Occupation Profile

Land and Nature
Modern Apprenticeship at
SCQF Level 6

Approved by: Land based Technical Expert Group

Approved date: August 2023

Purpose:

This occupation profile consists of 54 work situations and NOS routinely carried out in Land and Nature roles. This provides all the performance requirements and knowledge and understanding requirements apprentices need to demonstrate competence in the occupation.

Mandatory occupational standards

Monitoring health, safety and security

Understanding the importance of environmental good practice in land use

Developing meta-skills and personal practice

The following standard must be taken if not already achieved

Contributing to performing work activities

Work Situation

Monitoring health, safety and security

Goal of work situation:
To monitor health, safety and security in line with legislative and organisation procedures to protect yourself and others from the risk of harm and injury.

Brief outline:
This is about monitoring the health, safety and security of yourself and others who may be affected by your work. This involves co-operating with your employer to help them to comply with their duties under relevant health and safety legislation. It includes following set health and safety procedures and identifying and assessing unsafe situations in the workplace or during work activities. It also includes being aware of the main risks to health, safety and security in the workplace and suitable control measures or safe systems of work that can be put in place. In the event of incidents and emergencies required procedures must be followed.

Security could include land, buildings, equipment and machinery, stock, resources, personnel and information.

Performance requirements
1. Monitoring that health, safety and security hazards are identified and risks assessed in your area of work in line with organisation procedures
2. Taking required actions in response to identified hazards and risks in line with organisation procedures
3. Checking that control measures put in place to eliminate or reduce risks in own area of work are adhered to in line with organisation procedures
4. Informing others in your work area of the risks and the control measures that have been put in place in line with organisation procedures
5. Monitoring that health and safety regulations, organisation procedures and safe systems of work are followed in own area of work
6. Checking that security is maintained in own area of work in line with organisation requirements
7. Checking that equipment and machinery is used, maintained and stored in accordance with relevant legislation, manufacturers' instructions and organisation requirements

Knowledge and understanding requirements
1. Health and safety legislation and codes of practice, the legal responsibilities ofemployers and employees and the importance of monitoring these
2. The importance of following health and safety regulations, organisation procedures and safe systems of work
3. The difference between "hazard" and "risk", how to identify hazards and assess risks
4. The importance of regular risk assessment and what actions to take when risks are identified
5. Particular risks associated with your area of work including personal injury, contracting disease, and other physical and mental health problems
6. Effects that work-related accidents and ill health can have on workers and businesses and the importance of minimising these
7. The risks to others from the activities carried out in own area of work
8. How to communicate the findings of the risk assessment and health, safety and security measures to those at risk

8. Reporting and recording incidents and emergencies, including accidents and near misses, in accordance with legal and organisation requirements
9. Monitoring and reporting on the effectiveness of health, safety and security measures in line with organisation requirements

9. The hierarchy of measures to control risks including elimination, substitution, relevant controls, safe systems of work, training/instruction and PPE
10. The importance of good housekeeping in the workplace to maintaining health and safety
11. The importance of monitoring procedures to maintain security in own area of work
12. Key requirements of the regulations relating to the handling, use and storage of potentially hazardous substances
13. The safe methods of preparing, using, maintaining and storing equipment and machinery in accordance with relevant legislation, manufacturers' instructions and organisation requirements
14. Risks of injury associated with lifting and handling and how these can be minimised
15. The suitable clothing and personal protective equipment (PPE) required for work in your industry
16. The importance of regularly checking that PPE and emergency equipment is available and maintained
17. Risks of working in isolation, in remote locations and potentially dangerous situations, and the need to monitor that safe systems of work are followed, including communication and emergency procedures
18. The procedures to follow and actions to take in the event of incidents and emergencies including accidents and near misses
19. Where to obtain information, advice and support in relation to health, safety and security
20. Legislative and organisation requirements for recording and reporting incidents and emergencies, including accidents and near misses
21. Organisation requirements to monitor and report on the effectiveness of health, safety and security measures

Work Situation

Understanding the importance of environmental good practice in land use

Goal of work situation:
To understand how to contribute to applying good environmental practice within your area of work.

Brief outline:
This is about individuals understanding the impact of their work on the environment including steps required to reduce negative impacts and contribute to tackling climate and nature emergency.

Performance requirements
There are no performance requirements.

Knowledge and understanding requirements
1. The scale and potential impact of climate change and nature degradation and how this relates to own area of work
2. The importance of greenhouse gas (GHG) emission reduction targets
3. The potential contribution good land management and nature-based solutions make to reducing GHG emissions
4. Why nature needs to be restored as part of the solution to climate change
5. The negative environmental impact that your work could have and how to mitigate this
6. Environmental legislation and industry codes of practice that apply to your area of work and why these are important
7. Different ways of working to reduce negative environmental impacts and greenhouse gas emissions
8. The principles of using nature-based solutions in sustainable ways
9. How to make responsible use of water, energy and other resources
10. The importance of energy efficiency and ways in which energy usage are monitored and reduced

11. Ways in which waste can be reduced within your area of work and principles of the waste management hierarchy
12. How to prevent pollution in own area of work
13. How your work impacts on climate and nature and actions required to mitigate negative impacts and help restore nature
14. How carbon emissions can be reduced and mitigated
15. Organisational targets for reducing carbon emissions and improving environmental performance
16. Where to find information on environmental good practice

Developing meta-skills and personal practice

Goal of work situation:
To develop meta-skills and personal practice through self-evaluation, agreeing objectives, reflecting on practice, and actively learning to improve own performance in line with organisational requirements.

Brief outline:
This is about developing meta-skills and personal practice. This involves reflecting on and learning from practice; acting on feedback; agreeing and working towards own objectives for continuous personal and professional development. Individuals will be supported in their development, usually by their line manager.

Performance requirements
1. Identifying meta-skills and role specific skills regularly used in own work to assess strengths and improvement needs for personal and professional development
2. Discussing and agreeing SMART objectives for personal and professional development and to achieve business objectives
3. Discussing and agreeing appropriate development activities to improve own performance and to achieve business objectives
4. Completing development activities within agreed timescales to support and progress own performance
5. Acting on feedback to improve own performance and development
6. Reflecting on performance, meta-skills and specific skills developed in your role to identify and agree future development needs
7. Completing mandatory training in line with organisational requirements
8. Completing documentation required for personal and professional development in line with organisation policy and procedures

Knowledge and understanding requirements
1. The purpose and importance of meta-skills including their definitions and how they relate to own work
2. The importance of personal and professional development within own organisation and role
3. How to use reflective practice to identify gaps in role specific knowledge, skills and meta-skills
4. How to participate effectively in performance reviews
5. How to discuss and agree SMART objectives – Specific, Measurable, Achievable, Realistic, Time-bound
6. The importance of business and personal objectives in own development
7. Sources of up-to-date and appropriate information to support own development
8. The importance of maintaining well-being in own role and where to get support
9. How to use feedback to develop own skills and knowledge
10. Different learning models and styles and how to use these for own development

Work Situation

Contributing to performing work activities

Goal of Work Situation:
To contribute to safely preparing, implementing and closing down work activities to meet organisational procedures and legislative requirements

Brief outline:
This involves accessing and interpreting basic work information, checking work activities, contributing to developing risk assessments, using personal protective equipment (PPE), communicating with others, completing documentation and dealing with issues and closing down the work in accordance with technical specifications, instructions and organisational procedures.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
9. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
10. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
11. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Principles of workplace sustainability and how to apply them
8. Principles of environmental good practice and how to apply them
9. Why it is important to maintain the safety and security of tools and equipment
10. Methods of communication and how to apply these
11. Digital technology used within own area of work and how to use this
12. Organisational procedures for completing and securely storing documentation
13. Scope and limitations of your own competence, responsibilities and accountability
14. Organisational procedures for reporting issues which cannot be solved
15. Organisational procedures for disposing of waste

Optional occupational standards

Apprentices can select optional NOS and Work Situations to follow a specialist pathway: Land and Estates or Nature Restoration

(Please see the associated Qualification Structure for more information).

Carrying out environmental surveys

Carrying out peatland restoration

Collecting fishery data

Controlling vertebrate pests and predators

Controlling weeds, pests, diseases and disorders

Co-ordinate the construction and maintenance of land-based site Infrastructure

Construct boundaries or access points

Creating and maintaining habitats

Developing and monitoring habitat work plans

Identifying rural land use options

Implementing fish-capture operations

Maintaining fishery stock

Maintaining site infrastructure and assets

Managing game shooting activities

Monitoring angling on fisheries

Plan and oversee work to create or manage habitats

Responding to fish kill incidents

Surveying and assessing peatland

Caring for working animals

Optional occupational standards continued...

Deliver environmental interpretative activities

Implementing wildlife habitat management

Maintaining wildlife populations and habitats

Monitoring wildlife populations and habitats

Stalking and culling deer

Carry out site surveys and communicate your findings

Collecting and preparing propagation material

Contributing to developing individuals

Dealing with litter and waste

Developing and implementing operational plans

Engaging with the public

Research and prepare environmental interpretative activities

Establishing and maintaining effective working relationships

Lead and motivate volunteers

Loading and unloading animals for transportation

Maintaining conservation grazing of semi-natural habitats

Maintaining equipment and machinery

Maintaining wildflower-rich amenity grasslands

Managing finances

Optional occupational standards continued...

Managing fishery activities

Managing flood risk

Managing land-based site developments

Managing land-based sites

Managing fundraising activities

Implement and monitor site hygiene and biosecurity

Prepare and operate a powered vehicle with attachments

Preparing budgets

Protecting land-based sites

Set up and manage housing related agreements

Transporting animals

Using equipment and machinery

Work Situation

Carrying out environmental surveys

Goal of work situation:
To carry out environmental surveys to provide information to facilitate decision making.

Brief outline:
This is about carrying out different types of environmental surveys, including biotic and abiotic, to meet requirements of survey plans and specifications. This includes preparing to carry out surveys, following survey plans and specifications to collect and record required data, analysing data and presenting findings. Types of surveys include wildflower meadows, protected species, badger set , fish, insect and plant life to measure effects of pollution and climate change.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Reviewing survey plans and specifications to confirm purpose, scope and objectives of surveys to be carried out
9. Reviewing survey specifications to confirm required data and methods of recording
10. Checking relevant permissions, consents and licences are in place to carry out environmental surveys in accordance with legal requirements

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. The purpose, scope and objectives of surveys to be carried out and requirements for data collection and recording
8. The nature, scale and range of surveys relevant to your work role
9. How to identify key species and their habitats
10. The nature and impact of species interactions
11. How to use primary and secondary data sources
12. Differences between quantitative and qualitative information and methods of collecting, recording and analysing these
13. Implications of any site restrictions and designations that are in place
14. Relevant permissions, consents and licences required for both site access and species data collection and how to obtain them

11. Checking required equipment to confirm availability in accordance with survey requirements
12. Maintaining hygiene and biosecurity in accordance with site procedures and organisational requirements
13. Using appropriate methods and equipment to collect required survey data in accordance with survey plans and specifications
14. Recording data in accordance with survey plans and specifications
15. Organising data for analysis in accordance with survey plans and specifications
16. Analysing data and presenting findings from environmental surveys using appropriate methods and systems in accordance with survey plans and specifications
17. Identifying best practice approaches to sustainability relevant to your work role
18. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
19. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
20. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
21. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

15. Survey and monitoring equipment and materials required and how to use them safely and correctly
16. Where the use of technology may be effective and how to use this, examples include GPS, drones, radar tracking, remote sensing, earth observation technology, use of apps such as citizen science
17. The importance of hygiene and biosecurity measures and how to apply these
18. Different field survey and monitoring techniques and the principles of their use, including counting, estimating, sampling
19. Actions to take when protected and invasive non-native species are identified, legal requirements for this and possible consequences of not taking action
20. Methods of identifying relevant indicators for monitoring environmental change and principles of monitoring against indicators
21. The meaning of valid and reliable data and possible sources of error and bias in data collection
22. Problems that occur when carrying out environmental surveys and actions to take
23. The importance of consistency and standardisation between surveyors the potential impact of your work on surrounding areas and wider environment and how to minimise this
24. How to organise data for analysis
25. How to assess the sufficiency, validity and reliability of data and actions to take when there are problems
26. Data analysis methods to be used in accordance with survey plans and specifications
27. Use of geographical information systems (GIS) and computer aided design software to analyse data and present findings
28. The importance of using secondary research data to support conclusions and recommendations
29. How to present findings
30. Principles of workplace sustainability and how to apply them
31. Principles of environmental good practice and how to apply them
32. Why it is important to maintain the safety and security of tools and equipment
33. Methods of communication and how to apply these
34. Digital technology used within own area of work and how to use this
35. Organisational procedures for completing and securely storing documentation
36. Scope and limitations of your own competence, responsibilities and accountability
37. Organisational procedures for reporting issues which cannot be solved
38. Organisational procedures for disposing of waste

Work Situation

Carrying out peatland restoration

Goal of work situation:
To carry out peatland restoration to reduce carbon emissions and improve biodiversity and to meet peatland restoration plans.

Brief outline:
This involves re-instating more natural hydrology and retaining more water on peatlands in accordance with peatland restoration plans and organisational procedures. This includes blocking and reprofiling of artificial drains, slowing water flow in gullies through surface bunds and stone dams, reprofiling eroding hags, stabilising and revegetating bare peat and restoring forest to bog using techniques including mulching, stump grinding and ground smoothing. This work is primarily done using low ground pressure excavators, although elements of the work will be carried out by hand.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Operating low ground pressure excavators safely on sites and in accordance with manufacturers' guidelines to excavate soft, wet ground and in sensitive habitats
9. Using bog mats as required to minimise risks of bogging machinery
10. Identifying the presence of habitats sensitive species and seeking relevant advice in accordance with organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. The importance of adhering to Health and Safety requirements and meeting obligations under current Construction (Design & Maintenance) Regulations
8. National objectives for peatland restoration and how practical restoration contributes to this
9. Principles and techniques to carry out agreed restoration plans, including drain blocking, reprofiling, installation of bunds, revegetating both manually and by machine and restoring the topography of previously afforested sites
10. How water will move around and across sites, particularly in periods of heavy rainfall and the impact this has on restoration works

11. Rewetting peatlands by blocking and reprofiling artificial drains through creating effective peat dams using wave damming and zippering as specified in restoration plans
12. Installing plastic, wood and composite dams as specified in restoration plans
13. Creating and installing surface bunds to slow water flow in gullies by and ensure they are well keyed in, in accordance with organisational procedures
14. Re-establishing vegetation on bare peat surface (hags, peat banks and gullies) through reprofiling effectively and revegetating as specified in restoration plans to prevent further loss of peat from to bare peat
15. Raising and stabilising water tables removing legacy plough and planting ridges through stump and root plate mulching, stump flipping and ground smoothing in accordance with actions specified in forest-to-bog restoration plans
16. Identifying best practice approaches to sustainability relevant to your work role
17. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
20. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

11. How to identify key indicators species of healthy or damaged peatland
12. Potential impact of machinery crossing sensitive sites, including watercourses and ways to minimise any impacts
13. Habitats and behaviour of key peatland species
14. Machinery, tools and equipment required and how to prepare, maintain and use these safely and effectively in line with legal requirements and manufacturers' instructions
15. Principles of workplace sustainability and how to apply them
16. Principles of environmental good practice and how to apply them
17. Why it is important to maintain the safety and security of tools and equipment
18. Methods of communication and how to apply these
19. Digital technology used within own area of work and how to use this
20. Organisational procedures for completing and securely storing documentation
21. Scope and limitations of your own competence, responsibilities and accountability
22. Organisational procedures for reporting issues which cannot be solved
23. Organisational procedures for disposing of waste

Work Situation

Collecting fishery data

Goal of work situation:
To collect fishery data for analysis and to provide information on fishery health.

Brief outline:
This is about collecting and analysing fishery data and presenting findings to meet fishery and organisational requirements. This involves selecting appropriate data collection methods to meet data collection purposes, carrying out data collection, analysing data and presenting findings.

