



Australian Government

Department of Education, Employment and Workplace Relations

SFILEAD409A Negotiate collective outcomes within the resource management group process

Release: 1

SFILEAD409A Negotiate collective outcomes within the resource management group process

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit of competency deals with the capability of a resource management group or committee participant to seek agreement within the group's consultative process through mature discussion and negotiation, and having regard for what is best for the sector, the seafood industry and the broader ecosystem. No licensing, legislative, regulatory or certification requirements apply to this unit at the time of publication.
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Application of the Unit

Application of the unit	This unit has application for seafood industry stakeholders who represent their industry sector in natural resource management groups, and other public and industry forums. This unit is one of six sector leadership units at Certificate IV level. The leadership units are undertaken as a group and are listed as a Skill Set in the SF110 Seafood Industry Training Package.
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Licensing/Regulatory Information

Refer to Unit Descriptor

Pre-Requisites

Prerequisite units	

Employability Skills Information

Employability skills	This unit contains employability skills.
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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.
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Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Communicate views in a clear and constructive manner	1.1. Language used in committee meetings is appropriate to the broad range of participants. 1.2. Active listening is used to seek reactions from stakeholders and other organisations. 1.3. Feedback is sought to ensure that the views of all stakeholders have been understood. 1.4. A balanced exchange of views is encouraged.
2. Manage conflict to seek resolution	2.1. A diversity of views is acknowledged and respected. 2.2. Positions are held while appreciating the boundaries of other stakeholders. 2.3. Overall interests of the resource management committee are put above personal and commercial interests. 2.4. Conflict is resolved through meaningful negotiation and compromise, where necessary.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE
This section describes the skills and knowledge required for this unit.
Required skills
- acknowledging disagreements and the views of others and dealing constructively with differences - compromising to achieve 'win-win' outcomes - encouraging the exchange of views and information through active listening and effective questioning - ensuring that negotiations stay focused and do not collapse unnecessarily - ensuring that the intended message is delivered and that key points are covered - making a strong case without overselling or becoming personal or aggressive - providing verbal communication within the group or committee that is clear and concise.
Required knowledge
- principles of negotiation, mediation, conflict resolution and incident de-escalation - structured and inclusive meeting 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 evidence required to demonstrate competence in this unit

Assessment must confirm the ability to:

- communicate clearly within the resource management group to position the sector to best effect
- listen actively, understand the information needs of others and adapt communication to suit those needs
- negotiate persuasively while dealing constructively with differences within the group
- prepare for and participate in resource management group meetings to obtain effective outcomes.

Context of and specific resources for assessment

Assessment is to be conducted in the workplace or in a simulated work environment.

Method of assessment

The following assessment methods are suggested:

- feedback from the natural resource management group chairperson and/or other group members regarding the communication and conflict resolution skills displayed by the candidate in committee meetings
- interview and oral questioning
- review of information that the candidate may have supplied to the committee or other stakeholders
- role-plays and responses to scenarios.

Guidance information for assessment

This unit may be assessed holistically with other SFILEAD (leadership) units within a Skill Set or qualification.

Range Statement

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

RANGE STATEMENT

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.

RANGE STATEMENT	
<i>Participants</i> may include:	• chairperson, who may be independent • commercial seafood sector members • environment and conservation members • government or agency members • other community or stakeholder members • recreational fisher or resource user members • research members • traditional fisher or resource user members.
<i>Stakeholders and other organisations</i> may include:	• Austrade and Department of Foreign Affairs • certification or accreditation bodies and third-party auditors • commercial fishing or aquatic groups • community representatives, local land holders and residents • conservation and environmental organisations, such as the Nature Conservation Council and the World Wide Fund for Nature • cooperatives, marketing bodies and associations • current and potential customers, clients and suppliers • employer, company directors and other professional associations • ecosystem or resource management committees or advisory groups, including Management Advisory Committees (MACs), catchment management groups, Landcare, Bushcare, Coastcare and Seacare • export promotion agencies, such as the Exporters Club • government funding providers • Indigenous seafood or resource management groups and traditional fishing groups/cooperatives • media • ornamental, aquarium and other hobby groups • political organisations, politicians and ministerial advisors • professional, industry and state or territory representative bodies, including Seafood Experience Australia, National Aquaculture Council, Commonwealth Fisheries Association

RANGE STATEMENT	
	and Seafood Services Australia • relevant ministries, government departments (federal, state or territory and local) and other regulation authorities, such as Department of Agriculture, Forestry and Fisheries, Australian Fisheries Management Authority and Australian Aquaculture Inspection Service • research organisations, such as Australian Bureau of Agricultural Resource Economics and the Bureau of Rural Sciences, • schools, registered training organisations (RTOs) and industry training centres, AgriFood Skills Australia Standing Committee and industry training advisory bodies (ITABs) • statutory authorities, such as the Fisheries Research and Development Corporation • surfing, recreational fishing and boating groups • unions.
<i>Exchange of views</i> may include:	• achievement of economically sustainable development (ESD) of the species • achievement of the commercial viability of fishing operators • conservation of the species • implementation of adaptive management strategies that reflect the uncertainty in scientific and other data • maintenance of the ecosystem • recognition of the interests of other users of the ecosystem.
<i>Conflict</i> may arise due to:	• Australia's international obligations, including the United Nations (UN) Law of Sea, UN Fish Stocks Agreement and regional fisheries management organisations • competing access demands from commercial, recreational and traditional fishing • competing demands from several fisheries operating on single ecosystems • competing interests of other users of the marine environment, including tourism, coastal development, oil and gas production, shipping and telecommunication cables • ecologically versus economically sustainable

RANGE STATEMENT

	development • other emerging issues, such as animal welfare • public and private ownership and access.
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Unit Sector(s)

Unit sector	Leadership
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Co-requisite units

Co-requisite units		

Competency field

Competency field	
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