

## PIRFO Draft Competency Standards

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| <b>PIRFO 4 - 1.01</b>  | <b>Demonstrate the communications and interview skills required to debrief a fisheries observer after a trip at sea in accordance with established national and regional protocols and procedures</b>   |
| <p><b>Prerequisites:</b></p> <p>The candidate must hold a PIRFO Certificate endorsed for one or more specific fishing methods, or have equivalent qualifications and experience as defined by the PIRFO Certification Management Committee and outlined in the PIRFO Debriefing Policy.</p> <p><b>Descriptor</b></p> <p>This module requires a demonstrated ability to establish a positive professional relationship as part of the debriefing process; to communicate effectively with a fisheries observer as part of an established debriefing process; and to provide effective direct feedback to the fisheries observer in order to enhance their performance and accuracy.</p> <p>It also requires the use of effective interview techniques to determine if additional information can be gathered about the trip; if the quality of data has suffered through harassment of the observer; if data has been manufactured or compromised by negligence; and establish if special consideration is necessary for future observer placements on that or similar vessels.</p> |   |
| <b>Learning Outcome</b>  | <b>Assessment Criteria</b>  |
| <b>1. Establish a positive professional relationship as part of the debriefing process for a fisheries observer following a trip at sea</b>  | 1.1 The candidate is able to establish a positive and supportive professional relationship with the fisheries observer during the debriefing process  |
| <b>2. Communicate effectively with a fisheries observer during the debriefing process for a fisheries observer following a trip at sea</b>   | 2.1 The candidate uses active listening techniques during the debriefing process to seek further explanation from the fisheries observer<br>2.2 The candidate is able to establish rapport with the fisheries observer during the debriefing process through effective and communication skills   |
| <b>3. Provide effective feedback to enhance performance and improve quality of data during the debriefing process for a fisheries observer following a trip at sea</b>   | 3.1 The candidate provides constructive feed back during the debriefing process to reinforce positive aspects of the observer's performance verbal and written feed back<br>3.2 The candidate provides constructive feedback to the observer on identified errors in order to help improve the quality of future data from the observer |

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| Learning Outcome  | Assessment Criteria   |
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| <b>4. Use effective interview techniques as part of the debriefing process for a fisheries observer following a trip at sea</b> | <p>4.1 The candidate uses effective interview techniques to establish if further data relevant to the trip can be obtained</p> <p>4.2 The candidate uses effective interview techniques to determine if the quality of data has suffered as the result of harassment of the observer</p> <p>4.3 The candidate is alert to the possibility of manufactured data, or data that has been compromised through negligence on the part of the observer</p> <p>4.4 The candidate uses effective interview techniques to decide if special consideration is recommended for future observer placements on that or similar vessels</p> |

**PIRFO 4 - 1.01 Evidence and Assessment Guide**

***Context and Method of assessment***

Assessment is to be conducted at the workplace. Assessment of this module is a final result arising from the candidate monitoring at least two observer debriefings, and completing three observer debriefings under supervision.

The following assessment methods are suggested:

- practical exercises
- observation of practical demonstration.

Resources for assessment may include:

- Debriefing protocols
- Debriefing data templates
- Feedback and evaluation templates
- Observer data templates, journal, and Observer Trip Report

**Underpinning Knowledge**

This module requires candidates to demonstrate a good general knowledge of Pacific Island regional and national debriefing programs and protocols.

It also requires a demonstrated ability to effectively and deliberately use established communication and interview techniques to provide feedback, establish professional rapport, and elicit accurate information from the debriefing process.

| <b>Learning Outcome</b>  | <b>Evidence Guide</b>  |
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| <b>1. Establish a positive professional relationship as part of the debriefing process for a fisheries observer following a trip at sea</b>                            | 1.1 The candidate creates a positive and supportive professional relationship with the fisheries observer during the debriefing process  |
| <b>2. Communicate effectively with a fisheries observer during the debriefing process for a fisheries observer following a trip at sea</b>                             | 2.1 The candidate employs active listening techniques during the debriefing process to seek further explanation from the fisheries observer the<br><br>2.2 The candidate makes considered use of effective and communication skills to establish rapport with the fisheries observer during the debriefing process                                 |
| <b>3. Provide effective feedback to enhance performance and improve quality of data during the debriefing process for a fisheries observer following a trip at sea</b> | 3.1 The candidate uses constructive feed back during the debriefing process to reinforce positive aspects of the observer's accuracy and data quality<br><br>3.2 The candidate provides constructive verbal and written feedback to the observer on any identified errors so as to assist and improve the quality of future data from the observer |

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| <b>4. Use effective interview techniques as part of the debriefing process for a fisheries observer following a trip at sea</b> | 4.1 The candidate uses effective interview techniques to establish if further data relevant to the trip is available<br>4.2 The candidate uses effective interview techniques to determine if the quality of data has suffered as the result of harassment of the observer<br>4.3 The candidate uses effective interview techniques to attempt to identify issues of data integrity arising from the professional performance of the observer<br>4.3 The candidate uses effective interview techniques to decide if special consideration is recommended for future observer placements on that or similar vessels |
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### Practical Skills

The essential skills a person needs to perform work to the required standard include:

- The ability to communicate effectively during a debriefing process conducted in accordance with established national and regional protocols.
- The ability to use effective interview techniques and provide constructive feedback
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Literacy skills used for:

- Interpretation of debriefing protocols
- Collection of data and information
- Accurate completion of templates
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- Numeracy skills used for:
- Validate observer data
- Calculation
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### Critical aspects of evidence

Assessment must confirm an ability to:

- Establish rapport and a professional relationship
- Use communication skills deliberately to elicit as much data as possible
- Use interview skills to establish the influence of both personal and external factors on the ability of the observer to perform their role, and consequent effects on the quality of their data

Assessment must confirm a good general knowledge of Pacific Island regional and national debriefing programs and protocols.