

INDUSTRY OUTLOOK

2021

PUBLIC SAFETY

INDUSTRY REFERENCE COMMITTEE



ABOUT THIS INDUSTRY OUTLOOK

The Industry Reference Committee (IRC) Industry Outlooks focus on the prioritisation of the skill needs of the industry sectors each IRC has responsibility for. The Public Safety IRC Industry Outlook identifies the priority skill needs of the Public Safety industry following a stakeholder consultation and research process conducted by Australian Industry Standards (AIS) on behalf of the IRC.

The document is deliberately brief, it does not seek to identify every issue within every sector. It is a snapshot of a continually evolving story that is intended to alert and inform a wide audience and enhance the industry's capacity to act.

IRCs are required to consult broadly with stakeholders to ensure a whole-of-industry view about the opportunities and challenges for the workforce and the Training Package review work necessary to meet industry needs.

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FROM THE CHAIR

Public Safety agencies have faced significant challenges in the past twelve months that have included operational responses to COVID-19, bushfires and severe weather events. The impact of COVID-19, in particular, has demonstrated how quickly an emergency can unfold and how important it is to implement strategies to manage and overcome the impact.

Australia cannot afford to be complacent; as we have learnt with COVID-19, there are significant impacts to the community and businesses that cross economic, environmental and social dimensions when unexpected events occur.

Emergencies such as COVID-19 highlight the continuing level of high cooperation between all the emergency services when faced with such challenges. However, as the findings from the recently released Royal Commission into National Natural Disaster Arrangements, the Final Report of the NSW Bushfire Inquiry and the Special Commission of Inquiry into the Ruby Princess have demonstrated, the emergency services have faced significant challenges in responding to these events.

The capacity of the emergency services, particularly police and defence, in meeting the resourcing and logistical requirements of quarantining and border closures during COVID-19 has, at times, been stretched. It should be noted that constant deployments at such events, and the threat of infection, has placed a heavy burden upon the continued wellbeing of all frontline personnel. Vaccines for frontline workers will reduce the risk of infection from COVID-19.

Given the recent bushfires and other disasters, and the magnitude of their impact, maintaining a well-trained workforce, including volunteers, is a vital priority for ensuring the future capabilities of public safety organisations. Dealing with disasters, however, is not just a matter for governments alone as businesses, individuals, families and communities all play a role in determining how well they are prepared for and safeguarded from disasters and their ability to recover from them. In working to build a disaster resilient Australia that prevents, prepares, responds and recovers from these events, the arrangements and responsibilities for a comprehensive approach must be understood and supported by all.

The use of technology in managing public safety matters, including drones, predictive tools, and remote learning, will continue to grow. One of the few positive developments from the COVID-19 outbreak has been the rapid advancement in digitisation in many workplaces throughout Australia.

Given the last twelve months, it is essential to acknowledge the work of all the public safety organisations and frontline personnel who have supported the community through these difficult times. To ensure training is optimised, the Public Safety IRC will continue to

undertake training package development and review work to ensure a resilient and agile workforce that can adapt to ongoing challenges and new industry requirements.

m A Burgess

Mark Burgess
Public Safety IRC Chair
This IRC Industry Outlook
was endorsed by the Public
Safety IRC on 4 June 2021.

“ Given The use of technology in managing public safety matters, including drones, predictive tools, and remote learning, will continue to grow. ”



PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE

The Public Safety Industry Reference Committee provides the formal conduit for the Public Safety industry in gathering information from the sector – including challenges, opportunities, trends, and skills requirements for training via the Vocational Education and Training (VET) system.

The Public Safety Industry Reference Committee comprises industry leaders and experts who work to ensure skills standards and qualifications are developed to meet the needs of industry, now and into the future. This work involves engaging with broader industry stakeholders to ensure that skills standards keep pace with changing industry needs, technology innovations and regulatory requirements. The IRC also ensures that qualifications are responsive and support the portability of skills.

TRAINING PACKAGE

The IRC oversees nationally endorsed qualifications, referred to as the *Public Safety Training Package*. The PUA Public Safety Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in aquatic rescue, aquatic search and rescue, emergency communications centre operations, community safety, biosecurity response operations, leadership, emergency management, search and rescue – management, firefighting operations, supervision and management, emergency operations and fire investigation. The PUA Training Package contains 31 qualifications, 42 Skill Sets and 252 Units of Competency.

The POL Training Package provides nationally recognised Vocational Education and Training (VET) qualifications for policing occupations in areas such as community engagement, intelligence, search and rescue, forensics, investigation, negotiation, prosecution and protective services. The POL Training Package contains 29 qualifications, 1 Skill Set and 156 Units of Competency.

