

**THE WEED SOCIETY
OF NEW SOUTH WALES INC.**

SEMINAR

TRAINING FOR WEED MANAGERS

An explanation of training requirements, accreditation and courses available.

**Thursday 15 March 2001
at
State Forests Research Centre, 121-131 Oratava Avenue
West Pennant Hills**

Seminar Program

- 1300- 1315 Introduction - Bob Trounce
(Pres. NSW Weed Soc.)
 - 1315- 1400 Recognition of Prior learning - Bryson Rees
Supervising Weeds Officer
Wellington Shire Council
 - 1400- 1445 Integrated Weed Management- John Kent
from the Training Perspective Lecturer
Charles Sturt University
Wagga Wagga.
- 1445- 1515 AFTERNOON TEA
- 1515- 1600 National Weeds Competencies- Reg Kidd
Implementation and Value. Reg Kidd and Associates
A Regional Case Study Orange
 - 1600- 1630 Proposed regulations for - Anna Ernst
training and record -keeping Environment Protection Authority
under the Pesticides Act 1999 Sydney
 - 1630-1640 Summation - Richard Carter,
NSW Agriculture
Orange.

Proceedings sponsored by



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RECOGNITION OF PRIOR LEARNING (RPL)

Bryson Rees
Supervising Officer Weeds
Wellington Council, and
President
NSW Weeds Officer's Association Inc

While Recognition of Prior Learning may not be new in the Education Training World, it is certainly new to the Noxious Weeds industry.

Following a grant of \$228,000 to Macquarie Valley Weeds Advisory Committee (MVWAC) to develop a Weed Training and Industries Skills Recognition Package.

In June 1999, five weeds officers from the Macquarie Valley Advisory Area came in touch with an RPL Package. The package arrived in the mail and looked daunting. The Officers, Don MacKenzie from Brewarrina Council, Peter Giles from Bogan Shire Council, Ian Chapman from Midwest County Council, Roger Smith from Orange City Council and Bryson Rees from Wellington Council formed the pilot group.

MVWAC Project Officer, Reg Kidd and RPL Coordinator, Joanna Blunden "Tocal" Agricultural College met in Dubbo with the weeds officers to explain the process and commence their RPL Application. Then in May 2000 all five graduated with a Certificate II in Weed Control Operations and two officers graduated with a Certificate IV in Weed Control Practice.

Since then the RPL Process has expanded to all Weeds Officers in the Macquarie Valley area and since then across the state of NSW. The RPL workshops will be completed across the State next week with visits to Sydney and North Coast areas.

The RPL process can act as a skills audit of your skills and areas of need also show out. On completion you also have an updated resume.

ABOUT RECOGNITION OF PRIOR LEARNING

WHAT IS RECOGNITION OF PRIOR LEARNING (RPL)?

Recognition of prior learning (RPL) allows you to receive credit for your skills and knowledge. It takes into account what you have already learned from other courses, from life experience, from work experience and from any training provided at work. It measures all of these skills against the requirements for gaining a qualification.

This system moves away from the emphasis on qualifications gained through formal education. It recognises the skills gained through practical experience. Recognition of prior learning may be granted for a single module or the full Certificate. Providing that you can show that your experience has given you competence in the aims of the module, RPL will usually be granted.

RPL recognises the importance of the work that you have already done.

ABOUT THE QUALIFICATIONS

ISSUE: As the role of weed control personnel becomes increasingly complex there is a need to have **recognised** up-to-date skills in a number of areas. Training has been identified as an important part of the NSW Weeds Strategy.

SOLUTION: A qualification recognises your skill. This manual shows you how to have your current skills formally recognised and how to obtain qualifications in weed control based on these skills.

The qualifications Certificate II in Weed Control Operations and Certificate IV in Weed Control Practice reflect the industry's requirements for a balance between technical skills and interpersonal skills.

THE PROCESS: Recognition of prior learning (RPL) allows for some or all of the qualifications to be gained through credit for previous experience. RPL gives people experienced in weed control credit for the work that they have been doing. It recognises that the training, skills and experience you have accumulated while working has set you on the path to gaining the skills required for either a Certificate II in Weed Control Operations or a Certificate IV in Weed Control Practice.

OBJECTIVE OF THE MANUAL: The manual will help you work out how far along that path you are and what (if any) training or experience you need to have a qualification awarded. This process is valuable for planning the future direction of your career.

FIVE STEPS TO GAINING A QUALIFICATION

1. Find out how the RPL process works. Talk to the coordinator and read the RPL section of this information package.
2. Decide in which modules you will apply for RPL. You will have to compare your knowledge and skills with the course requirements and module details.
3. Prepare your RPL case. You will have to present a written case listing relevant work experience, training and other activities that relate to the course modules.
4. Determine what evidence you will need to provide. Organise any documentation or evidence to support your case.
5. Send in your written RPL application. This will include:
 - Completed written application
 - Appropriate evidence.

Your application will be assessed and you will be informed of the decision. If necessary, there is the opportunity to resubmit the application or any information requested by the assessors.

ASSESSMENT

RPL is an important feature of Noxious Weed qualifications offered by Tocal.

RPL recognises the skills and knowledge that you have as a result of formal training, work experience and life experience. This means that existing skills can be acknowledged no matter how they were developed.