Performance requirements
1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Selecting appropriate methods of collecting required data in accordance with fishery and organisational requirements
9. Using non-capture monitoring technology to collect data from fish in accordance with fishery and organisational requirements
10. Sampling live fish to collect data in accordance with fishery and organisational requirements

Knowledge and understanding requirements
1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to identify key species and their habitats
8. The nature and impact of species interactions
9. The purpose of collecting fishery data and how this affects methods used
10. Methods available for collecting fishery data including capture, non-capture and dead fish
11. How to prepare and use non-capture monitoring technology and how water conditions affect the quality of the data collected (visibility, water flow, depth)

11. Maintaining the health and welfare of live fish during data collection in accordance with legal and fishery and organisational requirements
12. Sampling dead fish to collect data in accordance with fishery and organisational requirements
13. Disposing of dead fish and other forms of waste in accordance with legal, fishery and organisational requirements
14. Collating fisheries data in preparation for analysis using suitable methods in accordance with fishery and organisational requirements
15. Analysing data using suitable data analysis techniques for required data use in accordance with fishery and organisational requirements
16. Presenting data and findings in formats suitable for eventual use in accordance with fishery and organisational requirements
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Expected reaction of different fish species to non-capture monitoring technology
13. Methods used to collect samples from live fish and how characteristics of individual fish are used to determine fishery characteristics as a whole
14. Different types of equipment used for sampling live fish, how to use this and errors that occur
15. How to determine fish size using weight and length measurements
16. Factors that affect fish growth and condition and how to determine the age of different fish species
17. How anaesthetics are used to assist data collection processes and minimise stress caused to fish, and regulations associated with their use
18. Common causes of death in fish and how this is determined
19. How to collect and prepare samples from dead fish for analysis
20. How to identify and classify stomach contents of dead fish
21. Legal requirements for disposing of dead fish
22. Problems that occur when collecting fishery data and actions to take
23. Types of data analysis techniques suitable for eventual use of fishery data and how to collate data for analysis
24. How to identify trends and their significance in fishery data
25. How to present data and findings including using graphs, tables and charts
26. The importance of hygiene and biosecurity and its role in minimising risks to fisheries
27. Principles of workplace sustainability and how to apply them
28. Principles of environmental good practice and how to apply them
29. Why it is important to maintain the safety and security of tools and equipment
30. Methods of communication and how to apply these
31. Digital technology used within own area of work and how to use this
32. Organisational procedures for completing and securely storing documentation
33. Scope and limitations of your own competence, responsibilities and accountability
34. Organisational procedures for reporting issues which cannot be solved
35. Organisational procedures for disposing of waste

Work Situation

Controlling vertebrate pests and predators

Goal of work situation:
To control vertebrate pests and predators using appropriate methods to prevent threats and protect animals, plants, trees and stored supplies and to mitigate damage, attack and loss.

Brief outline:
This is about implementing measures to control vertebrate pests and predators to protect animals, plants, trees and stored supplies. Pests and predators include corvids, mustelids, rodents, foxes and deer. This includes identifying when vertebrate pests and predators appear, implementing appropriate methods of control, and monitoring effectiveness of the measures taken. Control methods may include non-lethal deterrents, exclusion, trapping, shooting and use of chemicals.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Identifying the presence of vertebrate pests and predators in accordance with organisation requirements
9. Implementing appropriate measures to control the presence of vertebrate pests and predators in line with legal and organisational requirements

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Common vertebrate pest and predator species that threaten your industry, how to identify them and why they need to be controlled
8. Methods of monitoring the presence of vertebrate pests and predators
9. Different types of control methods available and what needs to be considered when deciding on those most appropriate
10. Relevant legislation and codes of practice covering all aspects of vertebrate pest and predator control

10. Completing all training and certification required to use traps, chemicals and equipment to control vertebrate pests and predators in accordance with legal, manufacturers' and organisational requirements
11. Preparing and using traps, chemicals and equipment required to control vertebrate pests and predators safely in accordance with legal, manufacturers' and organisation requirements
12. Taking required actions to minimise any potential impacts of control measures on habitat, wildlife and wider environments
13. Monitoring and reporting on the effectiveness of control measures in line with legal and organisational requirements
14. Completing required records of vertebrate pest and predator control in accordance with legal and organisational requirements
15. Maintaining the safety and security of tools and equipment on site
16. Identifying best practice approaches to sustainability relevant to your work role
17. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
20. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

11. Methods of preventing and deterring pests and predators and the importance of maintaining these methods
12. Relevant nation specific legislation and codes of practice that control the use of different types of traps and snares
13. Legal and organisational requirements controlling ownership, use, storage, transport and carriage of firearms and ammunition
14. Relevant legal restrictions controlling the purchase, storage and use of pest control chemicals, including the training and certificates required before chemicals are used
15. The importance of monitoring the effectiveness of vertebrate pest and predator control measures and how to do this
16. Problems that occur whilst controlling vertebrate pests and predators and how to deal with these
17. Legal and organisational requirements for keeping records of vertebrate pest and predator control
18. Principles of workplace sustainability and how to apply them
19. Principles of environmental good practice and how to apply them
20. Why it is important to maintain the safety and security of tools and equipment
21. Methods of communication and how to apply these
22. Digital technology used within own area of work and how to use this
23. Organisational procedures for completing and securely storing documentation
24. Scope and limitations of your own competence, responsibilities and accountability
25. Organisational procedures for reporting issues which cannot be solved
26. Organisational procedures for disposing of waste

Work Situation

Controlling weeds, pests, diseases and disorders

Goal of work situation:
To control weeds, pests, diseases and disorders in order to maintain the health of grass, plants and other vegetation

Brief outline:
This is about implementing measures to control the presence of weeds, pests, diseases and disorders to prevent damage to, and maintain the health of grass, plants and other vegetation. This involves monitoring and reporting on the success of implemented control measures. Control measures include chemical, cultural and biological.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Identifying weeds, pests, diseases, disorders and invasive species present in grass and plants in accordance with organisational procedures
9. Implementing prescribed measures to control weeds, pests, diseases and disorders within grass and plants in accordance with legal requirements and organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to recognise weeds, pests, diseases and disorders, including hazardous and invasive species
8. Plant Protection Products (PPP) and the range of methods to control weeds, pests, diseases and disorders such as cultural, biological and chemical
9. Legal requirements for controlling weeds, pests, diseases and disorders
10. Requirements for training and certification to use chemicals and equipment for controlling weeds, pests, diseases and disorders

10. Completing training and certification needed to use required chemicals and equipment in accordance with legal and manufacturers' requirements, and organisational procedures
11. Preparing and using tools and equipment required safely in accordance with manufacturers' requirements and organisational procedures
12. Preparing and applying relevant products to control weeds, pests, diseases and disorders within grass and plants in accordance with legal, manufacturers requirements, and organisational procedures
13. Maintaining biosecurity to prevent the spread of weeds, pests and diseases withing grass and plants in accordance with organisational procedures
14. Taking action to minimise adverse impacts of control measures on habitat, wildlife and wider environments
15. Monitoring and reporting on control measure effectiveness in accordance with organisational requirements
16. Maintaining the safety and security of tools and equipment on site
17. Identifying best practice approaches to sustainability relevant to your work role
18. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
19. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
20. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
21. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

11. Tools and equipment required to maintain grass and plant health and how to prepare, maintain and use these safely and effectively
12. How to calculate, order and apply products to control weeds, pests, diseases and disorders
13. Why it is important to maintain biosecurity and prevent spreading of weeds, pests and diseases
14. The potential impact of your work on the surrounding area and the wider environment and how this can be minimised
15. The importance of monitoring and reporting on the effectiveness of control measures and when this should be done
16. Principles of workplace sustainability and how to apply them
17. Principles of environmental good practice and how to apply them
18. Why it is important to maintain the safety and security of tools and equipment
19. Methods of communication and how to apply these
20. Digital technology used within own area of work and how to use this
21. Organisational procedures for completing and securely storing documentation
22. Scope and limitations of your own competence, responsibilities and accountability
23. Organisational procedures for reporting issues which cannot be solved
24. Organisational procedures for disposing of waste

Work Situation

Creating and maintaining habitats

Goal of work situation:
To create and maintain habitats to improve biodiversity and mitigate effects of climate change.

Brief outline:
This is about carrying out work to create and maintain habitats. Habitats include coastal and marine; estuary; farmland; hedgerows; freshwater; rivers; grassland; heathland and moorland; peatlands; rocky; urban; wetlands; woodlands and others. This involves working to plans and specifications and includes removing excessive vegetation; restoration; re-introduction, rewilding; controlling invasive species; tree and hedgerow planting; erosion control; drainage; use of grazing animals; encouraging the growth of specific plants; bankside management; pond creation, desilting; managing the effects of visitors and other activities.

Note: The term 'Maintaining habitats' includes restoring habitats

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking work plans and specifications to confirm habitat work to be carried out

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. The importance of Habitat Management Plans
8. How to identify key species and their habitats
9. Tools and equipment required and how to prepare, maintain and use these safely and effectively
10. Implications of any site restrictions and designations in place and any permissions, consents and licences required to carry out the work
11. Purpose, scope and objectives of habitat work set out in work plans and specifications

9. Obtaining materials, tools and equipment needed to carry out habitat work in accordance with work plans and specifications
10. Preparing and using tools and equipment required to carry out habitat work safely in accordance with manufacturers' instructions and organisational requirements
11. Carrying out required habitat work safely using relevant techniques, in ways that minimise disturbance to sites and surrounding areas and in accordance with work plans, specifications and organisational procedures
12. Maintaining communication with those involved in, and affected by habitat work, using relevant communication methods
13. Maintaining hygiene and biosecurity in accordance with site procedures and organisational requirements
14. Checking completed habitat work meets required specifications and habitat management plans
15. Identifying best practice approaches to sustainability relevant to your work role
16. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
17. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
18. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
19. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Materials required to carry out habitat work and how to ensure they are available where and when required
13. Importance of maintaining communication with those involved in, and affected by, the work, and how to do this
14. Type and characteristics of habitats being maintained and improved
15. Best times to carry out work to maximise the benefits to habitats and minimise environmental damage
16. Effects that land uses such as farming, fishing, gamekeeping, recreation and tourism have on habitat work
17. Flora and fauna found in habitats where work is taking place, including any invasive or protected species, how to identify them and how this affects work
18. Habitat maintenance and improvement techniques, including traditional methods, required and how to apply these techniques
19. Where chemicals are used and legislation that applies to their use
20. Importance of monitoring habitat work being carried out and actions to take when there are problems with implementation of plans
21. The importance of hygiene and biosecurity measures and how to apply these
22. Principles of workplace sustainability and how to apply them
23. Principles of environmental good practice and how to apply them
24. Why it is important to maintain the safety and security of tools and equipment
25. Methods of communication and how to apply these
26. Digital technology used within own area of work and how to use this
27. Organisational procedures for completing and securely storing documentation
28. Scope and limitations of your own competence, responsibilities and accountability
29. Organisational procedures for reporting issues which cannot be solved
30. Organisational procedures for disposing of waste

Work Situation

Developing and monitoring habitat work plans

Goal of work situation:
To develop and monitor habitat work plans for creating and maintaining habitats, and to maintain and improve biodiversity and mitigate effects of climate change.

Brief outline:
This is about planning and monitoring interventions to maintain and improve habitats. Habitats include coastal and marine; estuary; farmland; hedgerows; freshwater; rivers; grassland; heathland and moorland; peatlands; rocky; urban; wetlands; woodlands and others. This involves developing and implementing habitat management plans and specifications and includes removing excessive vegetation; restoration; re-introduction, rewilding; controlling invasive species; tree and hedgerow planting; erosion control; drainage; use of grazing animals; encouraging the growth of specific plants; bankside management; pond creation, desilting; and managing the effects of visitors.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Gathering and analysing data and management information to establish needs for habitat management and inform the development of habitat work plans
8. Seeking specialist advice on habitat management in accordance with organisational procedures
9. Establishing the purpose, scope, objectives and priorities for habitat management interventions in line with findings from data analysis
10. Preparing habitat work plans to manage habitats in accordance with organisational procedures

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Data collection and analysis techniques, including use and interpretation of maps and other graphical data, published material, records and habitat impact assessments that are used to collect information to establish the need for habitat management
8. Where and when to obtain specialist advice on habitat management
9. How to identify key species and their habitats
10. How to develop habitat work plans
11. The nature and impact of species interactions
12. The principles and practice of habitat creation and maintenance

11. Determining resource requirements to support implementation of habitat work plans
12. Checking habitat work plans to confirm these take account of other land uses and land designations and comply with relevant legislation, nation specific policies, codes of practice, sector guidance and organisational requirements
13. Maintaining communication with interested parties and those affected by habitat management work using relevant communication methods
14. Determining techniques and working methods required to carry out habitat management work that maintain health and safety and are consistent with relevant legislation and codes of practice
15. Monitoring that work is carried out in accordance with habitat work plans
16. Establishing procedures to monitor long-term effectiveness of habitat work plans using suitable data recording and analysis techniques
17. Maintaining hygiene and biosecurity in accordance with site requirements and organisational procedures
18. Maintaining required habitat management records in accordance with legal requirements and organisational procedures
19. Identifying best practice approaches to sustainability relevant to your work role
20. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
21. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
22. Reporting issues which cannot be solved in accordance with organisational requirements
23. Disposing of waste in accordance with legislative and organisational procedures

13. Principles of habitat management and different interventions that can be utilised to preserve and improve habitats and biodiversity and, where possible, respond to and mitigate effects of climate change
14. The process of developing work plans and specifications, including establishing measurable aims and objectives covering the short- (1 – 2 months), medium- (12 months) and long-term (5+ years)
15. Resources required to carry out habitat management work, how to ensure they are available, and when and where they are needed
16. Implications of any site restrictions and designations that are in place and any permissions, consents and licences required to carry out habitat management work
17. Optimum times to carry out habitat management work to maximise benefits to habitats and minimise environmental damage
18. Effect that land uses such as farming, fishing, gamekeeping, recreation and tourism have on habitat management work
19. Importance of maintaining communication with interested parties and those affected by work
20. Techniques required to carry out work and meet required habitat management objectives
21. Potential impact of your work on surrounding areas and environment and how to minimise this
22. Importance of monitoring habitat management work being carried out and actions to take where there are problems with the implementation of plans
23. The importance of long-term monitoring to determine the effectiveness of work carried out and to inform future requirements
24. Suitable data recording and analysis techniques used to monitor the effectiveness of work plans, including qualitative and quantitative methods
25. The importance of hygiene and biosecurity measures and how to apply these
26. Legal and organisational requirements for completing habitat management records
27. Principles of workplace sustainability and how to work in ways that support those principles
28. The importance of environmental good practice and how to apply this in your area of responsibility
29. The importance of monitoring work for progress and quality

30. Why it is important to maintain safety and security of tools and equipment
31. Methods of communication and how to apply these
32. Digital technology used within own area of work and how to use this
33. Organisational procedures for completing and securely storing documentation
34. Scope and limitations of your own competence, responsibilities and accountability
35. Organisational procedures for reporting issues which cannot be solved
36. Legislative and organisational procedures for disposing of waste

Work Situation

Identifying rural land use options

Goal of work situation:
To identify viable options for rural land use and enterprise opportunities.

