Modification history

Release	Comments
Release 2	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 4.0.
Release 1	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 1.0.

AHCARB607	Review and develop strategic tree policy
Application	This unit of competency describes the skills and knowledge required to develop and review tree policies for the strategic management of trees working within an organisational and legal planning framework. The unit applies to individuals with broad theoretical and technical knowledge of a specific area, or a broad field, of work and learning. They have a broad range of cognitive, technical and communication skills and demonstrate autonomy and judgement for defined area of responsibility, undertaking complex work with broad parameters to provide specialist advice and functions. No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication.
Prerequisite Unit	Nil
Unit Sector	Arboriculture (ARB)

Elements	Performance Criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Analyse the system	1.1 Identify stakeholders, consult and establish stakeholder needs 1.2 Research historic and current tree policies 1.3 Analyse statutory and context of tree policies 1.4 Research tree management activities 1.5 Analyse industry tree policy models 1.6 Evaluate comparative tree policy methods and systems 1.7 Research policy and strategic information to inform and develop policy
2. Define policy objectives	2.1 Identify key management objectives, metrics and establish benchmarks 2.2 Analyse existing policies, procedures and systems for compliance with policy planning requirements 2.3 Evaluate conflicting needs amongst stakeholders 2.4 Determine tree management strategies 2.5 Define strategic policy objectives of the organisation 2.6 Define organisational tree policy reflecting strategic objectives 2.7 Develop and communicate change management strategies 2.8 Make recommendations for policy options
3. Define legal parameters	3.1 Determine legal parameters, statutes and local planning laws affecting tree policy 3.2 Determine need for tree policy in compliance with statutory documents 3.3 Seek advice about legal implications of policy
4. Define context and limitations of tree policy	4.1 Determine parameters of tree policy 4.2 Determine and record localised soil characteristics relevant to tree species and policy 4.3 Compile database of local and indigenous tree species 4.4 Compile database of introduced tree species suitable for inclusion in policy 4.5 Create list of preferred and desired species 4.6 Determine extent and type of tree data for inclusion in policy documentation 4.7 Set diversity goals of trees for policy

Elements	Performance Criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
5. Develop tree policy	5.1 Develop tree policy to meet strategic objectives 5.2 Develop and communicate procedures to implement policy 5.3 Develop policy determinations for key elements of policy 5.4 Develop draft of strategic tree policy 5.6 Promote tree policy and expected outcomes to key stakeholders 5.7 Seek feedback from stakeholders 5.8 Review and amend policy 5.9 Develop tree policy documentation 5.10 Develop compliance programs in policy documentation 5.11 Implement strategies for continuous improvement
6. Review tree policy implementation	6.1 Publish final tree policy documentation 6.2 Use policy to guide development of operational tree management plans 6.3 Investigate and document implementation outcomes of policy 6.4 Provide feedback to key personnel and stakeholders 6.5 Monitor records for remedial action to improve performance 6.6 Modify policy and procedures according to feedback and performance outcomes

Foundation Skills (NB - To be completed following confirmation of PC's)

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
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Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCARB607 Review and develop strategic tree policy	AHCARB607 Review and develop strategic tree policy	Changes to Performance Criteria for sequencing and clarity Updated Performance Evidence and Knowledge Evidence	Equivalent unit

Links	Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72

TITLE	**Assessment requirements for AHCARB607 Review and develop strategic tree policy**

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must also be evidence that the individual has reviewed at least two (2) strategic tree policies and has developed at least one (1) strategic tree policy.