If you have the necessary skills and knowledge required for any unit without completing further training you can apply to be assessed immediately.

RPL may be granted for one unit of competency or the full certificate. This means you can achieve a certificate in weed control without having completed formal off-the-job training.

Tocal does not deliver training in all National units of competency. **However, you can be assessed against any unit from the weeds training package to gain points toward your qualification.**

You should consider RPL as it offers many benefits including:

- Formal recognition of your skills reducing the time taken to achieve your qualification.
- You will not have to cover areas where you already have skills.
- You will have a clear picture of what training you need (if any) to gain a qualification.
- Reducing the cost of gaining your qualification.

DECIDING TO APPLY FOR RPL

You need to compare your knowledge and skills with unit requirements and decide if you already have the necessary experience to gain RPL.

A guide to the type of evidence required to support your case for RPL. If you can provide some of these items then you are likely to have the experience and skills needed to gain RPL for some units.

Complete this checklist below by ticking the box for the types of evidence you can supply. When you have completed this checklist call the course coordinator and discuss your case for RPL.

EVIDENCE GUIDE

<i>Type of Evidence</i>	<i>Notes or Description</i>
<input type="checkbox"/>	<i>Personal resume including management and or agricultural experience</i>
<input type="checkbox"/>	<i>Academic transcripts</i>
<input type="checkbox"/>	<i>Statement of attainment or attendance from a training course</i>
<input type="checkbox"/>	<i>Your position description</i>
<input type="checkbox"/>	<i>A work plan you have developed</i>
<input type="checkbox"/>	<i>Business plan you have developed</i>
<input type="checkbox"/>	<i>Inspection reports</i>

- *Risk management plan*
- *Work budgets you have been involved with*
- *Calendar of events for your weeds program*
- *Chemical record sheets*
- *References*
- *Photos depicting your agricultural skills*
- *Licences held*
- *Memberships held*

BRIEF EXAMPLE OF AN RPL CASE

Several Weeds Officers have already achieved Certificate qualifications through this RPL process.

Bryson Rees is the Supervising Officer Weeds at Wellington Council. He achieved the Certificate II in Weed Control Operations and the Certificate IV in Weed Control Practice through RPL.

As a Supervising Officer Weeds Bryson organises day to day weed control operations for the Council. This includes paper work such as preparation of reports, budget management and work rosters. Out of the office Bryson's job involves identifying and spraying weeds, providing advice to farmers and checking trial sites - and much more.

Bryson gained credit towards his qualification for all training and experience received in his job.

Skills that he gained by participating in sporting groups and other social activities also counted toward recognition for some modules.

While preparing his RPL case Bryson phoned the RPL coordinator to get some advice on what else he should include in his application.

Bryson prepared his written case for RPL assessment. He included copies of certificates for training programs and copies of reports that he had completed for work projects. Bryson also wrote a list of his work experience and related this to different modules.

When the application was sent in the RPL coordinator made sure that all relevant experience had been identified and included. The information sent in by Bryson was presented to the assessment panel in the standard format like all other cases.

Bryson's RPL case looked like this:

Occupational Health and Safety Implementation

- Vocational responsibility (Position Profile copy was provided)
- OH & S Committee Training Course
- OH & S Supervisor and Line Manager Course
- OH & S Introduction to Safety Auditing Course

- Workplace Trainer and Assessor Course

Weed Control Legislation 1

- Completed NSW Agriculture Legal Training Course on Noxious Weeds Act 1993
- Completed OTEN Weed Control Practice, including subjects on Weed Control Legislation
- SEINS course (1995)
- Prepared and delivered submission to Review Committee of Noxious Weeds Act, as President of NSW Weeds Officer's Association
- Vocational Responsibility - 15 years

Project Planning

- Planned Study Tours of Parthenium Weed in Queensland, Giant Parramatta Grass on the North Coast of NSW and Study Tour 2000 into Victoria, for NSW Weeds Officers.
Organised Sponsors, participants, accommodation, travel, schedule, budget etc (Planning documents were viewed).
- Compiled Regional Weed Control Plan

“RPL was a really good way of having my training and experience recognised. All Weeds Officers can benefit from this program”. *Bryson Rees, Supervising Officer Weeds, Wellington.*

SUMMARY

In 2000 five weeds officers graduated. In 2001 there will be twenty eight graduating. Many other weeds officers are currently preparing their RPL applications for assessment.

Having started as a weeds officer in 1978, training has always been a difficult subject to discuss with managers/directors.

Now with the MVWAC Package which includes video, RPL book and skills book weeds officers have a recognised package at their disposal. With further development of a career pathway brochure, database of training courses with providers and the national training package close to being endorsed, there will be not excuses for employers not to have skilled, qualified and confident weeds officers in their employee ranks.

An endorsed minimum entry level into the trade will also lift the image of the industry. In this I mean that at entry level of the skills matrix the position holder to have current accreditation in handling of chemicals (ie Chemcert) and First Aid Certificate.

Are your Weeds Officers skills fully recognised?

Try RPL!