Brief outline:
This is about identifying possible opportunities for rural land use and investigating enterprise opportunities. This includes carrying out research, identifying and assessing opportunities and constraints, evaluating the environmental value of sites, infrastructure, energy, utility and resource requirements, investigating financial and other forms of assistance and determining viable options for use of rural land.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Conducting research to identify different opportunities for using rural land
8. Identifying synergies and conflicts between different rural land uses to help identify suitable uses
9. Investigating ways for different land uses to be integrated to maximise opportunities for rural land use
10. Investigating opportunities for products and services to be provided by rural enterprises to generate income from rural land
11. Identifying and assessing opportunities and constraints of different business enterprise opportunities

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to research opportunities for different rural land uses and key factors to be taken into account
8. How to identify key species and their habitats
9. The nature and impact of species interactions
10. How different rural land uses can work together and maximise opportunities and how to manage conflicts between different rural land uses
11. How to evaluate different products and services that could be provided to create rural enterprise income

12. Investigating the implications of site restrictions and designations in place on potential land use and enterprise opportunities
13. Evaluating environmental site value to take account of natural capital assets on potential land use and enterprise opportunities
14. Assessing the suitability infrastructure requirements of different rural land uses to identify viability of options and diversification
15. Assessing energy and utility requirements to establish how they could be supplied and feasibility of this
16. Determining resources required to support successful implementation of different rural land use opportunities
17. Obtaining specialist advice and guidance on different opportunities for rural land use in accordance with organisational procedures
18. Investigating opportunities to identify grants, subsidies and other forms of funding and assistance available for developing rural sites
19. Maintaining hygiene and biosecurity in accordance with site and organisational procedures
20. Determining viable options for rural land use and enterprise opportunities to complement existing activities
21. Checking options identified for rural land use and enterprise opportunities to confirm they meet requirements of relevant legislation and local regulations
22. Presenting findings of options appraisals for rural land use and enterprise opportunities to relevant decision makers to obtain approval
23. Identifying best practice approaches to sustainability relevant to your work role
24. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
25. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
26. Reporting issues which cannot be solved in accordance with organisational requirements
27. Disposing of waste in accordance with legislative and organisational procedures

12. Importance of identifying and establishing markets for rural enterprise products and services
13. Implications of site restrictions and designations in place
14. Environmental value of sites and implications for environments and health and wellbeing of people, flora and fauna
15. Infrastructure requirements for different rural land uses and enterprise opportunities
16. The importance of hygiene and biosecurity measures and how to apply these
17. How to identify key species and their habitats
18. Requirements for energy and other utilities for different land uses and enterprise opportunities and how they could be supplied
19. How to determine resources necessary to support implementation of different land uses, where they can be obtained and at what cost
20. Where to obtain professional advice and guidance, and what type of advice is available
21. Where to find information on grants, subsidies or other forms of funding and assistance that might be available
22. What needs to be considered when determining viable options for rural land use and enterprise opportunities
23. Potential impact of your work on surrounding areas and importance of minimising environmental damage
24. Principles of workplace sustainability and how to work in ways that support those principles
25. The importance of environmental good practice and how to apply this in your area of responsibility
26. The importance of monitoring work for progress and quality
27. Why it is important to maintain safety and security of tools and equipment
28. Methods of communication and how to apply these
29. Digital technology used within own area of work and how to use this
30. Organisational procedures for completing and securely storing documentation
31. Scope and limitations of your own competence, responsibilities and accountability
32. Organisational procedures for reporting issues which cannot be solved
33. Legislative and organisational procedures for disposing of waste

Work Situation

Implementing fish-capture operations

Goal of work situation:
To implement fish-capture operations to support fisheries management.

Brief outline:
This is about implementing fish capture operations in accordance with fishery requirements. This involves identifying suitable methods of fish-capture, preparing and using equipment to capture fish, and monitoring health and welfare of captured fish.

Performance requirements
1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Preparing equipment required for fish-capture in accordance with manufacturer, fishery requirements and organisational procedures
9. Using fish-capture equipment safely in accordance with manufacturers' instructions to maintain fish health and welfare

Knowledge and understanding requirements
1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to identify key species and their habitats
8. The nature and impact of species interactions
9. Legal fish-capture requirements and methods for different situations
10. How to obtain necessary licences and permits for fish-capture operations
11. Why fish are captured as part of fisheries management operations
12. How to determine suitable fish-capture methods for fishery and water conditions

10. Monitoring captured fish conditions, checking for signs of stress and taking required actions in accordance with fishery requirements and organisational procedures
11. Maintaining biosecurity during fish-capture operations in accordance with fishery requirements and organisational procedures
12. Completing records of fish-capture operations in accordance with fishery requirements and organisational procedures
13. Maintaining safety and security of tools and equipment on site in accordance with manufacturer guidance and fishery requirements and organisational procedures
14. Identifying best practice approaches to sustainability relevant to your work role
15. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
16. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
17. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
18. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

13. Fish-capture equipment suitable for use on fisheries and how to prepare and maintain this in safe operating conditions
14. How and when fish-capture equipment can damage fish
15. The importance of establishing suitable areas in advance of electrofishing and how natural features within a water body can help to define fishing areas
16. The range of electrofishing techniques, including ways in which they are used to fish different types of water body (running water and still water) effectively
17. Water conductivity and its importance to setup and effective use of electrofishing equipment
18. When to use boom boats and handheld anodes when capturing fish using electrofishing
19. Why it is important to the electrofishing process to have sight of all people involved in the activity
20. How morphology, water temperature and fish size can impact on electrofishing operations
21. Why it is important to remove fish quickly from electric fields and expected reaction of different fish species during electrofishing operations
22. How fish-capture operations can disturb and stress fish and how to maintain condition, health and welfare of captured fish throughout operations
23. How to recognise stress in stunned fish
24. How to recognise signs of recovery in stunned fish
25. Environmental conditions required for holding captured fish
26. How different fish-capture methods can impact on aquatic environments
27. The potential impact of adverse environmental conditions on fish-capture operations
28. The importance of biosecurity and its role in minimising fishery risks during fish-capture operations
29. Fishery requirements for completing records of fish-capture operations
30. Principles of workplace sustainability and how to apply them
31. Principles of environmental good practice and how to apply them
32. Why it is important to maintain the safety and security of tools and equipment
33. Methods of communication and how to apply these

34. Digital technology used within own area of work and how to use this
35. Organisational procedures for completing and securely storing documentation
36. Scope and limitations of your own competence, responsibilities and accountability
37. Organisational procedures for reporting issues which cannot be solved
38. Organisational procedures for disposing of waste

Work Situation

Maintaining fishery stock

Goal of work situation:
To maintain healthy fish stocks to support angling on fisheries.

Brief outline:
This is about monitoring and maintaining the health and welfare of fishery stocks in accordance with fishery requirements and organisational procedures. This involves monitoring water quality and the health and welfare of fish stocks, monitoring the presence of invasive species, taking action to control pests and predators and identifying and treating ill health and disease in fish.

Performance requirements
1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Monitoring fishery water quality and taking appropriate actions in accordance with fishery requirements and organisational procedures

Knowledge and understanding requirements
1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Legal and fishery requirements and organisational procedures for maintaining fishery stock
8. How to identify key species and their habitats
9. The nature and impact of species interactions
10. The importance of monitoring water quality, fish welfare and habitat welfare in fisheries
11. Problems which can occur with water quality and what can be done to improve this
12. How to recognise depleted fish stocks due to overfishing

9. Monitoring fish welfare and stock levels and taking appropriate actions in accordance with legal and fishery requirements and organisational procedures
10. Identifying and reporting any presence of invasive species in accordance with legal and fishery requirements and organisational procedures
11. Identifying and controlling vertebrate pests and predators in accordance with legal and fishery requirements and organisational procedures
12. Identifying ill health and disease in fish stocks and taking appropriate actions in accordance with legal and fishery requirements and organisational procedures
13. Implementing treatment programmes for fish in accordance with legal and fishery requirements and organisational procedures
14. Monitoring fish during and after treatment in accordance with legal and fishery requirements and organisational procedures
15. Disposing of unused and spent treatments in accordance with legal and fishery requirements and organisational procedures
16. Completing fish health records in accordance with legal and fishery and organisational requirements
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

13. Types of invasive species,, their impact on bankside and fisheries habitats and requirements for reporting invasive species
14. Common vertebrate pests and predators and signs that indicate pest and predator activity
15. Legal preventative and control measures and devices available for pests and predators
16. How fish health is maintained through application of good husbandry techniques
17. How to identify common British fish species found in fisheries
18. Common diseases and causes of ill-health in fish species stocked, normal healthy fish behaviour and signs that indicate ill health
19. The anatomy of healthy fish and how disease can alter their appearance
20. Common fish parasites both internal and external
21. Why it is essential to take immediate action if notifiable fish diseases are suspected and how to report them
22. Legal requirements controlling health maintenance programmes and use of treatments for fish
23. Common treatments used to prevent and cure health problems in fish and how these can affect fish
24. Dosage calculations and the importance of accuracy in preparing fish treatments
25. Correct application of internal and external fish treatments
26. How fish treatments can impact on non-target stock and environments
27. How to calculate withdrawal periods for fish treatments
28. Fish health emergencies and how it is possible to limit their impact on stock
29. The importance of monitoring treated fish both during and after treatments
30. Legal and fishery requirements for the completion of fish health records
31. Why it is important to maintain safety and security of equipment and machinery when on site
32. Potential impact of your work on surrounding areas and importance of minimising environmental damage
33. Principles of workplace sustainability and how to apply them
34. Principles of environmental good practice and how to apply them
35. Why it is important to maintain the safety and security of tools and equipment

36. Methods of communication and how to apply these
37. Digital technology used within own area of work and how to use this
38. Organisational procedures for completing and securely storing documentation
39. Scope and limitations of your own competence, responsibilities and accountability
40. Organisational procedures for reporting issues which cannot be solved
41. Organisational procedures for disposing of waste

Work Situation

Maintaining site infrastructure and assets

Goal of work situation:
To maintain site infrastructure and assets in good state of repair and carry out improvements to meet site requirements.

Brief outline:
This is about carrying out maintenance, repair and improvement to site infrastructure and assets to ensure they are safe and in good working order.

This involves working to specifications in accordance with maintenance schedules. You will be involved in maintaining one or more of the following: site boundaries which include walls, fences, banks; access points such as gates, barriers, stiles; structures which could include polytunnels, pens, sheds, huts, stables, buildings, hides, screens, boardwalks, pergolas, fishing platforms, bridges; surfaces which could include footpaths, tracks, bridleways, car parks, courtyards, steps; site furniture including signs, display boards, notices, waymarkers, seats, benches, tables, bins, decorative items; drainage including ditches, culverts, pipes. Maintenance include removal of overgrown vegetation. Surfaces and car parks include snow removal and gritting in winter months.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking requirements for maintenance, repair and improvement of site infrastructure and assets in accordance with maintenance schedules and specifications

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to obtain materials required to carry out maintenance work and how to ensure materials are available where and when required
8. How to obtain and interpret schedules and specifications for details of work required for maintenance, repair and improvement of site infrastructure and assets
9. Correct use of warning signs and barriers to inform and protect others whilst work is carried out

9. Obtaining materials, tools and equipment needed to carry out required work in accordance with maintenance schedules, specifications and organisational procedures
10. Preparing and using tools and equipment required to carry out work safely in accordance with legal requirements and manufacturers' instructions
11. Carrying out site maintenance, repair and improvement work safely and in accordance with maintenance schedules, specifications and organisational procedures
12. Carrying out cleaning to required standards in accordance with maintenance schedules, specifications and organisational procedures
13. Carrying out work whilst minimising damage to sites, surrounding areas and wider environment
14. Maintaining hygiene and biosecurity in accordance with site procedures and organisational requirements
15. Checking completed work meets required specifications
16. Identifying the need for further work and recording and reporting this in accordance with organisation procedures
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to your work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

10. The importance of maintaining communication with those involved in, and affected by, the work, and how to do this
11. The importance of cleaning as part of maintenance and how and when to do this
12. Safe use of cleaning materials and equipment and legal requirements for storage and use of potentially harmful substances
13. Principles and techniques to carry out required maintenance work and how to apply these
14. The importance of checking that completed work meets specifications and organisation requirements
15. How to recognise and report when site infrastructure and assets are beyond repair and need to be replaced
16. How to identify key species and their habitats and why this is important
17. The importance of long-term monitoring to determine the effectiveness of work carried out and to inform future requirements
18. The importance of preventing pollution and damage to surrounding areas and wider environment during work
19. The importance of hygiene and biosecurity measures and how to apply these
20. Why it is important to maintain safety and security of equipment and machinery when on site
21. Potential impact of your work on surrounding areas and importance of minimising environmental damage
22. Principles of workplace sustainability and how to apply them
23. Principles of environmental good practice and how to apply them
24. Why it is important to maintain the safety and security of tools and equipment
25. Methods of communication and how to apply these
26. Digital technology used within own area of work and how to use this
27. Organisational procedures for completing and securely storing documentation
28. Scope and limitations of your own competence, responsibilities and accountability
29. Organisational procedures for reporting issues which cannot be solved
30. Organisational procedures for disposing of waste

Work Situation

Managing game shooting activities

Goal of work situation:
To manage game-shooting activities to meet sporting requirements.

Brief outline:
This is about managing game supply and game shooting activities in accordance with relevant legal requirements and organisational procedures. This involves planning, implementing and monitoring game management plans and game shooting programmes.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Establishing demand for supplying game for wildlife management areas to meet anticipated sporting requirements
9. Developing and implementing game management plans to ensure adequate supply of game for wildlife management areas to meet sporting requirements in accordance with organisational procedures
10. Monitoring the implementation of game management plans to ensure adequate supply of game for wildlife management areas to meet sporting requirements in accordance with organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Legal requirements and organisational procedures relating to wildlife management and game shooting activities
8. Key considerations when developing game management plans
9. How supplies of game are provided to wildlife management areas
10. Types of data required relevant to game shooting, how to collect and analyse data, and why this is important
11. What sporting potential is and how sustainable long-term sporting potential can be achieved
12. How to implement and monitor game management plans against sporting requirements
13. Key considerations when planning game shooting programmes
14. Activities required to support effective implementation and monitoring of game shooting programmes

11. Developing game shooting programmes in accordance with sporting requirements and game supply
12. Establishing processes and activities to support the implementation of game shooting programmes in accordance with organisational procedures
13. Identifying and allocating resources required to implement game shooting programmes in accordance with organisational procedures
14. Managing game shooting programme implementation in accordance with legal requirements and organisational procedures
15. Monitoring game shooting activities to confirm whether they meet intended objectives and to support future plans
16. Recording and reporting game shooting activities in accordance with relevant legal requirements and organisational procedures
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to your work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

15. How to manage game shooting activities and resources required
16. Why it is important to maintain communication with others involved and affected by game shooting activities and how to do this
17. Issues that occur when planning and managing game shooting activities and actions to take
18. Why it is important to maintain safety and security of equipment and machinery when on site
19. Potential impact of game shooting activities on surrounding areas and importance of minimising environmental damage
20. Principles of workplace sustainability and how to apply them
21. Principles of environmental good practice and how to apply them
22. Why it is important to maintain the safety and security of tools and equipment
23. Methods of communication and how to apply these
24. Digital technology used within own area of work and how to use this
25. Organisational procedures for completing and securely storing documentation
26. Scope and limitations of your own competence, responsibilities and accountability
27. Organisational procedures for reporting issues which cannot be solved
28. Organisational procedures for disposing of waste

Work Situation

Monitoring angling on fisheries

Goal of work situation:
To monitor angling on fisheries to provide advice and information to anglers and ensure legal and fishery requirements are met.

Brief outline:
This is about monitoring anglers on fisheries in line with legal and fishery requirements, and organisational procedures. This involves checking anglers have required licences and permits, are using permitted fishing tackle and bait and are aware of health and safety hazards and fishery rules. This also includes monitoring fisheries for unauthorised and illegal fishing activities and taking appropriate actions.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking anglers have required licences and permits in accordance with legal and fishery requirements, and organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to identify key species and their habitats
8. The nature and impact of species interactions
9. Legal requirements and restrictions controlling game and coarse fisheries, licences and permits required, and fishing tackle and bait permitted
10. Fishing methods authorised for use by fisheries
11. How to inform anglers of health and safety hazards associated with fisheries and other advice and information

9. Checking anglers are using permitted fishing tackle and bait in accordance with legal and fishery requirements, and organisational procedures
10. Providing advice and information to anglers on fisheries in accordance with legal and fishery requirements, and organisational procedures
11. Catching and releasing fish from fisheries in accordance with legal and fishery requirements, and organisational procedures
12. Maintaining biosecurity in accordance with fishery requirements and organisational procedures
13. Monitoring fisheries for signs of unauthorised and illegal fishing and taking appropriate actions in accordance with legal and fishery requirements, and organisational procedures
14. Dealing with cases of unauthorised and illegal fishing in accordance with legal and fishery requirements, and organisational procedures
15. Completing records in accordance with legal and fishery requirements, and organisational procedures
16. Maintaining the safety and security of tools and equipment on site
17. Identifying best practice approaches to sustainability relevant to work role
18. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
19. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
20. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
21. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Types of fish present in fisheries, performance of fisheries and angling methods that best suit present conditions
13. Aspects of fish behaviour that are significant to angling, including feeding behaviour
14. How environmental factors can influence angling
15. How to catch, handle and release fish to minimise their stress and damage
16. Importance of maintaining hygiene and biosecurity on fisheries and how to do this
17. Signs that indicate potential unauthorised and illegal fishing activities and effects of these on fisheries
18. Why it is important to accurately collect, record and report evidence of all suspected incidents of unauthorised and illegal fishing
19. Patrol and surveillance techniques and when they are best carried out
20. How to deal with aggressive and abusive behaviour from others
21. Powers, privileges, duties and responsibilities of bailiffs, fisheries officers and enforcement organisations involved in fisheries management compliance
22. When to liaise with enforcement authorities when dealing with suspected incidents of unauthorised and illegal fishing
23. How, when and by whom arrests can be made when responding to suspected incidents of unauthorised and illegal fishing
24. Legal processes to follow where required to support prosecution for unauthorised and illegal fishing
25. Why it is important to maintain safety and security of equipment and machinery when on site
26. Potential impact of your work on surrounding areas and importance of minimising environmental damage
27. Principles of workplace sustainability and how to apply them
28. Principles of environmental good practice and how to apply them
29. Why it is important to maintain the safety and security of tools and equipment
30. Methods of communication and how to apply these
31. Digital technology used within own area of work and how to use this
32. Organisational procedures for completing and securely storing documentation
33. Scope and limitations of your own competence, responsibilities and accountability
34. Organisational procedures for reporting issues which cannot be solved
35. Organisational procedures for disposing of waste

Work Situation

Responding to fish-kill incidents

Goal of work situation:
To respond to fish-kill incidents to control impact and determine cause of death.

