



**AUSTRALIAN INDUSTRY STANDARDS LIMITED  
SKILLS SERVICE ORGANISATION**

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**Case for Change**

**PUA12 Public Safety Training Package**

**Public Safety Industry Reference Committee**

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## **A. ADMINISTRATIVE INFORMATION**

### **Industry Reference Committee submitting the Case for Change**

Public Safety Industry Reference Committee (IRC)

### **Skills Service Organisation responsible for preparing the Case for Change**

Australian Industry Standards Limited (AIS)

### **Development of the Case for Change**

This Case for Change developed by the Public Safety IRC, is focused on, but is not limited to, setting out the strategic and evidentiary case (including an analysis of the level of industry support) for developing new Public Safety Training Package products relevant to the area of Biosecurity Response Operations. The Case for Change was developed in consultation with state and federal agencies and stakeholders with the legal responsibility and authority for development of a national biosecurity response capability, as directed by the Council of Australian Governments (COAG) Intergovernmental Agreement on Biosecurity (IGAB). The Case for Change was developed regarding the Training Package Development and Endorsement Process Policy, and outlines the requirements for change to ensure that the AISC can make decisions on the basis of robust evidence.

PUA12 Public Safety Training Package products listed in Schedule A are proposed for development as part of this Case for Change. This includes:

- **One new** Public Safety unit of competency
- **Eight new** skill sets relevant to Biosecurity Response Operations

Products developed as a result of this Case for Change will be integrated with the wider suite of Biosecurity Response qualifications within the PUA12 Public Safety Training Package.

## **B. THE CASE FOR CHANGE**

### **Drivers for Change**

This Case for Change is predicated on three key drivers. These are:

1. Commonwealth Government research on Australia's Biosecurity Future (2014)
2. Council of Australian Governments (COAG) Intergovernmental Agreement on Biosecurity (IGAB) (2012)
3. National policy changes relevant to Biosecurity Response operations (2015)

### **Government Research**

A recent report entitled 'Australia's Biosecurity Future' (CSIRO, 2014)<sup>1</sup> highlights the importance of developing and maintaining sufficient biosecurity capability to manage the increasing complexity of the Australian biosecurity landscape.

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<sup>1</sup> Simpson, M. dSrinivasan, V (2014) Australia's Biosecurity Future. Preparing for future biosecurity challenges. Commonwealth Scientific and Industrial Research Organisation (CSIRO).

## COAG Intergovernmental Agreement on Biosecurity

The Intergovernmental Agreement on Biosecurity<sup>2</sup> (IGAB) was ratified in January 2012 and aims to strengthen the working partnership between governments and to improve the national biosecurity system and minimise the impact of pests and disease on Australia's economy, environment and the community. Via this agreement, the Commonwealth and all state and territory governments<sup>3</sup> committed to maintaining an effective level of preparedness to adequately respond to biosecurity incidents and collaboratively implement programs to ensure that the necessary level of capacity and capability is sustained across all jurisdictions.

The IGAB Schedules identify the national priority areas for collaboration. IGAB Schedule 7 entitled 'National Biosecurity Emergency Preparedness and Response Arrangements' aims to strengthen and build the national capability and capacity to prepare for and respond to biosecurity incidents.

Further, IGAB Schedule 7 commits signatories to:

- The sharing of resources and capabilities between jurisdictions to train and prepare for, and respond to, emergencies
- Developing and implementing nationally accredited training and approved biosecurity exercise programs and simulations
- Developing and implementing standard processes to facilitate the exchange of information between jurisdictions during a biosecurity emergency response
- Maintaining clearly defined and consistent emergency response arrangements that are recognised and practiced by all jurisdictions across each level of government

The National Biosecurity Committee (NBC) is the governing body tasked with identifying and implementing collaborative projects to meet the national priorities identified under IGAB. The Training Specialist Task Group (TSTG) is a working group convened by the National Biosecurity Emergency Preparedness Expert Group (NBEPEG) which is in turn an expert group reporting to the NBC. The NBEPEG is supported and facilitated through the Commonwealth's Department of Agriculture and Water Resources.

The use of Biosecurity Response vocational qualifications is to support personnel that are developing individual capabilities to work in specific functional teams within a biosecurity emergency response, including public information, response planning, operations, logistics, finance and administration. These functional sectors are consistent with those defined in the Biosecurity Incident Management System (BIMS), Australian Veterinary Emergency Plan (AUSVETPLAN) and the Australian Plant Pest Response Plan (PLANTPLAN).