INTEGRATED WEED MANAGEMENT FROM A TRAINING PERSPECTIVE

Mr. John Kent
Senior Lecturer in Agricultural Protection
Charles Sturt University
Wagga Wagga
Leader, Professional Development Sub-program
Co-operative Research Centre for Weed Management Systems

INTRODUCTION

If we are going to look at integrated weed management from a training perspective, we need to ask some basic but fundamental questions.

- Who are the stakeholders?
- What do the stakeholders want?
- Who will benefit from the training and why is training needed?
- What training is required?
- At what level is it required?
- What training is already available and what needs to be developed?

Any training delivered must meet the needs of the stakeholders, as well as meeting the requirements of the national training framework so that qualifications can be recognised and built on, and be portable across industries.

THE NATIONAL TRAINING FRAMEWORK

The training environment has undergone major changes in recent years, and these changes are continuing at a rapid pace. There is now much more co-ordination and structure required with training based on endorsed industry competencies and at different levels of the Australian Qualifications Framework.

Training for Integrated Weed Management

What training is of relevance to people involved in integrated weed management? Surveys and consultation that we have undertaken indicate that priorities are weed identification, weed management and weed control techniques, specifically herbicide application. Within these areas there are a number of training programs that have been developed in consultation with stakeholders and within the requirements of the training framework where applicable. These programs are:

- Agricultural Weed Identification Short Course
- Weed Management Short Course
- Integrated Weed Management Tertiary Subject and Textbook
- ChemCert Chemical Management Training and Accreditation

Short courses in weed identification and management

The Cooperative Research Centre for Weed Management Systems which was formed in 1995, brings together researchers, educators and industry in a multidisciplinary integrated weed management approach to find solutions to the enormous problems faced by weed managers in southern Australia.

The CRC Weeds has developed and presented short courses and workshops in identification and management of Agricultural Weeds, Pasture Weeds and Environmental Weeds.

The *Agricultural Weed Identification/Management short course* has been developed in collaboration with Agriculture Victoria in response to identified needs of farmers, advisers, researchers and other weed managers. The Course has been accredited through Murrumbidgee College of Agriculture (NSW Agriculture), Yanco, NSW and has national recognition. It consists of 2 modules undertaken as 1 day workshops conducted by trained and registered instructors:

- Agricultural Weed Identification
- Weed Management

On successful completion of each module a Certificate of Completion is issued. Completion of both modules leads to an accredited Certificate in Agricultural Weed Identification/Management issued by Murrumbidgee College of Agriculture.

The *Agricultural Weed Identification Workshop* involves

- A one-day hands-on practical session.
- Identification of agricultural weed seedlings using recognition, descriptions & keys.
- Identification of weeds common to the local area as well as those weeds which have the potential to invade such areas.
- A forum for networking & resource sharing.

The *Agricultural Weed Management Workshop* provides a format which enables participants to develop a weed management plan/strategy for a particular situation as well as gain an understanding of the principles of integrated management. The one day workshops involve:

- Assessment of a weed situation of relevance to the participant.
- Consideration of possible weed management strategies for the area.
- Development of an integrated weed management program for the weed situation.
- A forum for networking & resource sharing.

As an outcome of these workshops, management options (successful and unsuccessful) for weeds will be made available on the Web. (<http://weedman.horsham.net.au/>)

Informal training courses in *Environmental weed identification* have been developed with two workshops on Alps Invaders funded, organised and presented jointly with Royal Botanic Gardens, Melbourne and the Australian Alps National Parks. The courses have assisted participants to recognise common, "sleeper" and potential weeds in the Australian high country; influence more effective weed management through correct identification; and prevent the invasion of new weeds through the early identification and eradication of potential weeds. The workshops have also assisted in the preparation of community awareness material for alpine villages in Victoria.

Pilot workshops in *Pasture Weed Identification and Management* have been conducted in the New England area and they are currently being further developed and implemented under the Agricultural Weed Identification/Management Accreditation.

INTEGRATED WEED MANAGEMENT TERTIARY SUBJECT AND TEXT BOOK

For the past 3 years, a subject in Integrated Weed Management has been offered to both full time and distance education students at the University of New England, University of Adelaide and Charles Sturt University. This subject, sponsored by the CRC Weeds, has been written by experts in their field. It helps to educate new weed managers as well as being available to current weed managers in the field.

To support this subject and in recognition of a pressing need for a comprehensive, up to date text book covering the biology, ecology and management of weeds, the CRC Weeds sponsored the writing of a text *Australian Weed Management Systems* (B. Sindel Editor). This text is of particular benefit for tertiary students studying weeds, as well as researchers, educators, extension personnel and advisers. It is available through R. and F. Richardson Publishing, Melbourne.

CHEMCERT CHEMICAL MANAGEMENT TRAINING AND ACCREDITATION

In 1990, the National Farmers Federation and the Rural Training Council of Australia saw a need for all users of agricultural, veterinary and related chemicals to be trained and competent because of the national issues of food safety, environmental protection, personal safety, and the need to safeguard international trade and consumer markets. To achieve this, the National Farm Chemical User Training Program was developed through collaboration between government agencies, regulators, industry and educators. This program became known as Farmcare Australia and has now developed and evolved into *ChemCert* Australia.