Brief outline:
This is about responding to fish-kill incidents in accordance with legal and fishery requirements, and organisational procedures. This involves identifying, reporting and taking appropriate action to respond to fish-kill incidents and assisting with finding causes of incidents.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Identifying situations which lead to fish-kill incidents and taking appropriate actions in accordance with legal and fishery requirements, and organisational procedures
9. Taking required actions to report fish kill incidents in accordance with legal and fishery requirements, and organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Legal and fishery requirements relating to fish-kill incidents
8. How to identify key species and their habitats
9. The nature and impact of species interactions
10. How to identify situations which lead to fisk kill incidents and actions to be taken
11. How to report fish-kill incidents
12. How to recognise stress in fish
13. Common causes of water pollution and methods used to reduce impacts on live fish and environment
14. How algal blooms can cause stress in fish

10. Taking actions to respond to fish kill incidents in accordance with legal and fishery and organisational requirements
11. Maintaining hygiene and biosecurity during fish-kill incidents in accordance with organisational requirements
12. Collecting and dispatching samples to help identify causes of fish-kill incidents in accordance with legal and organisational requirements
13. Completing records of fish-kill incidents in accordance with legal and organisational requirements
14. Maintaining the safety and security of tools and equipment on site
15. Identifying best practice approaches to sustainability relevant to work role
16. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
17. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
18. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
19. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

15. How to recognise common fish diseases
16. How fish-kill incidents are classified
17. Roles and responsibilities of agencies responsible for dealing with fish-kill incidents
18. Importance of maintaining hygiene and biosecurity during fish-kill incidents and how to do this
19. How to respond to fish-kill incidents
20. Equipment required to respond to fish-kill incidents and how to use this
21. What is aeration and how this is used in responses to fish-kills
22. How to collect, store and dispatch water samples as well as samples of live and dead fish
23. Where to dispatch samples to and the procedures associated with that dispatch
24. Legal, environmental and fishery requirements for the disposal of waste from fish-kill incidents
25. Legal and organisational requirements for completing records of fish-kill incidents
26. Why it is important to maintain safety and security of equipment and machinery when on site
27. Potential impact of your work on surrounding areas and importance of minimising environmental damage
28. Principles of workplace sustainability and how to apply them
29. Principles of environmental good practice and how to apply them
30. Why it is important to maintain the safety and security of tools and equipment
31. Methods of communication and how to apply these
32. Digital technology used within own area of work and how to use this
33. Organisational procedures for completing and securely storing documentation
34. Scope and limitations of your own competence, responsibilities and accountability
35. Organisational procedures for reporting issues which cannot be solved
36. Organisational procedures for disposing of waste

Goal of work situation:
To survey, assess peatland to and map extent, depth and conditions and support planning for peatland restoration and changes in management.
Note: Restoring peatland helps to reduce emissions of carbon to the atmosphere and has wider benefits for biodiversity, water quality and flood prevention.

Brief outline:
This is about providing information on peatlands, their extent, depth and conditions to allow consideration of the appropriateness and feasibility of carrying out restoration works to re-instate more natural hydrology and retain more water on peatlands. This involves carrying out peat depth surveys and peatland condition assessments to allow quantification of stored peat resource where restoration is to take place and to facilitate estimations of greenhouse gas emissions from degraded peatland. This includes preparing to carry out surveys, following survey plans and specifications to collect and record required data, analysing data and presenting findings.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Plan survey routes across peatlands to enable safe crossing of ditches, drains and soft wet ground
8. Using and producing maps and aerial photographs to find and record sample areas for peat depth surveys and assessments in accordance with organisational procedures
9. Use equipment including hand-held GPS and peat probes correctly and safely to measure and record peat depths at required intervals across sites

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Relevant health and safety procedures, how to identify hazards and assess risks including the risk of peat slide, the risks associated with lone working and working in wetland environments and the importance of using personal protective equipment (PPE)
8. The basic understanding of peatland hydrology and factors determining the rate of water flow through peatland, including weather, peatland condition, slope, peat composition, vegetation composition, local topography and artificial drainage.

10. Provide accurate national grid references peat depth sampling points in required formats in accordance with organisational procedures
11. Identify key features of peatland in different conditions to assign condition categories in accordance with organisational procedures
12. Identifying habitats and behaviours of key species found on peatland in accordance with organisational procedures
13. Maintaining the safety and security of tools and equipment on site
14. Identifying best practice approaches to sustainability relevant to your work role
15. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
16. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
17. Reporting issues which cannot be solved in accordance with organisational requirements
18. Disposing of waste in accordance with legislative and organisational procedures

9. Methods of assessing conditions of peatland and assigning to different categories including how to use using guidance and identify key landscape features and plant species
10. Purposes, scope and objectives of surveys to be carried out and requirements for data collection and recording
11. Tools and equipment required and how to prepare, maintain and use these safely and effectively in line with legal requirements and manufacturers' instructions
12. Where the use of technology may be effective and how to use this, examples include GPS, drones, radar tracking, remote sensing, earth observation technology
13. The importance of consistency and standardisation between surveyors
14. Use of geographical information systems (GIS) and computer aided design software to analyse data and present findings
15. Methods of presenting findings from surveys and assessments of peatland
16. The duty to report any acts and omissions that could have a negative impact on yourself, relevant others and your organisation
17. Implications of any site restrictions and designations that are in place
18. Relevant permissions, consents and licences required site access and how to obtain them
19. Why it is important to maintain safety and security of equipment and machinery when on site
20. Potential impact of your work on surrounding areas and importance of minimising environmental damage
21. Principles of workplace sustainability and how to work in ways that support those principles
22. The importance of environmental good practice and how to apply this in your area of responsibility
23. The importance of monitoring work for progress and quality
24. Why it is important to maintain safety and security of tools and equipment
25. Methods of communication and how to apply these
26. Digital technology used within own area of work and how to use this
27. Organisational procedures for completing and securely storing documentation
28. Scope and limitations of your own competence, responsibilities and accountability
29. Organisational procedures for reporting issues which cannot be solved
30. Legislative and organisational procedures for disposing of waste

Work Situation

Caring for working animals

Goal of work situation:
To care for working animals to maintain their health and welfare.

Brief outline:
This is about catering for working animals to maintain their health and welfare in accordance with animal health and welfare standards and codes of practice. This involves preparing animals for work, handling and controlling animals during work, monitoring their health and welfare and caring for them by providing suitable accommodation, feed and water, exercise, rest and grooming.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Preparing working animals and resources required for work in accordance with animal health and welfare standards and codes of practice
9. Handling and controlling animals during work using relevant methods to maintain safety and minimise stress in accordance with animal welfare standards and codes of practice
10. Monitoring and assessing health and welfare of animals during and after work and dealing with issues in accordance with animal health and welfare standards and codes of practise

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Requirements of relevant animal health and welfare standards and codes of practice for working animals
8. Preparations necessary to enable working animals to work according to type, breed, age and the type of work they do
9. Methods of handling and controlling working animals in situations they are being worked which promote their health and welfare and minimise stress
10. Importance of monitoring and assessing health and welfare of animals during and after work and taking appropriate actions
11. Methods of maintaining the health and welfare of animals after work and particular requirements that they have
12. Rest requirements for working animals after different kinds of work and rest periods they need prior to starting work again

11. Returning working animals to their living accommodation after work ensuring their comfort and safety in accordance with animal health and welfare standards and codes of practice
12. Maintaining living accommodation in suitable and clean conditions in accordance with animal needs and requirements of animal health and welfare standards and codes of practice
13. Providing suitable feed for working animals in accordance with their dietary requirements and animal health and welfare standards and codes of practice
14. Providing adequate supplies of clean fresh water for animals in accordance with their needs and requirements of animal health and welfare standards and codes of practice
15. Providing appropriate exercise and rest for working animals in accordance with their needs and requirements of animal health and welfare standards and codes of practice
16. Grooming working animals to maintain their appearance and welfare in accordance with their needs and the requirements of animal health and welfare standards and codes of practice
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to your work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

13. Living accommodation requirements for working animals that promote their health and welfare
14. Dietary requirements for working animals and how these vary at different life stages and when animals are at work or at rest
15. Importance of feeding working animals according to dietary requirements and how to identify different animal feeds
16. Why it is important to clean and maintain feeding equipment
17. Importance of maintaining an adequate supply of clean, fresh water
18. What to do where abnormal feeding and drinking behaviour is observed
19. Normal physical condition and behaviour of working animals, how to recognise abnormalities and actions to take
20. Signs and symptoms indicating common ailments in working animals and actions to take
21. Why working animals need exercise and how these needs change for animals during periods of work and rest
22. Importance of cleanliness to maintaining the health and welfare of working animals
23. How working animals maintain their own appearance and function
24. How to safely groom working animals
25. Actions required to promote health and wellbeing of working animals
26. Issues which occur when handling and caring for working animals and actions to take
27. Principles of workplace sustainability and how to apply them
28. Principles of environmental good practice and how to apply them
29. Why it is important to maintain the safety and security of tools and equipment
30. Methods of communication and how to apply these
31. Digital technology used within own area of work and how to use this
32. Organisational procedures for completing and securely storing documentation
33. Scope and limitations of your own competence, responsibilities and accountability
34. Organisational procedures for reporting issues which cannot be solved
35. Organisational procedures for disposing of waste

Work Situation

Implementing wildlife habitat management

Goal of work situation:
To implement wildlife habitat management activities to support wildlife populations and land management objectives.

Brief outline:
This is about implementing activities required to manage wildlife habitats to support wildlife populations in accordance with organisational procedures. This involves planning habitat improvements to determine requirements, developing plans for management activities, identifying resources needed, implementing plans to manage habitats and evaluating activities against planned objectives.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Analysing findings from habitat impact assessments, shooting records and other reports to determine requirements for improving habitat quality and aiding wildlife populations
9. Developing wildlife habitat management plans, in accordance with ongoing management regimes for wildlife management areas and requirements of nation-specific legislation and codes of practice

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. What sporting potential is and how sustainable long-term sporting potential can be achieved
8. Methods used to monitor different wildlife populations and habitats, including pest and predator activities and use of habitat impact assessments
9. How to identify wildlife species common to wildlife management areas including their sex and age
10. Habitat requirements of wildlife and how to assess game habitats for the potential to hold game
11. How to manage and protect wildlife habitats and why it is important to minimise disturbances to wildlife and habitats

10. Obtaining feedback from shoot managers and others involved and affected by plans to make required and agreed changes
11. Identifying and allocating required resources to implement plans in accordance with organisational procedures
12. Evaluating vegetation survey methods to assess levels of biodiversity and appropriate management techniques
13. Implementing activities to improve habitats and support wildlife populations in accordance with habitat management plans
14. Checking surrounding areas and wider environments to ensure damage is minimised in accordance with habitat management plans
15. Reviewing habitat management activities against planned objectives to identify variances and adjust plans in accordance with findings
16. Maintaining the safety and security of tools and equipment on site
17. Identifying best practice approaches to sustainability relevant to your work role
18. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
19. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
20. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
21. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Expected variations in populations of wildlife during annual cycles and how seasonal changes can affect populations and habitats
13. Issues that occur when managing wildlife habitats and actions to take
14. How habitats are managed for biodiversity in conjunction with sustainable shooting
15. Actions taken to mitigate risks of wildlife in upland environments
16. Why it is important to maintain safety and security of equipment and machinery when on site
17. Potential impact of your work on surrounding areas and importance of minimising environmental damage
18. Principles of workplace sustainability and how to apply them
19. Principles of environmental good practice and how to apply them
20. Why it is important to maintain the safety and security of tools and equipment
21. Methods of communication and how to apply these
22. Digital technology used within own area of work and how to use this
23. Organisational procedures for completing and securely storing documentation
24. Scope and limitations of your own competence, responsibilities and accountability
25. Organisational procedures for reporting issues which cannot be solved
26. Organisational procedures for disposing of waste

Work Situation

Maintaining wildlife populations and habitats

Goal of work situation:
To maintain wildlife populations and habitats to meet land management objectives.

Brief outline:
This is about maintaining wildlife populations and improving habitats to support activities in accordance with organisational requirements and procedures. This involves maintaining and improving vegetation, supporting populations through supplementary feed, water and other resources and monitoring reactions of wildlife to required support provided and habitat improvements.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking maintenance activities to confirm what is required to improve habitat quality and aid wildlife populations in accordance with organisational requirements
9. Organising required support required for wildlife populations to maintain their health and welfare in accordance with organisational procedures
10. Preparing required tools, equipment and resources required to maintain wildlife populations and habitats, in accordance with organisational procedures and manufacturers' instructions

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Tools, equipment and machinery required and how to maintain and use these safely and effectively in line with legal requirements and manufacturers' instructions
8. Legal requirements, industry codes of practice and organisational procedures relating to wildlife management
9. Habitat and land management requirements to support sustainable populations of wildlife species
10. Methods and techniques for creating new habitats including tree planting, hedge planting and establishing cover crops
11. Actions required to mitigate risk of wildlife in upland environments and how to do this
12. Welfare requirements of wildlife, including common health and welfare problems

11. Maintaining and improving vegetation within wildlife habitats, while minimising disturbance to surrounding environments, in accordance with organisational requirements
12. Providing required support for wildlife populations in accordance with organisational procedures
13. Monitoring reactions of wildlife to additional support provided and habitat improvements and reporting findings in accordance with organisational procedures
14. Maintaining the safety and security of tools and equipment on site
15. Identifying best practice approaches to sustainability relevant to your work role
16. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
17. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
18. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
19. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

13. Types of required support required to maintain the health and welfare of wildlife populations
14. Why vegetation is managed, and methods used to maintain and improve this within wildlife habitats
15. Common causes of habitat damage and why it is important for habitats to be managed
16. Actions required to mitigate the effects of climate change on wildlife habitats and how to do this
17. How canopy and fringe vegetation is used to maintain wildlife populations
18. Where chemicals are used to manage vegetation and associated legislation
19. Expected reactions of wildlife to support and vegetation improvements
20. The importance of causing minimal disturbance to surrounding environments while maintaining wildlife habitats
21. Relevant legal restrictions on habitat maintenance activities including those associated with legally designated sites including, Sites of Special Scientific Interest (SSSIs)
22. Issues which occur when maintaining wildlife populations and habitats and actions to take
23. Why it is important to maintain safety and security of equipment and machinery when on site
24. Potential impact of your work on surrounding areas and importance of minimising environmental damage
25. Principles of workplace sustainability and how to apply them
26. Principles of environmental good practice and how to apply them
27. Why it is important to maintain the safety and security of tools and equipment
28. Methods of communication and how to apply these
29. Digital technology used within own area of work and how to use this
30. Organisational procedures for completing and securely storing documentation
31. Scope and limitations of your own competence, responsibilities and accountability
32. Organisational procedures for reporting issues which cannot be solved
33. Organisational procedures for disposing of waste

Work Situation

Monitoring wildlife populations and habitats

Goal of work situation:
To monitor wildlife populations and habitats to meet land management objectives.

