CASE FOR CHANGE

POL POLICE TRAINING PACKAGE

Public Safety Industry Reference Committee

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 reviewing existing POL Police Training Package products, relevant to the areas of:

- Police Protection
- Police Search and Rescue.

The Case for Change was developed in consultation with Police and Public Safety stakeholders. The Case for Change was also developed with consideration of the Training Package Development and Endorsement Process Policy and outlines the requirements for change to ensure that the AISC can make decisions based on robust evidence.

POL Police Training Package products listed in Attachment A, are proposed for development as part of this Case for Change. This includes:

- Four existing qualifications
- 19 existing units of competency.

Products reviewed and developed because of this Case for Change, will be integrated within the Release 5.0 of the POL Police Training Package.

B. THE CASE FOR CHANGE

Driver(s) for change

The Australia New Zealand Policing Profession Framework was developed by the Australia New Zealand Council of the Police Profession (ANZCoPP) and directs the work on Vocational Education and Training (VET) Police qualifications and units of competency. ANZCoPP's remit includes the scoping, development, review, benchmarking, and industry approval of police VET products. The remit of ANZCoPP together with the Framework continues to direct the POL Police Training Package through the annual prioritisation of work outlined in the Industry Skills Forecasts and/or Cases for Change. Priority areas for review in 2020-21 include Police Protection and Police Search and Rescue. This Case for Change supports the driver of currency - to ensure that skills and knowledge requirements outlined in the qualifications and units of competency are relevant, reflects contemporary practices and is fit for purpose.

Recommended change(s)

Police propose to review the four qualifications and 19 units of competencies outlined in Annex A. The review of these qualifications and units of competency will meet the workforce requirements of federal, state and territory police. The qualifications and units of competency identified are deemed priority areas for review following stakeholder consultation and approval of ANZCoPP.

C. INDUSTRY SUPPORT FOR CHANGE

Stakeholder Consultation

Key individual and group stakeholders were consulted or provided information regarding the development of this Case for Change over the period of 22 May – 02 June. The information contained within the Case for Change, was made available to the public, industry stakeholders and State Training Authorities for comment and feedback through the Australian Industry Standards website and registered stakeholder communications, over the period 09 - 24 June 2020. The Public Safety IRC reviewed and approved this Case for Change on [date].

Overview of the issue(s) identified

Police Protection

Police protection services are essential to protecting communities and relevant international and domestic stakeholders as police protection officers support the safety and security of individuals who may be under imminent threat or danger. Federal, state and territory police have identified the need to review two existing qualifications and nine units of competency to ensure they are fit for purpose, reflect contemporary practice and operational policing requirements.

POL Police Training Package Police Protection qualifications and units of competency to be reviewed:

- **2 existing qualifications**
  - POL60119 Advanced Diploma of Police Close Personal Protection
  - POL60519 Advanced Diploma of Police Witness Protection
- **9 existing units of competency**
  - POLCOV016 Perform witness protection duties
  - POLCOV017 Manage a witness protection operation
  - POLCOV018 Communicate in a witness protection environment
  - POLCOV019 Plan a protection operation
  - POLCOV020 Conduct searches within a protection environment
  - POLCOV021 Perform close personal protection duties
  - POLCOV039 Manage a close personal protection operation
  - POLCOV040 Drive close personal protection vehicles
  - POLCOV041 Communicate in a close personal protection environment

Police Search and Rescue

Police search and rescue services are essential to reassure and protect communities and fulfils an important public safety function. Police search and rescue members contribute to public safety by successfully identifying and responding to incidents where individuals are in distress or imminent danger. Search and rescue in Australia spans diverse contexts (including land and marine), different geographies and urban and remote settings. Police search and rescue operations require engagement and collaboration with external agencies and stakeholders, such as volunteer services and other public safety agencies. Federal, state and territory police have identified the need to review two existing qualifications and ten units of competency to ensure they are fit for purpose, reflect contemporary practice and operational policing requirements.