ChemCert Australia is the peak body setting standards for chemical user training and is the organisation issuing industry chemical user Accreditation. *ChemCert* Accreditation assists chemical users adopt best practice and enables them to meet all regulatory requirements for chemical use, as well as industry quality assurance obligations. *ChemCert* Accreditation assists safe and efficient chemical management and helps the production of high quality food and natural fibre, and protection of the environment and community. Delivered by a network by trained and registered Instructors, this voluntary program has been extraordinarily successful with around 145,000 people trained and accredited nationally in 10 years.

ChemCert Accreditation is *more* than just completing a training program. Accreditation requires:

- attainment of endorsed industry competencies, *plus*
- completion of additional requirements to meet industry standards.

ChemCert Re-accreditation is required after 5 years to ensure chemical users maintain their skills and keep up to date with changes in chemical management regulations and best practice.

The *ChemCert* Chemical Management training component of *ChemCert* Accreditation provides a mechanism for participants to achieve the competencies. This training has always met the ever-changing requirements of the national training framework as well as, and more importantly,

meeting the rapidly changing needs of our industry clients. It continues to do so through a process of constant review and updating. *ChemCert* NSW Manuals are in their 6th edition and are being reviewed again.

ChemCert is not a training provider. Training must be conducted by a Registered Training Organisation to enable recognition of the qualification within the vocational education sector. This is demanded by many industry groups and funding bodies. *ChemCert* provides a training structure, resources and support for trainers, and quality assurance on the training to ensure industry needs are met.

Because of changing industry needs and community expectations, *ChemCert* training has moved from a single short course tailored to client needs, to a suite of courses. A framework has been developed with training at a range of levels from introductory “awareness” training to “managerial” and industry specialist training but not all chemical user training leads to *ChemCert* Accreditation.

Along with the changes in the training component, *ChemCert* is moving to introduce Accreditation at two levels to meet identified current and possible future needs:

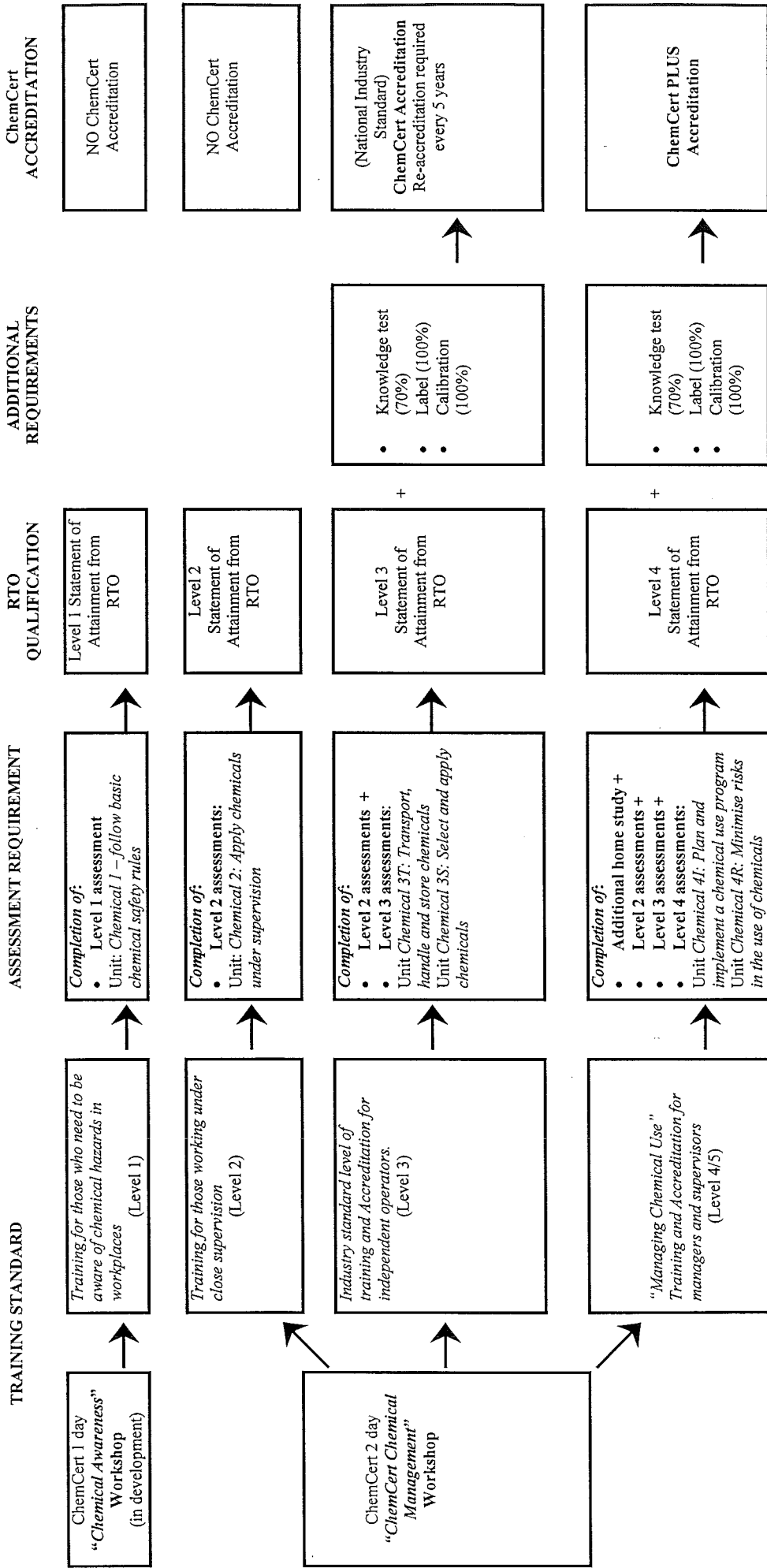
- *ChemCert* Accreditation which is the national industry standard aimed particularly at independent operators and based on AQF Level 3 competencies.
- *ChemCert* PLUS Accreditation at a higher level aimed particularly at supervisors and managers, requiring achievement of competencies at both Level 3 and Level 4.