## National Policy Changes

Since 2012, amendments have been made to the AUSVETPLAN Control Centres Management Manual Parts 1 and 2 (Version 4.1/4.0 respectively, 2015)<sup>4</sup>. Ongoing work by the TSTG has identified the need

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<sup>2</sup> Intergovernmental Agreement on Biosecurity, <https://www.coag.gov.au/content/intergovernmental-agreement-biosecurity>

<sup>3</sup> With the exception of Tasmania

<sup>4</sup> Animal Health Australia (2015). Control centres management manual and Part 2: Operational centres: functions and linkages (Version 4.0). Australian Veterinary Emergency Plan (AUSVETPLAN), Edition 4, Australian Agriculture Ministers' Forum.

to fill gaps in current Biosecurity Response qualifications to align with BIMS and AUSVETPLAN, including the need to define industry skill sets and ensure that core and elective units of competency are appropriate, relevant to industry needs, and cover the full scope of biosecurity emergency response content needed.

The NBEPEG have proposed one new unit of competency related to biosecurity response planning, and eight biosecurity response job-related skill sets for development. The proposed new skill sets are expected to be applicable to many facets of a biosecurity response, and suitable for occupations or roles that may potentially be required to provide support or operational capabilities to a biosecurity response operation, of varying magnitudes.

### **Recommended Changes**

The Public Safety IRC recommends that the products listed in Schedule A be approved for development, on the following evidence:

- A new unit of competency related to biosecurity response planning will ensure that individuals can assess the current and forecast situation for a biosecurity response, developing an aim and objectives for a biosecurity response, participating in planning meetings, and preparing, monitoring and reviewing an Incident Action Plan and sub-plans for a biosecurity response
- Eight new Biosecurity Response skill sets will provide an enhanced capability for individuals that operate, supervise and manage within varying operational biosecurity response environments
- The new products will provide improved opportunities for individuals to migrate existing skills from allied animal, horticultural and conservation environments to biosecurity response environments, and increase the scope of skills available for individuals that operate within existing emergency management roles

## **C. INDUSTRY SUPPORT FOR CHANGE**

### **Stakeholder Consultation**

Key individual and group stakeholders who were consulted, or provided information in the development of this Case for Change over the period September 2016 to May 2017 are included within Attachment B. The information contained within this Case for Change was made available to the public, industry stakeholders and State Training Authorities for comment and feedback through the AIS website and registered stakeholder communications over the period 10-25 November 2016.

### **Overview of the issues identified**

At present, the training and assessment of biosecurity qualifications is undertaken by, or on behalf of jurisdictions to increase federal, state and territory government capabilities, and improve the capacity to prepare for and respond to a biosecurity emergency response. There is an identified need to improve capability in wider industry stakeholder groups, as many functional activities within a biosecurity incident response relate to skills and knowledge that may be sourced from allied industries, the private/commercial sector and the wider Australian community.

The capacity to respond effectively to a significant multi-state biosecurity emergency or incident response may require thousands of people. These people may apply skills from the broader response skills base, thus an understanding of biosecurity response functions is required to support the skills already available within industry.

Effective biosecurity risk minimisation is a shared responsibility between government and industry. Development and maintenance of suitable biosecurity response capabilities will minimise the social and economic impacts of biosecurity incursions on agricultural and the wider Australian communities.

Industry therefore contributes to biosecurity preparedness and response capability by training their members, enabling them to minimise biosecurity risk as part of their industry role and to contribute their expertise within a biosecurity incident response. At present, collaboration between jurisdictions and industry enables training and assessment to be undertaken via joint initiatives.

### **Biosecurity response planning**

Planning skills are essential to an effective biosecurity incident response. Industry and government personnel develop some planning skills as part of their normal role. However, in the high stress, rapidly changing working environment of a biosecurity incident response, personnel need to apply these skills within the Biosecurity Incident Management System functional structure, and require training and assessment that is contextualised to relevant scenarios.

A new unit of competency is proposed to be applicable to all potential biosecurity response incident planners, and provides the opportunity for skills transferability from other emergency management sectors, agriculture, horticulture, conservation and land management sectors. The new unit of competency would cater to those personnel working within a Local Control Centre or State Coordination Centre who are required to undertake planning under supervision. It is considered feasible for the unit of competency to be utilised across any occupation or role that may potentially be required to provide operational planning capabilities to a biosecurity incident response, of varying magnitudes.