Brief outline:
This is about monitoring wildlife populations and habitats to identify required actions in accordance with organisational requirements and procedures. This involves monitoring and assessing game and wildlife populations and habitat conditions, identifying needs for actions to improve habitats and provide required support to wildlife populations through supplementary feed, water and other resources and reporting findings.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Using relevant methods to observe wildlife species and monitor characteristics of populations, minimising disturbance to wildlife and habitats at all times in accordance with organisational requirements
8. Identifying signs to establish how well wildlife populations are interacting with habitats in accordance with industry codes of practice and organisational requirements
9. Identifying signs that indicate ill health in wildlife following industry codes of practice and reporting this in accordance with legal and organisational requirements

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Methods used to monitor different wildlife populations and habitats, including pest and predator activity and use of habitat impact assessments
8. Legal requirements, industry codes of practice and organisational procedures relating to wildlife management
9. Effects of poaching on wildlife populations and shooting activities, and measures that can be used to control poaching
10. How to identify wildlife species common to management areas including their sex and age

10. Identifying where additional support should be provided to maintain health and welfare of wildlife populations in accordance with organisational procedures
11. Collecting information on wildlife habitat conditions to establish how well populations are interacting with habitats in accordance with organisational procedures
12. Identifying when wildlife habitats require management intervention to improve habitat quality and aid populations and reporting this in accordance with organisational procedures
13. Identifying poor and damaged wildlife habitats to determine likely causes in accordance with organisational procedures
14. Maintaining the safety and security of tools and equipment on site
15. Identifying best practice approaches to sustainability relevant to your work role
16. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
17. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
18. Reporting issues which cannot be solved in accordance with organisational requirements
19. Disposing of waste in accordance with legislative and organisational procedures

11. How to monitor game population levels and why this is important to sustaining game shooting
12. Health and welfare requirements and common problems of wildlife
13. How to recognise normal behaviour and conditions of wildlife populations and signs that indicate ill health
14. Common wildlife diseases, possible causes of infection and methods of prevention and control
15. Types of required support that is required to maintain the health and welfare of wildlife populations
16. Habitat requirements of different wildlife and how to assess them
17. How to manage and protect wildlife habitats and why it is important to minimise disturbance to wildlife
18. Expected variations in populations of wildlife during annual cycles and how seasonal changes can affect populations and habitats
19. Characteristics of good wildlife habitats and how habitats control the presence of different species
20. How to recognise habitat damage and likely causes
21. Management activities used to maintain and improve wildlife habitats and how to apply these
22. Relevant legal restrictions on habitat maintenance activities including those associated with legally designated sites including, Sites of Special Scientific Interest (SSSIs)
23. Actions required to preserve and improve habitats and biodiversity, and respond to and mitigate effects of climate change
24. Why it is important to minimise disturbance to wildlife and habitats while monitoring them
25. Why it is important to maintain safety and security of equipment and machinery when on site
26. Potential impact of your work on surrounding areas and importance of minimising environmental damage
27. Principles of workplace sustainability and how to work in ways that support those principles
28. The importance of environmental good practice and how to apply this in your area of responsibility
29. The importance of monitoring work for progress and quality
30. Why it is important to maintain safety and security of tools and equipment
31. Methods of communication and how to apply these

32. Digital technology used within own area of work and how to use this
33. Organisational procedures for completing and securely storing documentation
34. Scope and limitations of your own competence, responsibilities and accountability
35. Organisational procedures for reporting issues which cannot be solved
36. Legislative and organisational procedures for disposing of waste

Work Situation
Stalking and culling deer

Goal of work situation:
To stalk and cull deer as part of deer management to ensure deer populations remain healthy and in balance with their environment.

Brief outline:
This is about stalking and culling deer to meet planned cull requirements. This involves preparing firearms and ammunition, identifying deer that meet cull requirements, stalking them to where safe effective shots can be taken, locating shot deer and humanely dispatching, cleaning, maintaining and storing firearms after use, and completing records.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Completing all training and certification required to stalk and cull deer in accordance with legal requirements, manufacturers' guidance and organisational procedures
9. Conduct population assessment methods to estimate abundance, density and population structure of deer present.
10. Identifying cull requirements in accordance with organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Firearms suitable for culling deer and legal requirements controlling ownership, storage, transportation and carriage of firearms and ammunition
8. Legal requirements controlling ownership, use, storage, transport and carriage of firearms and ammunition
9. Reasons for culling deer as part of deer management and specific cull requirements
10. How to identify species, sex, age, class and condition of animals that will meet cull requirements
11. Normal anatomy, physiology and behaviour of deer, including signs that indicate ill health
12. Common deer diseases and how to report notifiable diseases
13. Habitat requirements of different species of deer

11. Preparing firearms and ammunition to meet planned cull requirements in accordance with firearms legislation, industry codes of practice and organisational procedures
12. Transporting firearms and ammunition to meet planned cull requirements in accordance with firearms legislation, industry codes of practice and organisational procedures
13. Identifying and assessing individual deer conditions to meet cull requirements in accordance with trained hunter requirements and organisational procedures
14. Stalking deer to distances where safe, effective, humane and hygienic shots will be taken in accordance with legal requirements and industry codes of practice
15. Shooting deer safely, humanely and hygienically, using required shooting aids, in accordance with legal requirements and industry codes of practice
16. Observing reactions of shot deer to determine their conditions in accordance with legal requirements and industry codes of practice
17. Locating and approaching shot deer safely according to their presumed condition in accordance with legal requirements and industry codes of practice
18. Confirming conditions of shot deer and dispatching wounded deer humanely in accordance with legal requirements and industry codes of practice
19. Carrying out post shot inspection, health checks and performing carcass evisceration safely and hygienically in accordance with legal requirements and codes of practice.
20. Extracting carcasses in accordance with health and safety requirements and industry codes of practice
21. Maintaining firearms and ammunition safely and securely after use, in accordance with legal requirements and codes of practice
22. Maintaining the safety and security of tools and equipment on site
23. Identifying best practice approaches to sustainability relevant to your work role
24. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
25. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
26. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures

14. How to use habitat and terrain to assist with stalking deer
15. How locations, time of day and weather conditions can affect stalking and culling deer
16. Methods of locating and stalking deer and how to select individual deer to be culled in accordance with cull requirements
17. How to select correct ammunition and what should be considered
18. Why it is important to zero rifles
19. Required range and bullet placement that will ensure safe, humane and hygienic kills
20. How to make safe humane and hygienic shots on different terrain and how supports can be used to assist with shooting accuracy
21. Signs that indicate strikes and reaction of deer to being shot in different body parts
22. How to locate shot deer, including when it is appropriate to use dogs
23. How to confirm condition of shot deer and methods used to humanely dispatch wounded deer
24. Potential carcass contamination from environmental causes that impacts on the quality of game meat, including the factors that affect human health after consumption
25. Methods and techniques to safely and hygienically carry out post-shot visual assessment, bleeding, gralloching and internal inspection in accordance with legal requirements and codes of practice
26. How the use of shooting structures can aid effective deer management.
27. How to clean, inspect and maintain rifles and why this is important
28. Issues which occur when stalking and culling deer and actions to take
29. Legal and organisation requirements for completing records of shot deer
30. Why it is important to maintain safety and security of equipment and machinery when on site
31. Potential impact of your work on surrounding areas and importance of minimising environmental damage
32. Principles of workplace sustainability and how to apply them
33. Principles of environmental good practice and how to apply them
34. Why it is important to maintain the safety and security of tools and equipment
35. Methods of communication and how to apply these
36. Digital technology used within own area of work and how to use this

27. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

37. Organisational procedures for completing and securely storing documentation
38. Scope and limitations of your own competence, responsibilities and accountability
39. Organisational procedures for reporting issues which cannot be solved
40. Organisational procedures for disposing of waste

Work Situation

Collecting and establishing propagation material

Goal of work situation:
To collect and establish propagation material to meet site production requirements for plants and grasses.

Brief outline:
This is about collecting propagation material, preparing growing media and propagating plants using relevant methods. This involves confirming production requirements, collecting required propagation material, preparing relevant growing media and establishing material to start propagation. Propagation material includes seeds, bulbs, tubers, seedlings, rooted cuttings, unrooted cuttings. Methods include divisions, budding, grafting - Micropropagation, Vegetative propagation, Asexual reproduction.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Preparing and using required tools, equipment and personal protective equipment (PPE) to collect and establish propagation material
9. Checking propagation materials to be collected meet site production requirements

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Tools and equipment required and how to prepare, maintain and use these safely and effectively in line with legal requirements and manufacturers' instructions
8. Where and how to obtain information on plants and grasses, their identification and production requirements
9. Type of plants and grasses that can be propagated and suitable propagation methods
10. Structure of plants and grasses being propagated
11. Different methods used to collect propagation material and how to apply them

10. Preparing required growing medium for establishing propagation material in accordance with site production requirements
11. Using relevant methods to collect propagation material, confirming these meet site production requirements and are suitable for propagation
12. Labelling and storing collected propagation material in accordance with site production requirements
13. Preparing and treating propagation material using relevant methods in accordance with site production requirements
14. Establishing propagation material within required growing medium using relevant methods and correct timings and minimising environmental damage
15. Labelling established propagation material in accordance with site production requirements
16. Providing required aftercare and suitable environments for propagation and growth in accordance with site production requirements
17. Maintaining hygiene and biosecurity during collection, storage and establishment of propagation material in accordance with site operating procedures
18. Assessing materials and equipment required for tasks to minimise waste
19. Disposing of and recycling waste in accordance with site operating procedures
20. Maintaining site safety and security of tools and equipment on site
21. Identifying best practice approaches to sustainability relevant to your work role
22. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
23. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
24. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
25. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Ways in which propagation material should be handled and why
13. Labelling and storage requirements for propagation material being collected and factors affecting storage life
14. How to prepare and treat propagation material before establishing
15. How plant structure affects the activities being undertaken including how will seed structure affect storage, and how leaf structure affects collection and establishment of cutting material
16. Types of growing media suitable for establishing required propagation material
17. External factors affecting the timing of preparation of the growing media
18. Importance of timing of different propagation activities to ensure success
19. How to recognise propagation materials that do not meet specifications and are not of suitable quality, and actions to take
20. Methods used for establishing collected propagation material within required growing media
21. The use of hormone treatments to encourage rooting and meristem development
22. Methods of aftercare to sustain and promote plant and grass development following propagation and types of growing environments suitable for propagation and growth
23. Why it is important to maintain hygiene and biosecurity and methods for achieving this
24. Issues which may occur when collecting and establishing propagation material and the actions to take
25. Why it is important to maintain communication with others involved in collecting and establishing propagation material and how to do this
26. Potential impact of your work on surrounding area and importance of minimising environmental damage
27. Principles of workplace sustainability and how to apply them
28. Principles of environmental good practice and how to apply them
29. Why it is important to maintain the safety and security of tools and equipment
30. Methods of communication and how to apply these
31. Digital technology used within own area of work and how to use this
32. Organisational procedures for completing and securely storing documentation
33. Scope and limitations of your own competence, responsibilities and accountability
34. Organisational procedures for reporting issues which cannot be solved
35. Organisational procedures for disposing of waste

Contributing to developing individuals

Goal of work situation:
To support the development of individuals through identification of the skills, knowledge and competencies required to achieve objectives and goals, and supporting them to fulfil their potential.

Brief outline:
This is about developing individuals to meet objectives and plans within your own area of responsibility. This involves establishing current levels of knowledge and skills and supporting the development of individuals to meet the planned requirements.

Performance requirements

1. Identifying the knowledge, skills and competencies needed to deliver objectives and plans for own area of responsibility
2. Reviewing the existing capacity and capability within own area of responsibility to meet identified knowledge skills and competencies required
3. Identifying opportunities for individuals within own area of responsibility to develop their careers
4. Undertaking learning and development needs analysis for individuals to help them understand how they can develop within their roles
5. Supporting individuals to develop personal learning and development plans to identify their potential learning and development opportunities
6. Providing access to relevant opportunities for individuals to learn and develop within their roles
7. Monitoring and reviewing individual personal learning and development plans to identify any new learning and development opportunities

Knowledge and understanding requirements

1. What knowledge, skills and competencies individuals need to deliver objectives and plans within own area of responsibility
2. Opportunities for individuals' career development in your area of responsibility
3. How to assess the current knowledge, skills and competencies of individuals and identify gaps and learning and development needs
4. How individuals' appraisals can be used to identify their learning and development needs
5. Sources of advice, guidance and support on learning and development
6. How to identify learning opportunities and how learning and development needs can be fulfilled
7. What the different learning styles are and how they affect learning
8. The importance of taking account of equality legislation, any relevant codes of practice and general diversity and inclusion issues in providing learning and development opportunities for individuals and how to do this
9. How to recognise obstacles to learning and development and provide support to overcome these
10. How to motivate individuals to take responsibility for their own learning and development
11. The principles of effective mentoring and coaching and how to apply these to support individuals with their learning and development
12. How to develop, monitor, review and amend learning and development plans
13. How to evaluate the success of learning and development interventions

Work Situation

Dealing with litter and waste

Goal of work situation:
To keep sites safe and tidy by dealing with litter and waste to meet legal requirements and organisational procedures.

Brief outline:
This is about dealing with litter and other waste which includes sharps (needles, syringes), hazardous waste, dead animals, fly tipping and pollution incidents including spills of oils, fuel, chemicals and silt. This involves identifying different types of waste and using safe methods of handling to segregate into designated categories, dealing with sharps, other hazardous materials, spills and fly tipping and minimising environmental damage.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Identifying and segregating different types of litter and waste in accordance with organisational procedures
9. Using safe handling techniques and suitable personal protective equipment (PPE) to minimise health and safety risks when handling different types of waste

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Why waste needs to be segregated and designated categories for recycling and disposal that are available at your place of work
8. Specific requirements for handling different types of waste including sharps and other hazardous materials
9. Organisational procedures for dealing with fly tipping and other bulky waste
10. Organisational procedures for dealing with spills including those which could cause pollution
11. Materials, equipment and machinery that are be used to help control pollution incidents

10. Dealing with hazardous and unsafe waste by taking appropriate actions in accordance with legal requirements and organisational procedures
11. Dealing with fly tipping and other bulky waste in accordance with legal requirements and organisational procedures
12. Dealing with spills including those which could cause pollution using suitable materials, equipment and machinery in accordance legal requirements and organisational procedures
13. Taking appropriate actions to minimise environmental damage caused by waste and pollution by in accordance with legal requirements and organisational procedures
14. Completing required records regarding litter and other waste in accordance with legal requirements and organisational requirements
15. Maintaining the safety and security of tools and equipment on site
16. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
17. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
18. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
19. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. When to report pollution incidents, how to do this and penalties applied for causing pollution
13. The potential environmental impact of waste and pollution and how to minimise this
14. Legal requirements and organisational procedures for dealing with litter and waste and for completing associated records
15. Principles of workplace sustainability and how to apply them
16. Principles of environmental good practice and how to apply them
17. Why it is important to maintain the safety and security of tools and equipment
18. Methods of communication and how to apply these
19. Digital technology used within own area of work and how to use this
20. Organisational procedures for completing and securely storing documentation
21. Scope and limitations of your own competence, responsibilities and accountability
22. Organisational procedures for reporting issues which cannot be solved
23. Organisational procedures for disposing of waste

Work Situation

Developing and implementing operational plans

Goal of work situation:
To develop and implement operational plans for own area of responsibility to support the achievement of business plans and targets.

Brief outline:
This is about developing and implementing operational plans for own area of responsibility. It involves setting objectives and targets, identifying resource requirements and availability, communicating plans, supporting implementation, and monitoring and reviewing the success of operational plans.

Performance requirements

1. Developing operational plans to support the organisation's business plans and targets and the specific objectives of own area of responsibility
2. Setting key targets in operational plans for own area of responsibility, with activities and timescales that can be achieved and measured
3. Defining the roles and responsibilities and activities required to implement operational plans
4. Identifying resources to implement operational plans and establishing how they will be provided to meet requirements
5. Assessing the risks involved to achieve operational plans
6. Identifying and establishing methods to monitor the success of operational plans
7. Communicating operational plans to engage the commitment of those involved
8. Delegating responsibility and accountability to achieve operational objectives
9. Verifying the required resources are available to achieve the objectives in operational plans
10. Monitoring and supporting the progress of plans against targets to identify variances

Knowledge and understanding requirements

1. The organisation's vision, values, culture, ethics, priorities, policies and processes
2. The legislation and regulations that affect the organisation and how
3. The organisation's business plans and targets and where and how own area of responsibility fits in
4. The principles and methods of operational planning
5. How to set targets (short/medium/long-term) with activities, timescales and deadlines that can be achieved and measured
6. The importance and purpose of setting financial forecasts and budgets
7. How to define the skills and competences required to meet plans
8. Individuals in own area of responsibility, their roles, responsibilities, competences and potential
9. What resource requirements are needed to implement operational plans, how they can be provided and costs
10. How technology could assist in achieving operational plans, the cost and how it would be introduced and applied
11. The importance of assessing the risks to the implementation of operational plans, the impact of risks and actions that could be taken to manage these
12. The different approaches to communication that can be used to engage with those involved in the implementation of operational plans

11. Investigating variances from operational plans to identify any impact they may have on achievement
12. Agreeing the actions to be taken to mitigate variances from operational plans in line with organisational procedures
13. Adjusting operational plans in response to changes to achieve operational objectives
14. Informing those involved of adjustments to plans and supporting them to implement changes to meet objectives

13. The organisational processes to follow when implementing operational plans
14. The principles and methods of delegation and how to apply these
15. How to support those involved to achieve operational plans
16. Indicators and methods for measuring progress and monitoring the success of operational plans and how to use these
17. The actions that can be taken when there are variances from operational plans
18. How to further develop and adjust operational plans in the light of review
19. Organisational requirements for recording and reporting information

Work Situation

Engaging with the public

Goal of work situation:
To engage with the public to build relationships, encourage considerate use of sites and promote organisational activities.