In line with these developments, *ChemCert* Chemical Management Training and assessments have been reviewed to ensure participants achieve both the current competencies in the agricultural and horticultural training packages as well as the draft proposed chemical use competency units. As the peak body, *ChemCert* Australia had a major role in the development of the revised chemical use competency framework.

Apart from *ChemCert* Training, it is accepted that a number of other training programs may fully, or partly, meet the competency training component of *ChemCert* Accreditation. They are subject to *ChemCert* quality assurance audit as part of recognition of prior learning/ current competency procedures before *ChemCert* Accreditation is awarded.

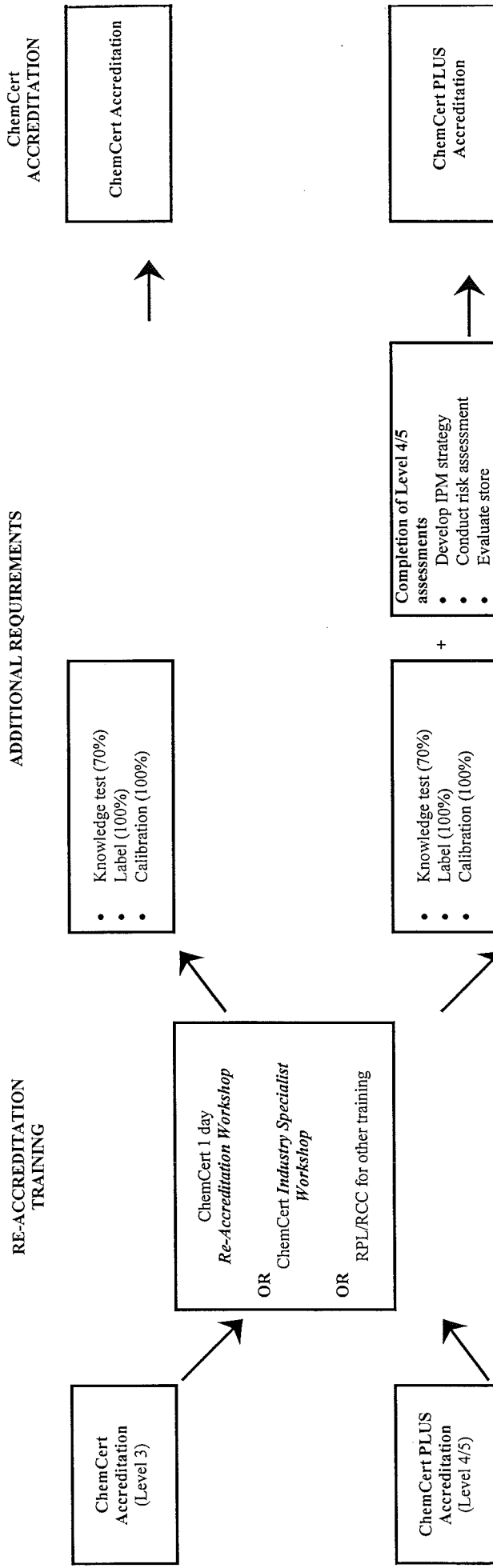
The following framework illustrates the training and Accreditation pathways of the *ChemCert* program. Because *ChemCert* and the training environment is in a continual state of evolution, this framework is subject to change.

ChemCert NSW Training and Accreditation Pathways
(subject to change)



NOTE: Pathways for Recognition of Prior Learning and Competencies allow full credit for previous learning, qualifications, experience and skills

PATHWAYS for ChemCert NSW RE-ACCREDITATION
(subject to change)



Notes:

1. ChemCert re-Accreditation required after 5 years.
2. ChemCert Accreditation (Level 3) can be upgraded to ChemCert PLUS (Level 4) with additional work and higher level assessment.
3. Re-assessment of all competencies or re-attainment of RTO Certificate not required

Reg Kidd
Reg Kidd and Associates
Orange

NATIONAL COMPETENCIES

Where do weed competencies fit (ie endorsed industry competencies) – now with the Conservation and Land Management Training Package.

NATIONAL TRAINING AGENDA

National Training Framework (NTF)
Australian Qualification Framework (AQF)

Recognition of Prior Learning (RPL) (RCC)
Training Package Development
(ie Agriculture, Horticulture, Conservation and Land Management)

WHAT IS ACCREDITATED TRAINING ALL ABOUT?

A) TRAINING PACKAGES

- i) Endorsed component – include endorsed competency standards, assessment guidelines and details on how to achieve a National qualification.
- ii) Non-endorsed component – include learning guides, record books, assessment materials, curriculum and other resources.