POL Police Training Package Police Search and Rescue qualifications and units of competency to be reviewed:

- **2 existing qualifications**
  - o POL58115 Diploma of Police Search and Rescue Coordination
  - o POL60419 Advanced Diploma of Police Search and Rescue Management
- **10 existing units of competency**
  - o POLSAR001 Manage and evaluate search and rescue exercises
  - o POLSAR002 Manage resources for police search and rescue operations
  - o POLSAR003 Manage search and rescue media requirements
  - o POLSAR004 Manage search and rescue operations
  - o POLSAR005 Undertake marine search and rescue duties
  - o POLSAR006 Undertake land search and rescue duties
  - o POLSAR007 Assess search and rescue requirements
  - o POLSAR008 Undertake initial search and rescue actions
  - o POLSAR009 Coordinate police search and rescue operation
  - o POLSAR010 Conclude police search and rescue operation

Issues and sensitivities

POL Police Training Package Police Protection material contains Not For Public Access (NFPA) content and drafts will not be released for review without written approval by the Australia New Zealand Policing Advisory Agency (ANZPAA).

D. IMPACTS OF CHANGE

Police Workforce

Proposed changes to the qualifications listed above will result in enhanced police skills and knowledge to undertake public safety roles and will both reassure and protect communities and enhance the capabilities of police members.

Registered Training Organisations (RTOs)

Training delivery of Police Training Package qualifications and units of competency is currently undertaken by several policing RTOs. RTOs who have these qualifications on scope are police academies and colleges that are aware of changes to police practice as it relates to the qualifications. Police training continues to align with good practice and is regularly updated to reflect the contemporary policing environment, therefore any proposed changes to these qualifications are anticipated and expected. Police RTOs are encouraged to place these qualifications on scope and increase their uptake. There are no further stakeholders or RTOs external to policing that are impacted by changes to these qualifications.

Identification of benefits of change

Stakeholder consultation to date, has identified that the proposed changes to these Police Training Package products will result in the following benefits to policing:

- **Currency** – A review of these qualifications supports police to update skills and knowledge required to address new and evolving issues and environments.
- **Police Protection Capability** - A review of these qualifications ensures police have the skills and knowledge to undertake their duties and roles within police protection environments.
- **Police Search and Rescue Capability** - A review of these qualifications ensures police have the skills and knowledge to undertake their duties and roles within search and rescue operations.

Identification of risks of not implementing proposed change

Not implementing the proposed changes to these Police Training Package qualifications and units of competency will result in the following risks to policing and communities:

- **Police Safety** - Police operate in a high risk, dynamic environment that requires their skills and knowledge to be contemporary, fit for purpose and reflective of current practice. In the policing environment, risk is mitigated by training and development; a failure to do so exposes police and those they are helping and supporting to potentially fatal consequences.
- **Community Safety** – The safety of communities is at risk when police practices are out of date, not reflective of contemporary practice and do not continuously assess dynamic work environments. A failure to review police qualifications and units of competency exposes communities to risk at times when they are most vulnerable and require police support and assistance.

Proposed approach and estimated timeframes for undertaking development work

Completion of all development work is proposed to be undertaken over the period August 2020 – July 2021. The Public Safety IRC intends to submit a POL Police Training Package Release 5.0 Case for Endorsement with supporting material for submission to the AISC **before 31 July 2021**.

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

This Case for Change addresses 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 and units of competency from Training Packages to make it easier for consumers to access relevant training.
  - o This Case for Change does not propose removal of obsolete and superfluous qualifications for units of competency from the National Register.
- Making more information available about industry's expectations of training to training providers to improve their delivery and to consumers, to enable them to make more informed course choices.
  - o This Case for Change will ensure information is made to police RTROs.
- Ensuring the training system better supports individuals, to move easily from one related occupation to another.
  - o The Case for Change may support individuals transferring skills within and across the policing industry, noting the federal setting in which police jurisdictions operate.
- Improving the efficiency of the training system by creating units of competency that can be owned and used by multiple industry sectors and housing these units in a 'work and participation bank'.
  - o The Case for Change does not support creation of units of competency that may be owned and used by multiple industry sectors, due to the nature of policing.
- Fostering greater recognition of skill sets.
  - o The Case for Change does not propose the development of additional Skill Sets for the POL Police Training Package.

- 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.
    - The Case for Change does not propose the development of accredited courses.