Brief outline:
This is about engaging with different members of the public and local communities to promote site use and organisational activities. Members of the public includes visitors, guests and customers who could be adults, children and young people, families, less able and vulnerable, groups, recreational users of sites, those with special requirements, those for whom English is not their first language. This involves liaising with members of the public to provide appropriate information, advice and guidance.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Providing relevant information, advice and guidance to different members of the public professionally to meet their needs and in accordance with organisational procedures
9. Facilitating visitor use of sites responsibly, in ways consistent with purpose and condition and in accordance with organisational procedures

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Relevant legislative requirements and organisation procedures within your remit for engaging with the public
8. The purpose and value of presenting yourself and the organisation professionally at all times to the public
9. The importance and purpose of engaging with the public and local communities
10. Codes of practice and organisation procedures for engaging with members of the public
11. The range of different members of the public be encountered in your place of work

10. Informing the public of site dangers and safety requirements in accordance with organisational procedures
11. Taking relevant action to manage effects of public use on sites in accordance with organisational procedures
12. Engaging with local communities to promote organisational activities and build relationships in accordance with organisational policies
13. Exploring opportunities to identify community involvement in organisation activities in accordance with organisational policies
14. Monitoring feedback on engagement with the public to identify improvements in accordance with organisational procedures
15. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
16. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
17. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
18. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Ways to engage with the public, encourage positive interaction and adjust communication styles according to the audience
13. Types of information, advice and guidance required by members of the public and how to provide this
14. The importance of encouraging and supporting members of the public to maintain their safety during site use and making them aware of dangers
15. Site needs and the effects that visiting public have on these
16. How to manage conflicting issues and disputes around public use and site needs
17. How to recognise and deal with difficult situations while maintaining positive relationships
18. How to deal with aggressive and abusive behaviour
19. Ways to maintain contact with local communities
20. Different levels of engagement with local communities and methods of facilitating effective community consultation
21. The importance of promoting understanding and awareness of role and organisation purpose as part of consultation and collaborative working
22. Opportunities for community involvement in organisation activities and different factors to be taken into account when evaluating potential opportunities
23. How to resolve potential and actual conflicting interests when working with local communities
24. How to obtain and monitor feedback from the public
25. Types of improvements required within your area of work
26. Principles of workplace sustainability and how to apply them
27. Principles of environmental good practice and how to apply them
28. Why it is important to maintain the safety and security of tools and equipment
29. Methods of communication and how to apply these
30. Digital technology used within own area of work and how to use this
31. Organisational procedures for completing and securely storing documentation
32. Scope and limitations of your own competence, responsibilities and accountability
33. Organisational procedures for reporting issues which cannot be solved
34. Organisational procedures for disposing of waste

Work Situation

Establishing and maintaining effective working relationships

Goal of work situation:
To understand and create and maintain positive and effective working relationships with stakeholders to enable their expectations to be met in line with organisational requirements.

Brief outline:
This is about identifying internal and external stakeholders and building relationships. It involves maintaining positive relationships by communicating information in an effective and professional manner in line with organisational requirements.

Performance requirements
1. Identifying all relevant stakeholders related to areas of work
2. Building relationships with stakeholders to support work plans and meet their expectations
3. Keeping stakeholders informed about work plans and activities which affect them
4. Communicating information in suitable formats to meet the needs of different stakeholders
5. Agreeing, recording actions from meetings with stakeholders in line with organisational requirements
6. Monitoring and reviewing relationships with stakeholders to improve future working relationships

Knowledge and understanding requirements
1. Leadership models, styles, qualities, and self-awareness
2. How team dynamics impact on organisational behaviours, including cultural and geographic values
3. Organisational policies and procedures on inclusion and the importance of complying with these
4. Who needs to be kept informed and the importance of doing this
5. The ways communication may need to be adapted for internal and external stakeholders
6. How and when to say no
7. How to manage differences, or problems with stakeholders and the organisational processes for resolving differences and escalating problems with working relationships
8. The appropriate professional codes of conduct when working with stakeholders and why these are important
9. Requirements for communication with respect to confidentiality and intellectual property

Work Situation

Loading and unloading animals for transportation

Goal of work situation:
To load and unload animals safely before and after transportation to meet animal needs, legal requirements and organisational procedures.

Brief outline:
This is about preparing and loading animals into required transportation equipment and unloading them at the end of journeys. This involves checking transportation equipment and loading areas are prepared, checking animals are fit to be transported, loading, establishing them and unloading them at destinations.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking equipment being used for transportation is prepared, ready to receive animals in accordance with legal requirements and organisation procedures
9. Checking loading areas are prepared, safe and secure in accordance with needs and requirements of animals being transported

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Requirements of animal health and welfare standards, animal transport legislation and industry codes of practice for transporting animals
8. Equipment required for animals being transported and how to prepare this
9. Risks inherent in transporting animals and how to minimise these

10. Checking the health and fitness of animals being transported and taking relevant actions for problems in accordance with legal requirements and organisational procedures
11. Preparing animals for transportation in accordance with animal health and welfare requirements
12. Loading animals into required transportation equipment using suitable handling methods to minimise stress and risk of injury whilst maintaining legal requirements for stocking density
13. Securing animals in transportation equipment to maintain their safety and welfare during transportation
14. Maintaining communication with others involved in animal transportation using relevant communication methods in accordance with organisational procedures
15. Unloading animals from transportation using suitable handling methods to minimise stress and risk of injury
16. Maintaining hygiene and biosecurity in accordance with organisation procedures
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to your work role
19. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
22. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

10. How loading areas should be prepared for animals being transported to ensure their health and well-being, safety and security
11. How to assess the fitness of animals being transported, conditions that exclude them from transportation and consequences of transporting unfit animals
12. How animals being transported need to be prepared for transportation to optimise their health and welfare
13. How to establish and secure animals in transportation equipment and legal requirements for stocking density
14. Importance of maintaining communication with others involved in the transportation and how to do this
15. Suitable methods to be used when handling, loading and unloading animals which minimise their stress and risk of injury
16. Importance of maintaining hygiene and biosecurity when transporting animals and methods for achieving this
17. Legal requirements and organisational procedures for completing transportation documentation and records
18. Why it is important to maintain safety and security of equipment and machinery when on site
19. Potential impact of your work on surrounding areas and importance of minimising environmental damage
20. Principles of workplace sustainability and how to apply them
21. Principles of environmental good practice and how to apply them
22. Why it is important to maintain the safety and security of tools and equipment
23. Methods of communication and how to apply these
24. Digital technology used within own area of work and how to use this
25. Organisational procedures for completing and securely storing documentation
26. Scope and limitations of your own competence, responsibilities and accountability
27. Organisational procedures for reporting issues which cannot be solved
28. Organisational procedures for disposing of waste

Work Situation

Maintaining conservation grazing of semi-natural habitats

Goal of work situation:
To maintain conservation grazing of semi-natural habitats that are valued for their biodiversity through safely managing grazing animals that can make a positive contribution to biodiversity.

Brief outline:
This is about using grazing animals as part of the approaches to managing semi-natural habitats valued for their biodiversity. This involves assessing habitat extent and condition, setting clear objectives, understanding the impact of different livestock types and stocking regimes on different habitats. This includes understanding what stocking rates might be appropriate for different habitat types, the impact of grazing livestock on specific habitat types throughout the seasons and the effects of grazing timing on species including ground nesting birds). In addition, this is about managing particular livestock welfare issues that need to be considered when grazing semi-natural habitats.

Performance requirements
1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Identifying and using the correct Personal Protective Equipment (PPE) in accordance with manufacturers' guidance
8. Carrying out site surveys to record and map the current habitat conditions and extent and types of different habitats
9. Evaluating the impact of wild herbivores on sites in accordance with organisational procedures

Knowledge and understanding requirements
1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Importance of, and correct use of any equipment and PPE required
8. The range and importance of relevant semi-habitat types in Scotland that require grazing animals to maintain their biodiversity
9. The impact of different types of livestock on different semi-natural habitats

10. Preparing and agreeing grazing management plans in partnership with land managers in accordance with organisational procedures
11. Agreeing clear objectives with land managers for different habitats and for full sites
12. Agreeing livestock types, overall stocking rates and seasons and durations of grazing with land managers
13. Checking agricultural and environmental conditions to ensure requirements are met in accordance with organisational procedures
14. Managing the impacts of trampling and dunging in accordance with organisational grazing management plans
15. Checking relevant animals are moved to correct locations at the right times, and that field boundaries and gates are secure in accordance with organisational grazing objectives
16. Checking animal health and welfare continuously meets animal needs, legal requirements and in accordance with organisational procedures
17. Applying different measures to support organisational grazing management plans in accordance with organisational procedures
18. Carrying out habitat condition monitoring to review organisational grazing management plans in accordance with organisational procedures
19. Maintaining the safety and security of tools and equipment on site
20. Identifying best practice approaches to sustainability relevant to your work role
21. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
22. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
23. Reporting issues which cannot be solved in accordance with organisational requirements
24. Disposing of waste in accordance with legislative and organisational procedures

10. How to undertake stocking density calculations and appropriate levels for different habitat types
11. How to assess the extent and conditions of different semi-natural habitats
12. The impact of drainage and hydrology on different habitats
13. The impacts of trampling on nesting birds and methods to protect nesting birds
14. Requirements including legislative and organisational related to areas subject to statutory nature conservation designations
15. The impact of livestock on watercourses and wetland habitats
16. The key elements of organisational grazing management plans
17. The roles of supplementary feeding in maintaining animal health and welfare
18. Ways to prevent nutrient enrichment of species rich grasslands from in situ supplementary feeding
19. Approaches to stock management to achieve appropriate levels of grazing to maintain and enhance habitats
20. Approaches to controlling any relevant invasive plant species and injurious weeds including Rhododendron, Bracken, Japanese Knotweed, Ragwort
21. The impact of anthelmintics on biodiversity
22. Why it is important to maintain safety and security of equipment and machinery when on site
23. Potential impact of your work on surrounding areas and importance of minimising environmental damage
24. Principles of workplace sustainability and how to work in ways that support those principles
25. The importance of environmental good practice and how to apply this in your area of responsibility
26. The importance of monitoring work for progress and quality
27. Why it is important to maintain safety and security of tools and equipment
28. Methods of communication and how to apply these
29. Digital technology used within own area of work and how to use this
30. Organisational procedures for completing and securely storing documentation
31. Scope and limitations of your own competence, responsibilities and accountability
32. Organisational procedures for reporting issues which cannot be solved
33. Legislative and organisational procedures for disposing of waste

32.

Work Situation

Maintaining equipment and machinery

Goal of work situation:
To maintain equipment and machinery in a good state of cleanliness and repair and confirm safety and security in line with site operating procedures and manufacturer's instructions

Brief outline:
This is about maintaining equipment and machinery. It involves routine maintenance and repair of equipment and machinery following site operating procedures and relevant manufacturer's specifications. Maintenance is completed to optimise the performance and maximise the working life of equipment and machinery.
Note: Individuals may be carrying out maintenance or repair or both.

Performance requirements
1. Completing all training and certification required to maintain and repair equipment and machinery in accordance with legislative, manufacturers' and organisational requirements
2. Identifying equipment and machinery requiring maintenance and repair
3. Inspecting equipment and machinery to determine the requirements for maintenance and repair
4. Locating relevant maintenance instructions and manufacturer's specifications for the equipment and machinery being maintained
5. Preparing equipment and machinery for maintenance and repair safely and in line with relevant maintenance instructions and manufacturer's specifications
6. Identifying and marking up components that need to be disassembled and reassembled
7. Obtaining replacement components and parts required to complete maintenance and repair
8. Carrying out routine maintenance and repair of equipment and machinery in line with relevant maintenance instructions and manufacturer's specifications

Knowledge and understanding requirements
1. Relevant health and safety procedures, how to identify hazards and assess risks, safe systems of work and the personal protective equipment (PPE) required for carrying out maintenance and repair
2. The relevant legislation covering the preparation and use of work equipment in your place of work and any licences or certificates required
3. Legislative, manufacturers' and organisational requirements for the maintenance and repair of equipment and machinery and when additional training or certification is required to carry out maintenance and the replacement of parts
4. The potential health and safety risks resulting from lack of, and poor-quality maintenance of equipment and machinery
5. Inspection methods for equipment and machinery to determine the maintenance and repair requirements and how often these should be carried out
6. Methods for the assessment of defects and faults and the identification of the root cause
7. Identifying when equipment and machinery needs to be serviced, and repaired by an authorised agent

9. Taking correct precautions to prevent the escape of substances and minimise dangers from contamination and hazardous chemicals
10. Keeping the work area safe and in a condition suitable for the maintenance and repair
11. Setting and calibrating equipment and machinery after maintenance and repair in line with relevant maintenance instructions and manufacturer's specifications
12. Testing equipment and machinery after maintenance and repair in line with relevant maintenance instructions and manufacturer's specifications
13. Confirming with relevant personnel that machinery and equipment is in good working order on completion of maintenance and repair
14. Disposing of waste safely and correctly, in accordance with site procedures
15. Recording and reporting equipment and machinery maintenance and repair in line with site requirements

8. Instructions and specifications required for maintenance and repair of equipment and machinery and actions which might invalidate a manufacturer's warranty
9. Components and parts that require periodic replacement and the reasons for this
10. How to obtain replacement components and parts
11. Methods of preparing equipment and machinery for maintenance and repair
12. The dangers created by stored energy and the presence of hazardous chemicals and substances and how these should be dealt with
13. How to mark-up components for disassembly and reassembly and the reasons for doing this
14. The function and maintenance requirements of individual components
15. The procedures to follow where damage, and wear to components exceeds the manufacturer's recommended limits
16. Methods for setting or calibrating equipment and machinery following maintenance and repair
17. The importance of testing the equipment and machinery on completion of maintenance and repair to confirm that it is safe and in good working order
18. Site procedures for the disposal of different types of waste
19. The impact that maintenance and repair of machinery has on the environment and how to minimise this
20. Site requirements for recording and reporting the maintenance and repair of equipment and machinery

Work Situation URN: SDS 0295

Maintaining wildflower-rich amenity grasslands

Goal of work situation:
To maintain wildflower-rich grasslands in amenity situations, to maintain health and improve aesthetics of areas.

Brief outline:
This is about maintaining wildflower-rich grasslands in accordance with site requirements and procedures. This involves assessing maintenance requirements, cutting and maintaining grassed areas, including introducing wildflowers as seed or plug-plants. This involves understanding how wildflower-rich grasslands help to support other wildlife such as insect pollinators, and how wildlife uses grasslands at different times of year. This includes identifying common species of wildflower, and managing grasslands to encourage them, to remove unwanted vegetation, and taking appropriate action to maintain aesthetics of areas.