B) RECOGNITION TRAINING ORGANISATION (R.T.O)

Training providers both public and private can become registered Training Providers with the Vocational Education Training and Advisory Board (VETAB), or trainers can form partnerships with R.T.O.'s.

WHAT LINKAGES ARE THERE BETWEEN COURSES?

There are over 80 different 'Land Management' courses currently listed on the National database. A Conservation and Land Management package will subsume these programs to provide a national approach.

ADVANTAGES OF TRAINING PACKAGES

- a) National standards of performance
- b) National Land Management qualifications at all six levels / from
- c) Certificate I to Advanced Diploma
- d) Acceptance of personal skills profile across state and industry boundaries
- e) Designated career and training pathways
- f) Quality learning resources independent of course enrolment

REGIONAL CASE STUDY

Macquarie Valley Weeds Advisory Committee (MVWAC) obtained a Grant through NWAC in 1998. Reg Kidd as Project Officer.

- A) Linked into the National Weeds Competencies Project
- B) Used draft competencies and two courses that existed in NSW that were basically competency based.

WEED Control Operations Certificate II
WEED Control Practices Certificate II

I then proceeded to package a training process

1. We did a bench marking process on all officers in the Macquarie Region (ie. Skills Audit)
2. Resolved that it was essential for all officers to have their Farm Chemical Users Training Certificate (CHEMCERT) as a minimum standard.
3. Developed a Recognition of Prior Learning (R.P.L. KJT) based on the skills audit of officers to undertake the Certificate II and Certificate IV.
4. Developed a skills (Competencies) record (Log) book based on the draft National Competencies.
5. 5 Officers undertook a pilot program and graduated from Tocal Agricultural College in 2000 with their Certificate II and IV.

I believe the first graduates in any such course in Australia through recognition of Prior Learning. Also 14 Officers have undertaken Workplace Assessor and Training.

6. These Officers became mentors (and trainees) for officers throughout the state. This month we have over 30 new graduates with Certificate II and IV and over 40 others undertaking the program.
7. 4 Officers are undertaking a Pilot Certificate IV R.P.L. process for a Diploma in Land Management.

WHERE TO NOW

1. To have 5 Officers in each region trained to Certificate IV Level to act as mentors for other officers.
2. To have all officers in the state at a Level II.
3. Expand the program to all states so that we have a National Standard that avoids unnecessary duplication and confusion.

Introduction

- What are competencies?
- What are they for?
- How are they being developed?

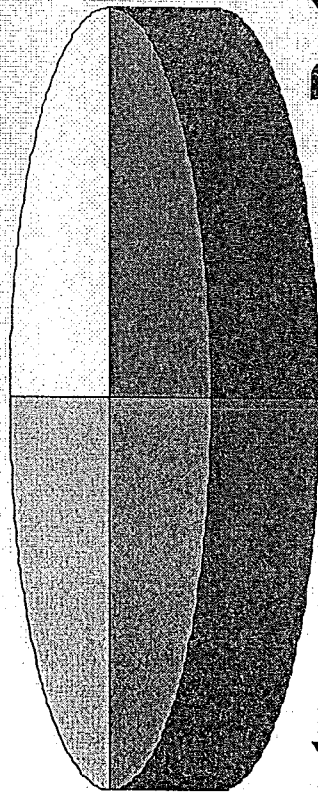
National competency standards in weed management

Reg Kidd
AgAssist
'Roma'
ORANGE
63614562

What is a competency?

Duty
4

Duty
1



Duty
3

Duty
2

■ If a job is made up of a number of duties, each duty is a competency.

■ Competencies are really descriptions of the job.

What are Competencies for?

- Building blocks for designing training courses based on recognised practice.
- People who complete courses based on the competency standards work towards nationally recognised qualifications.
- Skilled people without qualifications get recognition for their skills.
- They are not linked to pay structures.

What's in a Competency?

- Title & level
- Elements of competency - the pieces of the task
- Performance criteria - measurable means of showing how the task is done correctly
- Range of Variables
- Evidence guide
- Assessment guide.

<p>Industry Land Management</p> <p>Sector/s Weed control</p>	<p>Unit of Competency Weeds 2.0 - Recognise weeds</p> <p>Unit Descriptor</p> <p>This unit describes the recognition of what constitutes a weed, and the identification of a range of weeds found in the work environment.</p> <p>Recognition of weeds is likely to be under routine supervision with regular checking, but is a prerequisite for supervisory roles.</p>
<p>Element of Competency</p> <p>2.0.1 Define a weed</p> <p>2.0.2 Recognise plants</p>	<p>Performance Criteria</p> <p>2.0.1.1 Characteristics of a plant that lead it to be considered a weed are described</p> <p>2.0.1.2 Factors and mechanisms that influence the incidence and spread of weeds are recognised and described</p> <p>2.0.2.2 Organs of a plant are recognised and their function described.</p> <p>2.0.2.3 Growth habit and habitats of 20 different weed species of a given area recognised and described.</p> <p>2.0.2.4 Species reported as required by relevant legislation or regulation, and/or enterprise guidelines.</p>