There must also be evidence that the individual has:
- identified, consulted and establish stakeholders and their needs
- researched historic and current tree policies
- analysed statutory and policy context of tree policies
- researched tree management activities
- analysed current industry tree policy models
- evaluated comparative tree methodologies and systems
- researched current policy and strategic information for policy development
- identified key management objectives and management metrics and established benchmarks
- analysed existing policies, procedures and systems for compliance with policy planning requirements
- evaluated stakeholder needs and analysed conflicts
- determined tree management strategies
- defined strategic organisational policy objectives
- defined strategic objectives of the tree policy
- developed and communicate change management strategies
- made recommendations for policy options
- determined legal parameters, statutes and local planning laws
- determined impact of statutory documents on tree policy
- sought legal advice on implications of tree policy
- determined parameters of policy
- determined and recorded soil characteristics relevant to policy
- compiled a database of at least 20 tree species detailing intensive tree profiles and attributes affected under the policy. The database must include:
    - preferred and desired species highly suitable for local use to be included under the policy
    - the location of species
    - taxonomic characteristics of each species
    - edaphic and environmental preferences and limitations of the trees selected
    - a mix of local, indigenous and exotic tree species must be included
- determined extent and type of tree data to be included in policy documentation
- set goals for tree diversity for the policy
- developed tree policy to meet strategic objectives
- developed and communicated procedures to implement policy
- developed policy determinations for key elements of policy which must include:
    - hazard identification and mitigation
    - significant trees
    - tree selection and tree replacement strategies
    - street tree planting
    - tree removal
    - tree inspections and assessments
    - tree pruning operations including power line clearance
    - habitat protection
    - infrastructure protection
    - pest and disease control
- developed draft of strategic tree policy
- promoted tree policy and expected outcomes to key stakeholders
- sought feedback from stakeholders
- reviewed and amended policy
- developed tree policy documentation

TITLE	**Assessment requirements for AHCARB607 Review and develop strategic tree policy**

Performance Evidence

- developed compliance programs in policy documentation
- implemented strategies for continuous improvement.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- organisational tree policies their use and structure including:
  - value and purpose of reviewing historic and current tree policies
  - models for the design of tree policies
  - influences of current and historic tree management activities
- setting management objectives for trees including:
  - management metrics
  - developing and working with industry benchmarks
  - setting strategic objectives for trees for organisations and policies
- key stakeholders and their influences on tree policies including:
  - identifying key stakeholders and their needs
  - assessing and evaluating stakeholder input and values
- analysing and developing tree management strategies
- tree policies and the legal framework including:
  - legal parameters
  - impact of statutes on trees and policy development
  - local planning laws and their impact on tree policy development
  - compliance with policy planning requirements
  - legal implications of policies
  - seeking legal advice
  - policy design and styles
- trees their localised environment and tree selection for policy development including:
  - edaphic and environmental preferences and limitations
  - rainfall infiltration and runoff
  - local and introduced tree species and their performance for inclusion in tree policies
  - regional implication of tree selection
  - taxonomic characteristics
- database development for tree species including:
  - programs used for database design
  - structure and use of databases
  - data input of tree inventory and tree profiles
- key elements for policy determination including:
  - hazard identification and mitigation
  - the significance of trees from an environmental, cultural or historic perspective
  - tree selection and use in the landscape
  - tree replacement strategy
  - street tree planting and effect on the urban landscape
  - tree removal and tree protection issues
  - tree inspections and assessments
  - tree pruning operations, infrastructure protection and power line clearance
  - environmental considerations and habitat protection
  - pest and diseases and their control
- communications strategies for seeking and providing feedback on draft policies including:
- developing, documenting and reviewing draft policies including:
  - compiling and organising policy materials into a structure policy design
  - role and design of compliance programs
  - the continuous improvement process in policy development

Knowledge Evidence
•   record keeping, reporting and policy development.

Assessment Conditions

Assessment of skills must take place under the following conditions:
- physical conditions:
  - access to an organisation requiring strategic tree policy development or environment that accurately represents workplace conditions
- resources, equipment and materials:
  - computer with word processing, statistical and data base software
  - internet connection
- specifications:
  - procedures and processes used for the design of strategic tree policies
  - sample tree policies to review
- relationships
  - organisation

Assessors must satisfy current standards for RTOs in the assessment of arboriculture units of competency.

Assessment must be conducted only by persons who have:
- arboriculture vocational competencies at least to the level being assessed
- current arboriculture industry skills directly relevant to the unit of competency being assessed.

Links	Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72