Performance requirements
1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Checking wildflower areas and grass surfaces regularly to assess maintenance requirements in accordance with site procedures

Knowledge and understanding requirements
1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Tools and equipment required and how to prepare, maintain and use these safely and effectively in line with legal requirements and manufacturers' instructions
8. Importance of checking grass surfaces and planted areas regularly for safety purposes and maintenance requirements and when to do this
9. How to maintain the diversity of wildflowers in grasslands

9. Cutting and maintaining grassed areas surrounding wildflower grasslands to meet site requirements, improve the overall visual impact and signal to users that the space as a whole is being maintained
10. Maintaining wildflower grasslands in ways appropriate to their longevity and environmental conditions that support other wildlife including insect pollinators, through cut-and-lift techniques and disposal of cut arisings
11. Assessing soil fertility to identify relevant methods to reduce soil fertility and to promote growth of diversity of wildflowers
12. Using management methods to reduce grass vigour and promote diversity of wildflowers in accordance with site procedures
13. Removing periodically dead and unwanted plant material to maintain wildflower plant health and growth and improve visual appearance in accordance with site procedures
14. Removing fallen leaves and dead plant material from grassed areas to improve plant health and visual appearance in accordance with site procedures
15. Controlling weeds, pests, diseases and disorders to maintain health and appearance of wildflower grasslands and grassed areas in accordance with legal requirements and site procedures
16. Rejuvenating wildflower areas, and re-turfing and re-seeding grassed areas as required in accordance with site procedures
17. Maintaining hygiene and biosecurity in accordance with site procedures
18. Disposing of cut grass and recycling waste in accordance with site procedures
19. Checking surrounding areas and wider environments to ensure damage is minimised
20. Maintaining the safety and security of tools and equipment on site
21. Identifying best practice approaches to sustainability relevant to your work role
22. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
23. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
24. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures

10. Effects of soil nutrients, rainfall, light and climate on wildflower and grass growth
11. When grass cutting should be carried out and how to select the most appropriate tools and techniques to use
12. How to safely cut grass, including on sloping surfaces and where cut grass is lifted mechanically into hoppers
13. Methods of assessing soil condition and nutritional status and the effects on wildflowers and grasses and their growth
14. Why nutrient-poor soils favour wildflowers over grasses and how to provide and maintain nutrient poor soils to promote wildflower grasslands
15. Cultural methods for maintaining the diversity of wildflowers and how to apply them
16. Ways to select and remove unwanted plant material in wildflower grasslands and improve their ecological and visual impact
17. Methods of removing fallen leaves and other dead plant material and when this should be done
18. How to identify weeds, pests, diseases and disorders, control methods which can be used and associated legal requirements
19. How to re-turf and re-seed wildflower and grass swards; the value of local provenance for sourcing seed
20. Methods of monitoring and evaluating the success of wildflower grasslands and their maintenance
21. The importance of hygiene and biosecurity measures and how to apply these
22. Issues which occur when maintaining wildflower grasslands and actions to take
23. The importance of communicating why grasslands are being managed differently and communicating this with the wider public
24. Why it is important to maintain safety and security of equipment and machinery when on site
25. Potential impact of your work on the surrounding area and the environment and how opportunities for enhancing wildflowers can be extended elsewhere
26. Principles of workplace sustainability and how to apply them
27. Principles of environmental good practice and how to apply them
28. Why it is important to maintain the safety and security of tools and equipment
29. Methods of communication and how to apply these

25. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

30. Digital technology used within own area of work and how to use this
31. Organisational procedures for completing and securely storing documentation
32. Scope and limitations of your own competence, responsibilities and accountability
33. Organisational procedures for reporting issues which cannot be solved
34. Organisational procedures for disposing of waste

Work Situation

Managing finances

Goal of work situation:
To manage finances to support achievement of organisational operational plans.

Brief outline:
This is about setting and monitoring financial targets in accordance with organisation procedures. This involves setting and monitoring financial targets, managing cash flow and budgets and identifying and applying for additional finance.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Setting financial targets for income and expenditure for your area of responsibility in line with organisational operational plans
8. Monitoring actual income and expenditure to identify variances against targets for your area of responsibility
9. Budgeting control finances for your area of responsibility in accordance with organisation procedures
10. Managing cash flow, identifying when this comes in and controlling how this is used, in accordance with organisation procedures
11. Forecasting any cash shortfalls for your area of responsibility and planning appropriate actions
12. Identifying when additional finance is required to meet objectives in accordance with organisation procedures

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. The principles of financial management
8. The principles of project management and how to apply these
9. What the profit margins are for your area of responsibility and how to monitor profitability
10. Costs of the main items of expenditure including premises, equipment, supplies, and staff
11. Forecasts that need to be done and how to do them
12. How problems are likely to affect business forecasting including market changes, resource and operating costs
13. Financial records available and how to make use of them
14. How to use budgets to actively monitor and control financial performance for a defined work area or activity

13. Evaluating potential sources of additional finance, costs and risks involved to identify suitable options
14. Applying for additional finance in accordance with organisation procedures
15. Maintaining financial records in accordance with legal and organisation requirements
16. Taking required actions where problems are identified with budgets and finances in accordance with organisational requirements
17. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which cannot be solved in accordance with organisational requirements
20. Disposing of waste in accordance with legislative and organisational procedures

15. How to monitor and control cash flow
16. Main causes of financial variances and corrective actions required to address identified variances
17. What sources of additional finance are available and associated risks and costs
18. Importance of submitting clear proposals and applications for additional finance and allowing sufficient time for their consideration
19. Importance of maintaining obligations to providers of finance
20. Principles of workplace sustainability and how to work in ways that support those principles
21. The importance of environmental good practice and how to apply this in your area of responsibility
22. The importance of monitoring work for progress and quality
23. Why it is important to maintain safety and security of tools and equipment
24. Methods of communication and how to apply these
25. Digital technology used within own area of work and how to use this
26. Organisational procedures for completing and securely storing documentation
27. Scope and limitations of your own competence, responsibilities and accountability
28. Organisational procedures for reporting issues which cannot be solved
29. Legislative and organisational procedures for disposing of waste

Work Situation

Managing fishery activities

Goal of work situation:
To manage fishery activities to support effective fishery operations.

Brief outline:
This is about managing activities required for fishery operations in accordance with legal and fishery requirements. This involves producing and implementing fishery management plans, maintaining fish stocks, maintaining fish health, managing angling activities, managing collection and analysis of fishery data and managing maintenance of fisheries and habitats.

Performance requirements
1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Managing health, safety and security on fisheries in accordance with legal and fishery and organisational requirements
8. Managing hygiene and biosecurity on fisheries in accordance with legal requirements and fishery and organisational procedures
9. Producing and implementing fishery management plans in accordance with legal and fishery requirements and assessing impact
10. Maintaining fish supplies to meet fishery angling requirements

Knowledge and understanding requirements
1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to identify key species and their habitats
8. The nature and impact of species interactions
9. Legal obligations under health and safety legislation
10. Different methods that are used to maintain hygiene and biosecurity on fisheries and importance of regular assessment
11. Importance of communicating hygiene and biosecurity measures in place to fishery users
12. What is considered when developing fishery management plans

11. Planning and managing fish stocking to maintain health and welfare of stock and in accordance with legal and fishery and organisational requirements
12. Developing and managing fish health programmes in accordance with legal and fishery and organisational requirements
13. Managing angling activities on fisheries in accordance with legal and fishery and organisational requirements
14. Planning and managing fish capture operations in accordance with legal and fishery and organisational requirements
15. Planning and managing data collection and analysis to provide information on fisheries health and condition
16. Interpreting results of analysis of fisheries data and taking appropriate actions to maintain and improve fishery conditions
17. Managing sites to ensure effective fishery operations
18. Monitoring fish habitats in accordance with fishery and organisational requirements
19. Monitoring maintenance of fish habitats in accordance with fishery and organisational requirements
20. Maintaining the safety and security of tools and equipment on site
21. Identifying best practice approaches to sustainability relevant to work role
22. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
23. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
24. Reporting issues which cannot be solved in accordance with organisational requirements
25. Disposing of waste in accordance with legislative and organisational procedures

13. How to implement fishery management plans and importance of assessing the impact on fisheries
14. What is considered when determining plans for maintaining and replacing fish stocks
15. What needs to be considered when planning and managing fish stocking
16. What is considered when developing fish health programmes that control treatments and maintain fish health
17. How to manage fish health programmes and resources required
18. How to manage angling on fisheries to maintain profitability, ensure anglers have enjoyable experiences and adhere to regulations and requirements
19. What is considered when planning and managing fish capture including selecting suitable techniques and resources
20. Sources of information that are used for collecting fishery data and what needs to be considered when planning and managing collection and analysis
21. How to interpret findings of analysis of fishery data and decide on actions to be taken
22. What is included in sites and fisheries habitats maintenance
23. Legal and fishery requirements for maintaining records
24. Principles of workplace sustainability and how to work in ways that support those principles
25. The importance of environmental good practice and how to apply this in your area of responsibility
26. The importance of monitoring work for progress and quality
27. Why it is important to maintain safety and security of tools and equipment
28. Methods of communication and how to apply these
29. Digital technology used within own area of work and how to use this
30. Organisational procedures for completing and securely storing documentation
31. Scope and limitations of your own competence, responsibilities and accountability
32. Organisational procedures for reporting issues which cannot be solved
33. Legislative and organisational procedures for disposing of waste

Work Situation

Managing flood risk

Goal of work situation:
To manage the risk of flooding and respond to actual incidents of flooding to mitigate the effects of flood damage.

Brief outline:
This is about taking action to manage flood risk and responding to actual incidents of flooding in accordance with organisation requirements. This involves monitoring water levels, identifying flood risk areas, planning flood management actions and assessing and responding to flooding incidents.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Monitoring and recording water levels in accordance with organisation requirements
8. Identifying and evaluating areas at risk of flooding in accordance with organisation requirements
9. Identifying areas of flood plain and wetland which will naturally store and release flood water and which may be allowed to flood in accordance with organisation requirements
10. Assessing where flood water can be stored in line with natural flood management principles to prevent flooding of crucial areas
11. Planning responses to potential incidents of flooding in accordance with organisation requirements
12. Assessing incidents of historic flooding to provide appropriate responses in accordance with organisation requirements

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Reasons why water levels need to be monitored and suitable locations where water level readings can be obtained
8. How to obtain and estimate water levels and read water gauges
9. Likely sources and causes of flooding
10. The holistic nature of water cycles, including groundwater
11. Bedrock, superficial geology and soils and their influence on baseflow contributions of groundwater to surface water
12. Types of drainage systems and capacity
13. How to use maps and graphs to identify and map areas at risk of flooding including extent, depth, direction, speed and human, economic and environmental impact

13. Responding to incidents of flooding in accordance with organisation requirements
14. Monitoring responses to flooding to modify flood management actions in accordance with organisation requirements
15. Maintaining hygiene and biosecurity in accordance with site procedures and organisational requirements
16. Identifying best practice approaches to sustainability relevant to your work role
17. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which cannot be solved in accordance with organisational requirements
20. Disposing of waste in accordance with legislative and organisational procedures

14. How to use historical data and surveys in identifying areas at risk of flooding
15. How to assess both hard infrastructure and ecosystem-based flood management options
16. How to evaluate risks in terms of flooding
17. How to recognise areas of flood plain and wetland which will naturally store and release flood water and which may be allowed to flood
18. Natural flood management principles which are used to assess where flood water can be stored to prevent flooding of crucial areas
19. Types of flood defences and controls and how they are used including the uses, limitations and inspection regimes for temporary flood defences
20. Types of incidents of flooding that may occur in the locality and required responses
21. How to assess the scale of flooding incidents and their likely rate of development
22. Ways in which flooding incidents can change and required responses
23. What plans will cover including equipment needed, safety and welfare considerations, access routes, necessary actions, flood alert levels and emergency plans
24. The importance of hygiene and biosecurity measures and how to apply these
25. Levels of flood warnings and relevant responses
26. Ways in which responses to flooding may impact on environments and how to modify plans to take into account the environmental considerations
27. Health risks associated with polluted water in spate, associated decontamination and personal health precautions and how to recognise and report potential pollution problems
28. How to select, prepare and use tools, equipment and materials that meet required specifications to deal with flooding incidents
29. Reasons why incidents must be monitored and types of modifications required
30. Types of obstructions and blockages that occur
31. Principles of workplace sustainability and how to work in ways that support those principles
32. The importance of environmental good practice and how to apply this in your area of responsibility
33. The importance of monitoring work for progress and quality

34. Why it is important to maintain safety and security of tools and equipment
35. Methods of communication and how to apply these
36. Digital technology used within own area of work and how to use this
37. Organisational procedures for completing and securely storing documentation
38. Scope and limitations of your own competence, responsibilities and accountability
39. Organisational procedures for reporting issues which cannot be solved
40. Legislative and organisational procedures for disposing of waste

Work Situation

Managing land-based site developments

Goal of work situation:
To manage the development of land-based sites to meet objectives for site use.

Brief outline:
This is about planning and managing the development of land-based sites in accordance with organisational requirements. This involves formulating development plans and producing specifications for work, assessing and monitoring site safety, providing resources to carry out work, managing the implementation of plans, monitoring progress and making any changes required to ensure objectives are met.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Formulating plans for site development, taking account of opportunities and constraints in accordance with site objectives and organisational procedures
8. Including arrangements for site access, security, biosecurity, disposal of waste, communication systems and any other requirements within plans in accordance with legal and organisational requirements
9. Producing specifications for required work in accordance with legal requirements and organisational procedures
10. Obtaining approval for plans and specifications in accordance with legal requirements and organisational procedures

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. How to formulate development plans that meet site objectives, taking into account opportunities and constraints
8. How to produce work plans and specifications, what they should contain and required formats
9. Relevant health and safety legislation and codes of practice, how to identify hazards and assess risks, safe systems and work and PPE required for site work
10. How to determine facilities, services, equipment, staffing and other resources required for implementation of plans and how to ensure they are available where and when required

11. Checking and confirming risk assessments are carried out and procedures are in place to protect the health and safety of those undertaking work and other site users
12. Determining resources required for implementation of plans and ensuring they are available to meet work requirements in accordance organisational procedures
13. Obtaining any necessary permissions, consents and licences required for work in accordance with legal requirements and organisational procedures
14. Managing site development, confirming that all work is completed in accordance with plans and specifications and taking relevant actions where there are issues
15. Maintaining hygiene and biosecurity in accordance with site procedures and organisational requirements
16. Reviewing and revising development plans to ensure site objectives are met
17. Maintaining the safety and security of tools and equipment on site
18. Identifying best practice approaches to sustainability relevant to your work role
19. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which cannot be solved in accordance with organisational requirements
22. Disposing of waste in accordance with legislative and organisational procedures

11. Circumstances where permissions, consents and licences are required and how to go about obtaining these
12. Importance of maintaining communication with those involved and affected by developments and how to do this
13. How to manage site developments and monitor that work is carried out in accordance with plans and specifications
14. The importance of hygiene and biosecurity measures and how to apply these
15. Issues that arise during development work and actions to be taken
16. Importance of reviewing and revising development plans to ensure objectives are achieved
17. Why it is important to maintain safety and security of equipment and machinery when on site
18. Potential impact of your work on surrounding areas and importance of minimising environmental damage
19. Principles of workplace sustainability and how to work in ways that support those principles
20. The importance of environmental good practice and how to apply this in your area of responsibility
21. The importance of monitoring work for progress and quality
22. Why it is important to maintain safety and security of tools and equipment
23. Methods of communication and how to apply these
24. Digital technology used within own area of work and how to use this
25. Organisational procedures for completing and securely storing documentation
26. Scope and limitations of your own competence, responsibilities and accountability
27. Organisational procedures for reporting issues which cannot be solved
28. Legislative and organisational procedures for disposing of waste

Work Situation

Managing land-based sites

URN: SDS 0306

Goal of work situation:
To manage the effective use of land-based sector sites to meet organisational requirements.

Brief outline:
This is about ensuring the effective management and integration of all site activities. This involves considering site purposes, uses, environmental value, opportunities and constraints, formulating and implementing management plans, ensuring procedures and resources are in place, monitoring site management effectiveness and reviewing and revising management plans accordingly.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Evaluating site purpose, current activities, opportunities and constraints to provide information for management plans in accordance with legal requirements and organisational procedures
8. Evaluating site objectives and outcomes to provide information for management plans in accordance with organisational procedures
9. Evaluating environmental value of sites and implications of any restrictions and designations on site management in accordance with legal requirements and organisational procedures
10. Formulating plans for site management to meet site purpose and objectives and take into account identified opportunities and constraints

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Site purposes and activities, how to balance competing demands when there are multiple uses and opportunities for integration
8. Desired site objectives and outcomes
9. Opportunities and constraints to consider when managing sites
10. Environmental value of sites and implications of any site restrictions and designations
11. Principles of site management and what needs to be included in site management plans
12. The importance of hygiene and biosecurity measures and how to apply these
13. Where and when to seek specialist advice and guidance

11. Identifying and implementing policies and procedures needed to ensure effective site management in accordance with legal requirements and organisation procedures
12. Maintaining hygiene and biosecurity in accordance with site requirements and organisational procedures
13. Identifying resource requirements for effective site management in accordance with organisational procedures
14. Monitoring site management procedures to identify progress against plans, objectives and activities in accordance with organisational procedures
15. Revising site management plans in accordance with findings from monitoring and organisational procedures
16. Maintaining the safety and security of tools and equipment on site
17. Identifying best practice approaches to sustainability relevant to your work role
18. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
19. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
20. Reporting issues which cannot be solved in accordance with organisational requirements
21. Disposing of waste in accordance with legislative and organisational procedures

14. How to formulate plans that meet purpose and objectives of sites, taking into account opportunities and constraints
15. Importance maintaining communication with those involved and affected by site activities and how to do this
16. Policies and procedures that need to be in place to manage sites
17. How to identify and specify resources required for site management
18. Approaches to monitoring effectiveness of site management and how to do this
19. Importance of reviewing and revising site management plans in line with findings from monitoring
20. Why it is important to maintain safety and security of equipment and machinery when on site
21. Potential impact of your work on surrounding areas and importance of minimising environmental damage
22. Principles of workplace sustainability and how to work in ways that support those principles
23. The importance of environmental good practice and how to apply this in your area of responsibility
24. The importance of monitoring work for progress and quality
25. Why it is important to maintain safety and security of tools and equipment
26. Methods of communication and how to apply these
27. Digital technology used within own area of work and how to use this
28. Organisational procedures for completing and securely storing documentation
29. Scope and limitations of your own competence, responsibilities and accountability
30. Organisational procedures for reporting issues which cannot be solved
31. Legislative and organisational procedures for disposing of waste

Work Situation

Managing fundraising activities

Goal of work situation:
To manage fundraising activities to generate organisational income.

