation to the pest management action plan. Implementing pest management action plans at a local level requires knowledge of pest biology, vectors, plant survey, ecological systems and production systems.

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 Schedule pest management activities	1.1 Activities identified in the action plan are scheduled within the monthly, weekly or daily work plans. 1.2 Work time is allocated to complete the activities in accordance with the requirements of the action plan, and within realistic expectations. 1.3 Employees or contracted personnel with relevant skills and competency are allocated for the completion of required activities. 1.4 Plant, machinery, equipment and materials required to complete required activities are procured for the time the activities are to be carried out. 1.5 Relevant stakeholders are consulted regarding the scheduling of activities. 1.6 Relevant OHS standards and other Federal, State and local legislation&regulations are applied in the allocation and procurement of human and physical resources. 1.7 Milestones are aligned to critical control points in the target pests' life cycle, behaviour patterns and the local land management and production activity cycles. 1.8 Measurable performance criteria for objectives at each milestone are determined. 1.9 Activities required to achieve objectives by proposed deadlines are listed in consultation with local land users.
0	1.1 Activities are selected and scheduled to comply with the pest management strategy, in consideration of community attitudes, and in accordance with relevant statutory and regulatory requirements.
	1.1 Monitoring and measurement activities are selected and scheduled to comply with the vertebrate pest

- 1 management strategy and in accordance with **relevant** statutory and **regulatory** requirements.
- 2 Estimate resources required to complete the required activities
 - 2.1 Personnel required to carry out activities are estimated.
 - 2.2 Plant and machinery required to carry out activities are estimated.
 - 2.3 Materials required to carry out activities are estimated.
 - 2.4 Personnel, plant, machinery and materials are sourced and costed in consultation with **other stakeholders**.
- 3 Brief employees or contracted personnel regarding the pest management activities
 - 3.1 Employees or contracted personnel are informed of the requirements of the pest management plan and action plan.
 - 3.2 Employees or contracted personnel are informed of land owner/manager expectations and reporting and recording requirements.
 - 3.3 Employees or contracted personnel are advised of OHS standards and other statutory and regulatory requirements to be applied in carrying out the required activities.
- 4 Supervise employees or contracted personnel in carrying out the pest management activities
 - 4.1 Plant, machinery and equipment are checked for serviceability in accordance with manufacturer's specifications and statutory and regulatory requirements.
 - 4.2 Materials are checked for compliance with OHS standards and other statutory and regulatory requirements.
 - 4.3 Personal protective equipment and clothing used or worn by employees or contracted personnel are checked for compliance with OHS standards and other statutory and regulatory requirements.
 - 4.4 Procedures and skills applied by employees and contracted personnel are monitored for compliance with OHS standards and other statutory and regulatory requirements.
 - 4.5 Feedback, advice and coaching are provided to employees and contracted personnel as required to

- improve or correct procedures and skills.
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| 5 | Coordinate contingency management activities | 5.1 | First aid procedures are initiated and coordinated in response to accident or injury to employees or contracted personnel. |
| | | 5.2 | Relevant authorities are notified and arrangements made in the event of the need for rescue of injured employees or contracted personnel. |
| | | 5.3 | Activities that are not carried out due to accidents, injury, other incidents or unfavourable conditions are rescheduled within the monthly, weekly or daily work plans. |
| 6 | Report progress in relation to pest management action plan | 6.1 | Reports and records supplied by employees and/or contracted personnel are received and assessed. |
| | | 6.2 | Reports and records are compiled and documented in accordance with employer or organisational requirements and statutory and regulatory requirements. |

Required Skills and Knowledge

Not applicable.

Evidence Guide

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

Competence in implementing pest management action plans requires evidence that a pest management action plan has been appropriately scheduled, costed, communicated to staff and stakeholders, and effectively implemented and reported. The skills and knowledge required to implement pest management action plans must be **transferable** to a range of work environments and contexts. For example, this could include different pests, locations and implementation procedures and protocols.

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 legislative and regulatory requirements.

Pest control methods and techniques.

Integrated pest management.

Pest biology.

Social and environmental issues.

Contingency management principles.

First aid and rescue procedures.

Ecological systems.

Sustainable production systems.

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:

Plan and manage resources and time.

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

Organise the work of others.

Record and report actions and work progress.

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? | Communicating and negotiating work allocation with work team. |
| 2. How can information be collected, analysed and organised (2)? | Using the pest management strategy and action plans. |
| 3. How are activities planned and organised (3)? | Organising work schedules. |
| 4. How can team work (3) be applied? | Working with work team and supporting team activities. |
| 5. How can the use of mathematical ideas and techniques (2) be applied? | Allocating realistic time to pest management activities. |
| 6. How can problem-solving skills (2) be applied? | Developing and implementing contingencies. |
| 7. How can the use of technology (1) be applied? | Documenting work schedules and activities. |

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

Which types of land uses may be included?	Agricultural production, forestry, nature and wildlife reserves, community lands, heritage areas and recreation.
Which relevant Federal, State legislation and local regulations may be included?	Environmental protection, vertebrate pests, noxious weeds, use of firearms (including licensing requirements and exemptions), humane treatment of animals, activities in nature reserves and heritage areas, 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 forms of land value may be relevant?	Economic and environmental value.
Who might the other stakeholders referred to in this standard be?	Land managers in the region, recreational land users, regional land management bodies, local regulatory authorities and landcare committees.
Which measures of potential or actual impact may be included in the management units?	Biological values, agricultural values, environmental values, recreational and social values and public health values.
Which management options may be included?	Commercial management, crisis management, no management, local 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).
Which factors may affect vertebrate pest population ?	Food supply, habitat conditions, existing control by hunting and harvesting activities, climate and weather, water supply, natural predators, disease and parasites and land topography.
How might supporting and validating data	By direct observation, GIS, air-flown MSS

be obtained?	and satellite information.
Which vertebrate pests may be relevant to this standard?	Kangaroo, wallaby, emu, wombat, possum, fruit bat, cockatoo/parrot, waterfowl, seagull, starlings, pigeon and other birds, goat, horse, deer, pig, camel, cat, cattle, dog, water buffalo, donkey, rabbit, red fox, brown hare, cane toads, European carp, house mouse, black rat and brown rat.
Which methods for determining vertebrate pest population distribution may be used?	Animal counts (including spotlight and aerial counts, faecal counts, warren, burrow, den and nest counts), and tracking pads and feeding stations.
What sorts of damage or loss may be caused by pests?	Loss of pasture, loss of livestock, loss of crops, loss of native fauna, loss of recreational and social amenity, increased incidence of disease vectors, reduced tourism, loss of crops, damage to fences, loss of native flora, soil disturbance and erosion, reduction in water quality, pollution, increased incidence of disease vectors and reduced tourism.
What comparative data may be included?	Reduction in damage and loss observed and regeneration observed.
What forms of documentation may be relevant to this standard?	Poisons register, MSDS and other relevant documents.
What types of weeds may be relevant to this competency standard?	Economic weeds, aquatic weeds and environmental weeds.

Unit Sector(s)

Not applicable.