Industry Reference Committee Signoff

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

Mark Burgess IRC Chair		Date

ATTACHMENT A

TRAINING PACKAGE PRODUCTS

Australian Industry Standards

Contact details: Industry Manager, Australian Industry Standards

Date submitted:

	DEVELOP YEAR	TRAINING PACKAGE CODE	TRAINING PACKAGE NAME	PRODUCT	CODE	TITLE	CHANGE REQUIRED
1.	2020-21	POL	Police	Unit of competency	POLCOV016	Perform witness protection duties	Revise
2.	2020-21	POL	Police	Unit of competency	POLCOV017	Manage a witness protection operation	Revise
3.	2020-21	POL	Police	Unit of competency	POLCOV018	Communicate in a witness protection environment	Revise
4.	2020-21	POL	Police	Unit of competency	POLCOV019	Plan a protection operation	Revise
5.	2020-21	POL	Police	Unit of competency	POLCOV020	Conduct searches within a protection environment	Revise

	DEVELOP YEAR	TRAINING PACKAGE CODE	TRAINING PACKAGE NAME	PRODUCT	CODE	TITLE	CHANGE REQUIRED
6.	2020-21	POL	Police	Unit of competency	POLCOV021	Perform close personal protection duties	Revise
7.	2020-21	POL	Police	Unit of competency	POLCOV039	Manage a close personal protection operation	Revise
8.	2020-21	POL	Police	Unit of competency	POLCOV040	Drive close personal protection vehicles	Revise
9.	2020-21	POL	Police	Unit of competency	POLCOV041	Communicate in a close personal protection environment	Revise
10.	2020-21	POL	Police	Unit of competency	POLSAR001	Manage and evaluate search and rescue exercises	Revise
11.	2020-21	POL	Police	Unit of competency	POLSAR002	Manage resources for police search and rescue operations	Revise
12.	2020-21	POL	Police	Unit of competency	POLSAR003	Manage search and rescue media requirements	Revise
13.	2020-21	POL	Police	Unit of competency	POLSAR004	Manage search and rescue operations	Revise

DEVELOP YEAR		TRAINING PACKAGE CODE	TRAINING PACKAGE NAME	PRODUCT	CODE	TITLE	CHANGE REQUIRED
14.	2020-21	POL	Police	Unit of competency	POLSAR005	Undertake marine search and rescue duties	Revise
15.	2020-21	POL	Police	Unit of competency	POLSAR006	Undertake land search and rescue duties	Revise
16.	2020-21	POL	Police	Unit of competency	POLSAR007	Assess search and rescue requirements	Revise
17.	2020-21	POL	Police	Unit of competency	POLSAR008	Undertake initial search and rescue actions	Revise
18.	2020-21	POL	Police	Unit of competency	POLSAR009	Coordinate police search and rescue operation	Revise
19.	2020-21	POL	Police	Unit of competency	POLSAR010	Conclude police search and rescue operation	Revise

	DEVELOP YEAR	TRAINING PACKAGE CODE	TRAINING PACKAGE NAME	PRODUCT	CODE	TITLE	CHANGE REQUIRED
1.	2020-21	POL	Police	Qualification	POL58115	Diploma of Police Search and Rescue Coordination	Revise
2.	2020-21	POL	Police	Qualification	POL60119	Advanced Diploma of Police Close Personal Protection	Revise
3.	2020-21	POL	Police	Qualification	POL60419	Advanced Diploma of Police Search and Rescue Management	Revise
4.	2020-21	POL	Police	Qualification	POL60519	Advanced Diploma of Police Witness Protection	Revise

ATTACHMENT B [FINALISE AFTER CONSULTATION]

NATIONAL CONSULTATION

State Training Authorities

NAME	ORGANISATION	METHOD AND SCALE OF CONSULTATION
		AIS website and registered stakeholder email distribution.

Industry Training Advisory Board

NAME	ORGANISATION	METHOD AND SCALE OF CONSULTATION
		AIS website and registered stakeholder email distribution.

Police Industry

ORGANISATION	METHOD AND SCALE OF CONSULTATION
Australia New Zealand Council of the Police Profession (ANZCoPP)	Governing Body
Australian Federal Police (AFP)	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation
Australian Institute of Police Management	Meeting
Northern Territory Police	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation

NSW Police Force	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation
Police Federation of Australia	Meeting
South Australia Police	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation
Victoria Police	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation
Western Australia Police	Teleconference Working Group workshop Focus Group workshop Face-to-face visit and consultation
Queensland Police	Teleconference Working Group workshop Focus Group workshop

	Face-to-face visit and consultation
Tasmania Police	Teleconference
	Working Group workshop
	Focus Group workshop
	Face-to-face visit and consultation
New Zealand Police	Teleconference
	Working Group workshop
	Focus Group workshop
	Face-to-face visit and consultation
New Zealand Police Association	Meeting

Public Stakeholders

NAME	ORGANISATION	METHOD AND SCALE OF CONSULTATION
General Public	Request for public feedback	AIS website and registered stakeholder email distribution.