Brief outline:
This is about managing fundraising in accordance with organisational requirements.. This involves determining suitable fundraising methods and activities, developing plans, managing fundraising activities and monitoring progress.

Performance requirements

1. Obtaining relevant information to carry out your work activities in accordance with organisational procedures
2. Carrying out risk assessments of work activities in accordance with organisational procedures
3. Maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
4. Communicating relevant safety and work-related information to others in accordance with organisational procedures
5. Conducting required work in accordance with technical specifications, instructions and organisational procedures
6. Monitoring progress of own work against work specifications
7. Evaluating different fundraising methods and activities available against organisational purpose and values to determine those that are suitable for delivery
8. Analysing stakeholders to identify potential audiences for fundraising
9. Setting aims and objectives for fundraising in accordance with organisation requirements
10. Developing fundraising plans for approval in accordance with organisation requirements
11. Identifying and agreeing resources required to deliver fundraising plans
12. Developing and delivering engagement and communication plans for fundraising in accordance with organisation requirements

Knowledge and understanding requirements

1. How to identify and access information relevant to required work
2. Current legislation, guidelines, policies, procedures, Safe Systems of Work (SSOW) and protocols relevant to your working practice and to which you, and others must adhere
3. Rules, regulations, business and professional ethics relevant to your working practice and to which you must adhere including access rights
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. The principles of fundraising management
8. The principles of project management and how to apply these
9. How organisations' purpose and values may affect fundraising methods and activities used
10. Relevant legal requirements and codes of practice which affect different fundraising methods and activities
11. Cost of different fundraising methods and activities and likely return
12. Other factors to be considered when deciding on fundraising methods and activities
13. How to undertake stakeholder analysis
14. How to develop fundraising plans
15. How to set aims and objectives when planning fundraising

13. Managing fundraising activities and supporting those involved in delivery in accordance with organisation requirements
14. Monitoring and evaluating fundraising to track progress against plans and expectations and taking necessary actions
15. Reviewing and amending fundraising plans in line with evaluation findings
16. Providing recognition to funding contributors in line with organisation guidelines
17. Taking required actions where problems are identified with fundraising in accordance with organisation requirements
18. Completing fundraising records in accordance with legal and organisation requirements
19. Completing and storing all relevant documentation in accordance with legislative and organisational requirements
20. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
21. Reporting issues which cannot be solved in accordance with organisational requirements
22. Disposing of waste in accordance with legislative and organisational procedures

16. Resources required to deliver fundraising plans
17. How to develop and deliver engagement and communication plans for fundraising
18. How to co-ordinate fundraising and support those involved in delivery through development activities including, advice and training
19. How to monitor income generated and costs of fundraising against plans
20. Actions to take when fundraising is more, and is less successful than anticipated
21. Ways in which funding contributors are recognised and how to do this
22. How to manage funding rejections and learn from experience
23. Options for amending fundraising plans to achieve balanced income streams
24. Legal and organisation requirements for completing fundraising records
25. Principles of workplace sustainability and how to work in ways that support those principles
26. The importance of environmental good practice and how to apply this in your area of responsibility
27. The importance of monitoring work for progress and quality
28. Why it is important to maintain safety and security of tools and equipment
29. Methods of communication and how to apply these
30. Digital technology used within own area of work and how to use this
31. Organisational procedures for completing and securely storing documentation
32. Scope and limitations of your own competence, responsibilities and accountability
33. Organisational procedures for reporting issues which cannot be solved
34. Legislative and organisational procedures for disposing of waste

Work Situation

URN: SDS 0115

Preparing budgets

Goal of work situation:
To prepare budgets for own areas of responsibility, to enable performance to be monitored, to measure efficiency and to support decision making.

Brief outline:
This is about preparing budgets for own areas of responsibility, gathering required information to produce budgets, submitting budgets for approval and providing final budgets to those responsible for their monitoring and maintainance.

Performance requirements
1. Gathering and evaluating relevant information to prepare budgets for own areas of responsibility
2. Engaging colleagues and key stakeholders support with budget estimating
3. Identifying budget assumptions and preparing proposed budgets
4. Identifying risks to be mitigated and how these will be managed
5. Discussing and negotiating proposed budgets with those involved in decision making to gain mutual acceptance
6. Submitting budget proposals to obtain approval
7. Providing final budgets to those responsible for monitoring and maintaining them

Knowledge and understanding requirements
1. The purpose of budgets
2. The information required to prepare budgets and how to obtain and evaluate this
3. How to engage with colleagues and key stakeholders to support with budget estimating
4. How to prepare budgets and identify and manage budget risks
5. The organisational guidelines and procedures for preparing and approving budgets
6. The importance of providing final budgets to those responsible for monitoring and maintaining them

Work Situation

Protecting land-based sites

Goal of work situation:
To protect land-based sites by maintaining site security to prevent unauthorised and illegal activity.

Brief outline:
This is about taking action to prevent crime on land-based sites and recognising and dealing with any incidents of unauthorised and illegal activity. Breaches of the law include theft, poaching, sabotage, criminal damage, threats, assault, public order offences, anti-social behaviour, trespass, wildlife disturbance. This includes implementing measures to maintain site security, site monitoring, recognising breaches of security and taking required action. Crime prevention measures include maintaining records of site equipment, including serial numbers and VIN, notices, gates, patrols, cameras, ANPR.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Implementing and maintaining agreed measures to protect sites against unauthorised and illegal activities in accordance with organisation procedures
9. Communicating security requirements to members of the public appropriately in accordance with organisation procedures
10. Collaborating with other landowners, neighbours and other bodies to improve site security and prevent crime

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Legislation relating to offences against wildlife and threats the public may pose to sites
8. What constitutes poaching and how this varies from other forms of crime
9. Site areas at most risk of security incidents
10. The importance of collaborating with other landowners, neighbours and other bodies to protect sites and prevent crime
11. Actions taken to protect sites against unauthorised and illegal activities including the use of notices, gates, barriers, cameras and other devices and the importance of maintaining them in good working order

11. Identifying members of the public who may cause threats and breaches of the law to take appropriate action to minimise risks
12. Monitoring and interpreting signs that indicate suspected security incidents and carrying out additional surveillance to obtain evidence in accordance with legal requirements and organisational procedures
13. Taking required action to deal with security incidents in line with legal requirements and organisational procedures
14. Collecting, recording and reporting evidence of security incidents and unauthorised and illegal activities in accordance with legal requirements and organisation procedures
15. Maintaining the safety and security of tools and equipment on site
16. Identifying best practice approaches to sustainability relevant to your work role
17. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
20. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

12. Why effective communication of security requirements is important to protecting sites and how to do this
13. The importance of monitoring sites, what to monitor and how to do this
14. How to recognise incidents of unauthorised and illegal activity, what surveillance operations are used to confirm these and what constitutes breaches of the law
15. Actions to take for security incidents
16. Legal powers of authorised persons to deal with poaching and other forms of rural crime
17. How to handle members of the public who cause a threat to sites safely and without putting yourself and others at risk, including the importance of courtesy and firmness
18. How to deal with aggressive and abusive behaviour
19. How to collect, record and report evidence of unauthorised and illegal activity, and the importance of accuracy in these matters to support prosecutions
20. Why it is important to maintain safety and security of equipment and machinery when on site
21. Potential impact of your work on surrounding areas and importance of minimising environmental damage
22. Principles of workplace sustainability and how to apply them
23. Principles of environmental good practice and how to apply them
24. Why it is important to maintain the safety and security of tools and equipment
25. Methods of communication and how to apply these
26. Digital technology used within own area of work and how to use this
27. Organisational procedures for completing and securely storing documentation
28. Scope and limitations of your own competence, responsibilities and accountability
29. Organisational procedures for reporting issues which cannot be solved
30. Organisational procedures for disposing of waste

Work Situation

Transporting animals

Goal of work situation:
To transport animals safely and securely to destinations while maintaining their health and welfare.

Brief outline:
This is about transporting animals using suitable transportation equipment in accordance with legal requirements and organisational procedures. This involves checking transportation equipment is prepared and animals are loaded, monitoring and maintaining health and welfare of animals during transportation and checking they are unloaded safely at their destination.

Performance requirements

1. Accessing and interpreting relevant information required to carry out your work activities
2. Checking work activities before commencing to confirm these are required
3. Contributing to the development of risk assessments associated with own work activities in accordance with organisational procedures
4. Identifying and using the correct PPE in accordance with manufacturers' guidance
5. Contributing to maintaining safety and security of tools and equipment in accordance with manufacturers' guidelines and organisational procedures
6. Communicating relevant safety and work-related information with others in accordance with organisational procedures
7. Contributing to work activities in accordance with organisational procedures
8. Completing training and certification required for transporting animals in accordance with organisational procedures and equipment manufacturer's instructions
9. Checking transportation equipment is suitable and prepared properly for animals being transported to meet requirements for

Knowledge and understanding requirements

1. Required information for your work activities and where to locate this
2. Rules, regulations, legislative requirements, business and professional ethics relevant to your working practice and to which you must adhere including access rights
3. Who to confirm your work activities with and why this is important
4. The importance of risk assessment and mitigation as relevant to own area of work
5. The importance of, and correct use of any required equipment and PPE
6. The duty to report any acts and omissions that could have a negative impact on yourself, others and your organisation
7. Requirements of animal health and welfare standards and industry codes of practice for transporting animals
8. Requirements of animal transport legislation in relation to maximum journey times and distances
9. Legal requirements for training and certification when transporting animals
10. Suitable transportation equipment required for animals being

safe transport and in accordance with manufacturers' instructions

10. Checking health and fitness of animals to be transported meets legal requirements
11. Taking appropriate actions to deal with animals not fit for transporting in accordance with legal requirements and organisational procedures
12. Checking animals are loaded and unloaded for transport in ways that minimise stress and injury and meet legal requirements
13. Monitoring and maintaining health and welfare of animals during transportation in accordance with legal requirements and organisational procedures
14. Maintaining hygiene and biosecurity during animal transportation in accordance with organisational procedures
15. Maintaining the safety and security of tools and equipment on site
16. Identifying best practice approaches to sustainability relevant to your work role
17. Contributing to completing and storing all relevant documentation in accordance with organisational procedures
18. Dealing effectively with issues within the scope and limitations of your own responsibilities in accordance with organisational procedures
19. Reporting issues which are outside the scope and limitations of your responsibilities in accordance with organisational procedures
20. Contributing to disposing of waste in accordance with legislative requirements and organisational procedures

transported and how to prepare this

11. Risks inherent in transporting animals and how to minimise them
12. How to assess fitness of animals to be transported, conditions that exclude them from transportation and consequences of transporting unfit animals
13. How animals concerned need to be prepared for transportation to optimise their health and welfare
14. Suitable methods of handling and loading animals which minimise their stress and risk of injury
15. How to establish and secure animals in transport and legal requirements for stocking densities
16. The importance of maintaining communication with everyone involved in transportation processes and how to do this
17. How and when to monitor the health and welfare of animals being transported, in accordance with relevant legislation and methods of transportation being used
18. How to recognise normal and abnormal behaviour in animals being transported, factors that cause stress and how to minimise these
19. Indicators of potential problems with health and welfare, how to assess and determine actions to be taken and their urgency
20. How to maintain health and welfare of animals being transported by providing feed, water and breaks from travelling
21. Methods of maintaining transportation environment for animals being transported, and levels at which this needs to be maintained
22. Circumstances in which animals can be left in transportation equipment and how to maintain safety and security
23. Suitable methods to be used when unloading animals which minimise their stress and risk of injury
24. The importance of maintaining hygiene and biosecurity when transporting animals and methods for achieving this
25. Legal and organisation requirements for completing transportation documentation and records
26. Why it is important to maintain safety and security of equipment and machinery when on site
27. Potential impact of your work on surrounding areas and

importance of minimising environmental damage
28. Principles of workplace sustainability and how to apply them
29. Principles of environmental good practice and how to apply them
30. Why it is important to maintain the safety and security of tools and equipment
31. Methods of communication and how to apply these
32. Digital technology used within own area of work and how to use this
33. Organisational procedures for completing and securely storing documentation
34. Scope and limitations of your own competence, responsibilities and accountability
35. Organisational procedures for reporting issues which cannot be solved
36. Organisational procedures for disposing of waste

Work Situation

Using equipment and machinery

Goal of work situation:
To use equipment and machinery in accordance with manufacturer's instructions, regulatory requirements and organisation procedures to maintain the safety of yourself and others

Brief outline:
This is about using equipment and machinery to perform daily tasks. It involves carrying out pre-use checks to confirm the equipment and machinery continues to operate safely, using the equipment and machinery to carry out tasks and storing it safely and securely after use. This includes digital, automated, or advanced technology and other specialised equipment and machinery used within your job role.
Note: individuals may be using equipment or machinery, or both.

Performance requirements
1. Completing all training and certification required to use required equipment and machinery in accordance with legislative and organisation requirements
2. Identifying hazards and using required PPE when operating equipment and machinery in accordance with manufacturer's instructions
3. Preparing equipment and machinery ready for use in accordance with manufacturer's instructions
4. Carrying out pre-use checks on equipment and machinery in accordance with relevant legal requirements and manufacturer's instructions
5. Operating equipment and machinery in accordance with relevant legislation, manufacturer's instructions and organisation procedures whilst ensuring the safety of self and others
6. Using attachments safely and correctly in accordance with manufacturer's instructions
7. Identifying problems with equipment and machinery and taking the required action

Knowledge and understanding requirements
1. Relevant health and safety procedures, how to identify hazards and assess risks, safe systems of work and the personal protective equipment (PPE) required for operating equipment and machinery
2. The relevant legal requirements, licences, certification, codes of practice, training and organisational requirements for the use of equipment and machinery
3. How to prepare equipment and machinery before use, including attachments where used, and the pre-use checks and actions required
4. How to operate equipment and machinery safely and correctly in accordance with manufacturer's instructions and organisation procedures
5. How to maintain the safety of self and others when using equipment and machinery
6. The capabilities and limitations of the equipment and machinery being used and the factors that may affect safety and efficiency
7. The types of attachments, where required, that are safe for use with the equipment and machinery being used, how to fit them safely and correctly and how to set and calibrate them

8. Shutting down equipment and machinery after use to maintain safety
9. Maintaining the security of equipment and machinery at all times in accordance with organisation procedures
10. Leaving equipment and machinery in a suitable condition for future use
11. Storing equipment and machinery safely and securely in accordance with organisation procedures

8. How to operate and use relevant attachments safely
9. The function of all controls and instruments on equipment and machinery being used
10. The types of hazards that may be encountered when operating equipment and machinery and how these should be dealt with
11. The sort of problems that may occur with equipment and machinery, how to identify them, and the action to take
12. The importance of carrying out routine checks on equipment and machinery and how to identify defects and faults
13. How to shut down equipment and machinery after use
14. Why it is important to maintain the safety and security of equipment and machinery at all times
15. Post-use activities that need to be carried out to maintain equipment and machinery
16. How equipment and machinery should be stored and the importance of security
17. The potential impact of your work on the surrounding area and the environment and how it can be minimised
18. Organisation procedures for recording and reporting equipment and machinery operation