	incidence and spread of weeds are recognised and described
<p>2.0.2 Recognise plants</p>	<p>2.0.2.2 Organs of a plant are recognised and their function described.</p> <p>2.0.2.3 Growth habit and habitats of 20 different weed species of a given area recognised and described.</p> <p>2.0.2.4 Species reported as required by relevant legislation or regulation, and/or enterprise guidelines.</p>
<p>2.0.3 Identify seeds</p>	<p>2.0.3.1 Seeds of ten common weeds are correctly recognised and described</p>
<p>A. RANGE OF VARIABLES</p> <ul style="list-style-type: none"> • Common weed species vary according to region and habitat. This includes variation according to land use. Examples include: <ul style="list-style-type: none"> - crops and pastures - bush regeneration areas - aquatic environments - rangelands • Species to be reported may include: <ul style="list-style-type: none"> - Threatened species - Notifiable or noxious weeds - Plants unfamiliar to the operator. • Plants may be reported to the supervisor or appropriate authority as set out in enterprise procedures. • Factors influencing incidence and spread of weeds may include: <ul style="list-style-type: none"> - Vectors may include wind, water, vehicles, stock, clothing. - Disturbance of soil and vegetation. <p>B. EVIDENCE GUIDE</p> <p>Key Outcomes</p>	

ZYU1133

- crops and pastures
- bush regeneration areas
- aquatic environments
- rangelands
- Species to be reported may include:
 - Threatened species
 - Notifiable or noxious weeds
 - Plants unfamiliar to the operator.
- Plants may be reported to the supervisor or appropriate authority as set out in enterprise procedures.
- Factors influencing incidence and spread of weeds may include:
 - Vectors may include wind, water, vehicles, stock, clothing.
 - Disturbance of soil and vegetation.

B. EVIDENCE GUIDE

Key Outcomes

- Recognition of common weeds of the enterprise.
- Understanding of what constitutes a weed.
- Understanding of factors that encourage spread of weeds.
-

Underpinning Knowledge and Skills

- Ability to differentiate between plants
- Communications to report plants and ask questions if unsure.
- ability to recognise a differences between plants.
- Ability to understand the need to report unfamiliar or possible protected species.

OHS issues that impact upon the performance of this unit

- Relevant OHS hazards identification, risk assessment and risk control measures. These include:
 - systems to ensure that risks are assessed by relevant workers
 - systems to ensure that effective short term and long term OHS risk control measures are implemented
 - safe manual handling systems and procedures

These measures are described in the Assessment Guidelines of the industry-endorsed Training Guide.

Where is this unit assessed?
 Competency is to be demonstrated in a workplace or situation which reproduces - workplace conditions.

D. KEY COMPETENCIES

Utilisation of key competencies in the performance of this unit

Level of utilisation of Key Competencies (1 perform; 2 administer; 3 design)

Communicating ideas & information	Collecting & analysing & organising information	Planning & organising activities	Working with teams & others	Using mathematical ideas & techniques	Solving problems	Using technology
1	1	1	1	1	1	1

- Communicating ideas and information - with the supervisor
- Collecting, analysing & organising information - Recognising and using features of plant anatomy to recognise weeds
- Planning & organising activities -
- Working with teams & others - Reporting unfamiliar plants and notifiable species. Working within a team to share experience.
- Using mathematical ideas & techniques -
- Solving problems - Recognising plants
- Using technology -

How are the Competencies being developed?

- National Weeds Strategy and Australian Weeds Committee identified need
- National Industry Steering Committee convened - May 1998
- First draft taken to meeting August 98
- Second draft to Consultative meetings in each State September-October 98
- Third draft posted on web and distributed.

What next?

- Preparation and acceptance of final draft.
- Draft and letters of validation passed to Rural Training Council
- RTCA seeks approval from ANTA who consult State groups & governments.
- After approval, they can be used as basis for development of training material.

Recognition of Prior Learning

- Skilled operators don't have to be retrained.
- They take evidence of skills (job descriptions, previous training) to an assessor accredited by a Registered Training Organisation.
- The assessor matches existing skills against competencies to credit towards qualifications.

Paper for seminar of The Weed Society of NSW Inc 15 March 2001

**PROPOSED REGULATIONS FOR TRAINING AND RECORD KEEPING
UNDER THE *PESTICIDES ACT 1999*.**

Anna Ernst, Senior Policy Officer
Pesticides Unit, Environment Protection Authority (EPA)

The Pesticides Act 1999 came into force in July 2000 and a leaflet outlining the new features of the Act entitled "Pesticides Act 1999 – your responsibilities" is provided with this paper.

The Act has many new features, one of which is the establishment of the Pesticides Implementation Committee. It has 12 members including the independent Chair, Cameron Hazlehurst. Members represent broad community interests: NSW Farmers' Association, Aerial Agricultural Association, Australian Beef Association, Australian Environmental Pest Managers, Local Government & Shires Association, Total Environment Centre, State Catchment Management Co-ordinating Committee, NSW Agriculture, NSW Health, WorkCover and EPA.

The Pesticides Implementation Committee has some specific priority tasks:

- Communication & Education on new Act
- Record Keeping Regulation
- Training Regulation
- Review of old Pesticides Order (spraying near homes, schools & other public places)
- Consideration of Notification issue

This talk will focus on the proposed training and record keeping regulations.