- **One new unit of competency** to be developed to provide the necessary planning skills for biosecurity emergency responders:
  - PUABIO001X Conduct planning in a biosecurity response
- **Eight new skill sets** to be developed to that align to key roles within a biosecurity emergency response, and provide role pathways within the broader Biosecurity Response Operations qualifications, including:
  - Certificate III in Public Safety (Biosecurity Response Operations)
    - Biosecurity Responder skill set
    - Infected Premises Operator skill set
    - Restricted Area Movement Security Officer skill set
  - Certificate IV in Public Safety (Biosecurity Response Leadership)
    - Biosecurity Response Leader skill set
    - Field Surveillance Site Supervisor skill set
    - Infected Premises Supervisor skill set
    - Restricted Area Manager skill set
  - Diploma of Public Safety (Biosecurity Response Management)
    - Biosecurity Response Manager skill set

## Issues and sensitivities

There are no residual issues identified by the Public Safety IRC that have not been addressed within this Case for Change. Feedback was received during the consultation period that expressed support for the proposed Case for Change, with no dissenting views raised to the Public Safety IRC for consideration.

## D. IMPACTS OF CHANGE

### Biosecurity Workforce

Proposed changes to the existing Biosecurity Response qualification framework will result in an enhanced response planning capability and targeted occupational skill sets becoming available to the wider public safety sector and allied industries.

### Identification of benefits of change

Biosecurity stakeholder consultation to date has identified that the proposed development of new PUA Public Safety Training Package products will result in government and industry stakeholders meeting the intent of the Intergovernmental Agreement on Biosecurity Schedule 7.

### Identification of risks of not implementing proposed change

- State and federal agencies and stakeholders are unable to meet ongoing obligations under the Intergovernmental Agreement on Biosecurity (IGAB) Schedule 7
- Biosecurity emergency responders will not have the required level of planning skills to operate effectively within Biosecurity Incident Management Teams
- Industry stakeholders cannot work effectively work with changed requirements of the Biosecurity Incident Management System or the Australian Veterinary Emergency Plan (AUSVETPLAN)

### Proposed approach and estimated timeframes for undertaking development work

Preliminary consultation and development work has been undertaken through the National Biosecurity Committee and sub-committee Training Specialist Task Group. Completion of the development work is proposed to be undertaken in conjunction with PUA12 Public Safety Training Package transition activities over the period 2017-18. The Public Safety IRC intends to submit a PUA Public Safety Training Package Case for Endorsement with supporting material for submission to the AISC before June 2018.

## E. IMPLEMENTING THE COAG INDUSTRY AND SKILLS COUNCIL (CISC) REFORMS FOR TRAINING PACKAGES

This Case for Change address the COAG Industry and Skills Council suite of reforms to the Training Package system in response to the Review of Training Packages and Accredited Courses in the following manner:

- Removing obsolete and superfluous qualifications from the training system to make it easier for consumers to find the training relevant to their needs:
  - This Case for Change does not propose the removal of any obsolete or superfluous Training Package products

- Making more information available about industry’s expectations of training delivery to training providers to improve their delivery and to consumers to enable them to make more informed course choices:
  - Training delivery information relevant to the Biosecurity Incident Management System (BIMS) and the Australian Veterinary Emergency Plan (AUSVETPLAN) Management Manual will be provided within the supporting Companion Volume Implementation Guide
- Ensuring the training system better supports individuals to move easily from one related occupation to another:
  - The proposed new skill sets provide improved opportunities for individuals operating within allied emergency management sectors, agriculture, horticulture, conservation and land management occupations and roles to transfer acquired skills and knowledge into biosecurity response operating environments
- Improving the efficiency of the training system by creating units that can be owned and used by multiple industry sectors and housing these units in a ‘work and participation bank’:
  - This Case for Change proposes the development of a unit of competency that may be considered suitable for use within industry sectors that are focused on emergency response planning
- Fostering greater recognition of skill sets:
  - The proposed new skill sets allow individuals to develop a range of additional job skills at each Biosecurity Response qualification level, and are aligned to the core units of each qualification
- Ensuring that accredited courses ‘fill the gap’ in Training Packages and provide for training courses to be developed as quickly as industry needs them and support niche skill needs:
  - This Case for Change does not propose a requirement for development of an existing or proposed accredited course

### Industry Reference Committee Signoff

This Case for Change was agreed to by the Public Safety IRC:

Public Safety IRC Chair	Mark Burgess	May 2017
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## TRAINING PACKAGE COMPONENTS TO CHANGE

Australian Industry Standards

Contact details: Chief Operating Officer, Australian Industry Standards

Date submitted: May 2017

Develop Year	Training Package Code	Training Package Name	Product	Code	Title	Comments	Review Status	Change required
<b>DEVELOP – 1 NEW UNIT OF COMPETENCY</b>								
1	2017-18	PUA	Public Safety	Unit of competency	PUABIO001X	Conduct planning in a biosecurity response	New product to provide planning skills for biosecurity emergency responders	New
<b>DEVELOP – 8 NEW UNIT SKILL SETS</b>								
1	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Biosecurity Responder skill set	Linked to the Certificate III in Public Safety (Biosecurity Response Operations)	New
2	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Infected Premises Operator skill set	Linked to the Certificate III in Public Safety (Biosecurity Response Operations)	New



3	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Restricted Area Movement Security Officer skill set	Linked to the Certificate III in Public Safety (Biosecurity Response Operations)		New
4	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Biosecurity Response Leader skill set	Linked to the Certificate IV in Public Safety (Biosecurity Response Leadership)		New
5	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Field Surveillance Site Supervisor skill set	Linked to the Certificate IV in Public Safety (Biosecurity Response Leadership)		New
6	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Infected Premises Supervisor skill set	Linked to the Certificate IV in Public Safety (Biosecurity Response Leadership)		New
7	2017-18	PUA	Public Safety	Skill set	PUASS0000X	Restricted Area Manager skill set	Linked to the Certificate IV in Public Safety (Biosecurity Response Leadership)		New

8	2017-18	PUA	Public Safety	Skill set	PUASS000X	Biosecurity Response Manager skill set	Linked to the Diploma of Public Safety (Biosecurity Response Management)		New
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## Attachment B

### Department of Education and Training - Victoria

Name	Organisation	Method and Scale of Consultation
Lee Carter	Department of Education and Training - Victoria	Reviewed Consultation Case for Change – 10-25 November 2016
Alan Daniel	Department of Education and Training - Victoria	Reviewed Consultation Case for Change – 10-25 November 2016
Training Products Unit	Department of Education and Training - Victoria	Reviewed Consultation Case for Change – 10-25 November 2016

### Department of Agriculture and Water Resources - Biosecurity Stakeholders

Name	Organisation	Method and Scale of Consultation
Tony Callan	Department of Agriculture and Water Resources	Reviewed Consultation and Final Case for Change through development
Jason Males	Department of Agriculture and Water Resources	Key Drafter Consultation and Final Case for Change
Angela Cressy	Department of Agriculture and Water Resources	Key Drafter Consultation Case for Change

### Intergovernmental Agreement on Biosecurity – Training Specialist Task Group

Name	Organisation	Method and Scale of Consultation
Barry Kay	Acting Deputy Director General Biosecurity and Food Safety NSW Department of Primary Industries	Reviewed Consultation Case for Change through development
Robyn Grob	Principal Training Coordinator Biosecurity Queensland Department of Agriculture and Fisheries	Reviewed Consultation Case for Change through development
Elena Petrenas	Manager Emergency Management Primary Industries and Regions SA - PIRSA	Reviewed Consultation Case for Change through development

	Government of South Australia	
Lyn Cameron	Manager Department of Agriculture and Food, Western Australia	Reviewed Consultation Case for Change through development
Sally Marcroft	Capability Development Regulation and Compliance Biosecurity Department of Economic Development, Jobs, Transport and Resources	Reviewed Consultation Case for Change through development
Paul Cairns	Manager ACT Government	Reviewed Consultation Case for Change through development
Jessica Arnold	Manager Emergency Management Biosecurity and Animal Welfare Department of Primary Industries and Fisheries Northern Territory Government Australia	Reviewed Consultation Case for Change through development
Jessica Tyson	Training Program Coordinator Biosecurity Operations Branch Biosecurity Tasmania Department of Primary Industries, Parks, Water and Environment	Reviewed Consultation Case for Change through development
Jude Nettleingham	Learning and Development Coordinator Animal Health Australia	Reviewed Consultation Case for Change through development
Stephen Dibley	Program Manager Training and Biosecurity Preparedness Plant Health Australia	Reviewed Consultation Case for Change through development
Tony Callan	Director Preparedness Section Biosecurity Policy & Implementation Division Department of Agriculture and Water Resources	Reviewed Consultation and Final Case for Change through development