Proposed Training Regulation

A regulation to require training for all commercial users of pesticides (including farmers, public and local authorities) is being developed in consultation with the Pesticides Implementation Committee and is not yet finalised.

Summary of progress and aims of the proposed training regulation:

- Draft training regulation is being developed for consultation.
- Proposing mandatory training of commercial pesticide users (includes farmers, public authorities and councils)
- Essential components of the proposal:-
 - competency based under the National Training Framework
 - initial phase-in period to undertake training (2 years likely)
 - Current training would be recognised for 5 years.
- Create a level playing field and not disadvantage those already trained.

- A draft regulation and Regulatory Impact Statement (RIS) should be available for public comment in the second quarter of 2001.

Record Keeping Regulation

The proposed record keeping regulation and Regulatory impact Statement (cost benefit study of the proposal) was released for public comment on 12 February 2001. Following is a summary of the proposal and comments are very welcome. Please send your comments to Director Chemicals Policy, EPA, PO Box A290, Sydney South, NSW 1232, by fax to 02 9995 5936 or by email to info@epa.nsw.gov.au, by 30 March 2001.

SUMMARY **PROPOSED REGULATION FOR KEEPING RECORDS OF** **PESTICIDE USE**

A new Regulation is proposed for keeping records on pesticide applications, and the Environment Protection Authority (EPA) would like to know what you think about it.

Who would be affected by the new Regulation?

The proposal is that records would have to be kept by all people who use pesticides for commercial purposes. This would include farmers, horticulturalists, nursery operators, market gardeners, flower growers, orchardists, green keepers, aerial and ground-rig operators, pest controllers and local and public authorities who use pesticides. The Regulation would apply to:

- spraying crops, plants, stock or produce
- dipping fruit
- baiting pests like rabbits or foxes.

The Regulation will not apply to people who use pesticides for domestic household or garden purposes.

What is proposed?

All people who use pesticides on the produce they sell would have to keep detailed records about each pesticide application they carry out. Records would need to be kept for at least **three years**. These records would have to be kept by the person who applies the pesticide. In the case of businesses where employees apply pesticides, the employer would need to ensure that a system is in place so that records are made and then kept by the employer.

If someone else applies pesticides to your produce, then they have to give you a **copy of the record** of pesticide application and you also have to **keep this for three years**.

It is also proposed that EPA officers would be authorised to check these records at any reasonable time.

Penalties would apply if you fail to comply with the Regulation once it is in force.

What do you think about the proposed new Regulation?

The NSW Environment Protection Authority (EPA) wants to know what you think about the proposed Regulation so that the final system meets everybody's needs.

We developed the proposed Regulation with advice from the Pesticides Implementation Committee, an independently chaired body representing community interests in pesticide issues.

After we have read your comments we will consider what the new Regulation should look like. When it goes ahead, the new Regulation will become part of the new pesticides legislation that was introduced last year —the *Pesticides Act 1999*.

Why do we need the new Regulation?

The aim is to help people who use pesticides as part of their business to keep records to show the pesticides were applied properly. This will be especially helpful if there is a problem such as pesticides drifting away from where they were sprayed, pesticide residues in produce or where someone gets sick during or after a pesticide application.

The proposed Regulation could also help you keep track of pesticide usage so you know what works and what doesn't. Records could help identify problems with resistance to pesticides. In addition, records will help you to work out how much of a pesticide you need to buy next time, so you don't have left-over pesticides that can be a problem to store or dispose of. This could help reduce your costs.

What information would have to be recorded?

It is proposed that the following information would be recorded about every pesticide application:

When?	Date and time of the application
What?	Full name of the product used
Why?	The pest or disease problem
Crop	Description of the crop (including growth stage of the crop)
How?	Description of the equipment used (e. g. back- pack sprayer, airblast sprayer) Equipment settings (e. g. nozzle type, angles etc)
How much?	Total amount of pesticide used and rate of application
Where?	Exact location of the area sprayed Order in which areas were sprayed Whether the area sprayed is near neighbours or other sensitive areas such as waterways
Weather	Wind strength and wind direction Temperature Whether weather conditions changed significantly during the application
Who?	Name, address and contact details of the person who applied the pesticide (phone number, fax etc.) Name, address and contact details of the person who owns the land that was sprayed

Would I have to use a special recording form?

No, it is proposed that you could keep records in any suitable format. We have included an example in the Regulatory Impact Statement (a cost/ benefit study of this proposal) which is available from the EPA's Pollution Line, phone 131 555.

How can I make comments?

You can send us your own comments or contribute comments through your industry association or organisation. Your submission needs to be in writing, and should be sent to:

Director Chemicals Policy
Environment Protection Authority
PO Box A290
Sydney South NSW 1232

Closing date for us receiving your comments is **30 March 2001**.

Where can I get more information?

More information, including a copy of the proposed regulation and a cost/ benefit study (called a Regulatory Impact Statement) is available from:

- Pollution Line: phone **131 555** (cost of a local call from anywhere in NSW)
- EPA website: www.epa.nsw.gov.au/pesticides/

If you would like to talk about what is being proposed, or if you would like someone to come and explain the proposed Regulation to you or your organisation, please phone (02) 9995 5799.