The DEF Defence Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in the manufacture, storage, distribution, maintenance and use of explosives, mechanic, health officer, combat system operations, sensor operations, electronic forensics, simulator maintenance, range control for land, sea and air, management, work health and safety and pastoral care chaplaincy. The DEF Defence Training Packages contains 44 qualifications, 23 Skill Sets and 462 Units of Competency.

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Police Federation of Australia

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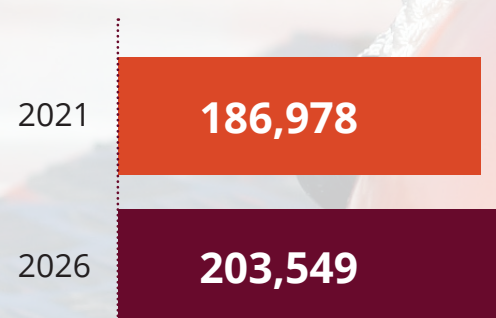
PUBLIC SAFETY INDUSTRY OVERVIEW

Australia's Public Safety industry is highly diverse. It comprises police, fire and rescue services, maritime rescue, emergency services and emergency management agencies, Defence, and intelligence organisations, including associated administrative and support functions.

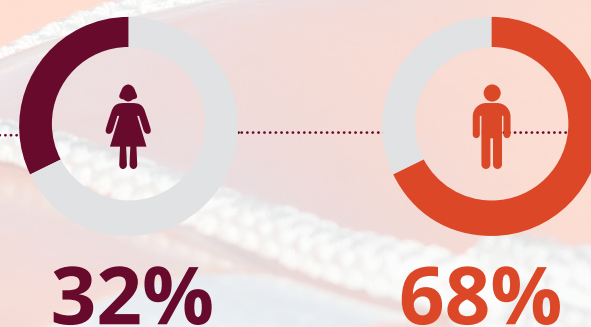
Exemptions

Police Services, Fire Protection and Other Emergency Services are excluded from this dataset.

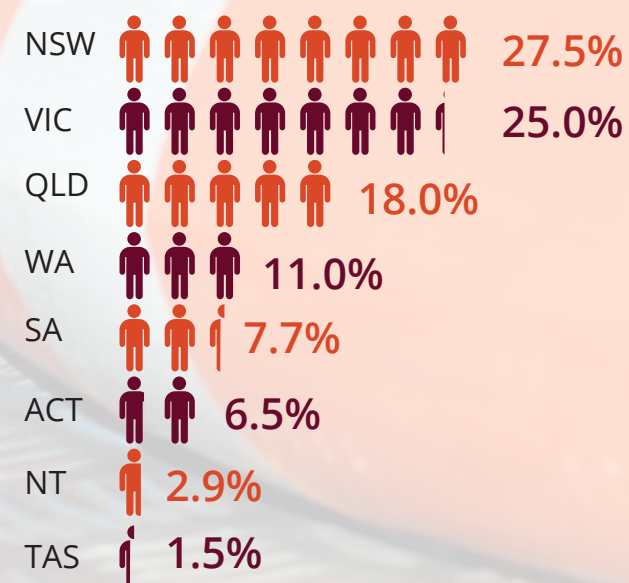
Current and Projected Workforce Size



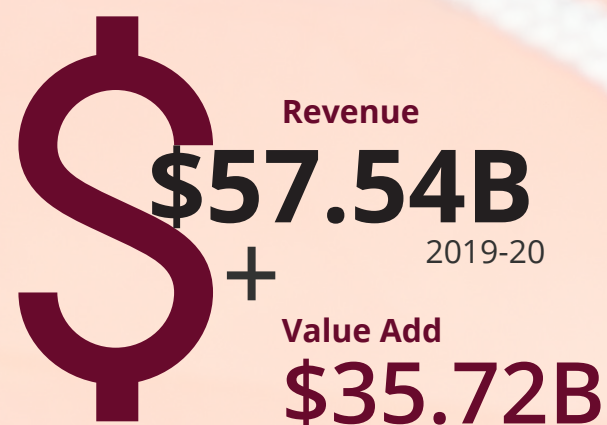
Gender Distribution



Workforce Size by State



Industry Value



Business Composition

405
Small
Businesses

99
Medium
Businesses

13
Large
Businesses

517
Total Number of
Enterprises



252
Units of
Competency



31
Qualifications



42
Skill Sets

368
Registered Training
Organisations

Ageing Rate
2.9X
faster than all
industries



40.5
Average Age

INDUSTRY FAST FACTS

7731

Surf Life Saving rescues 2019-20

197

Surf Lifesaving helicopter missions 2019-20

68,766

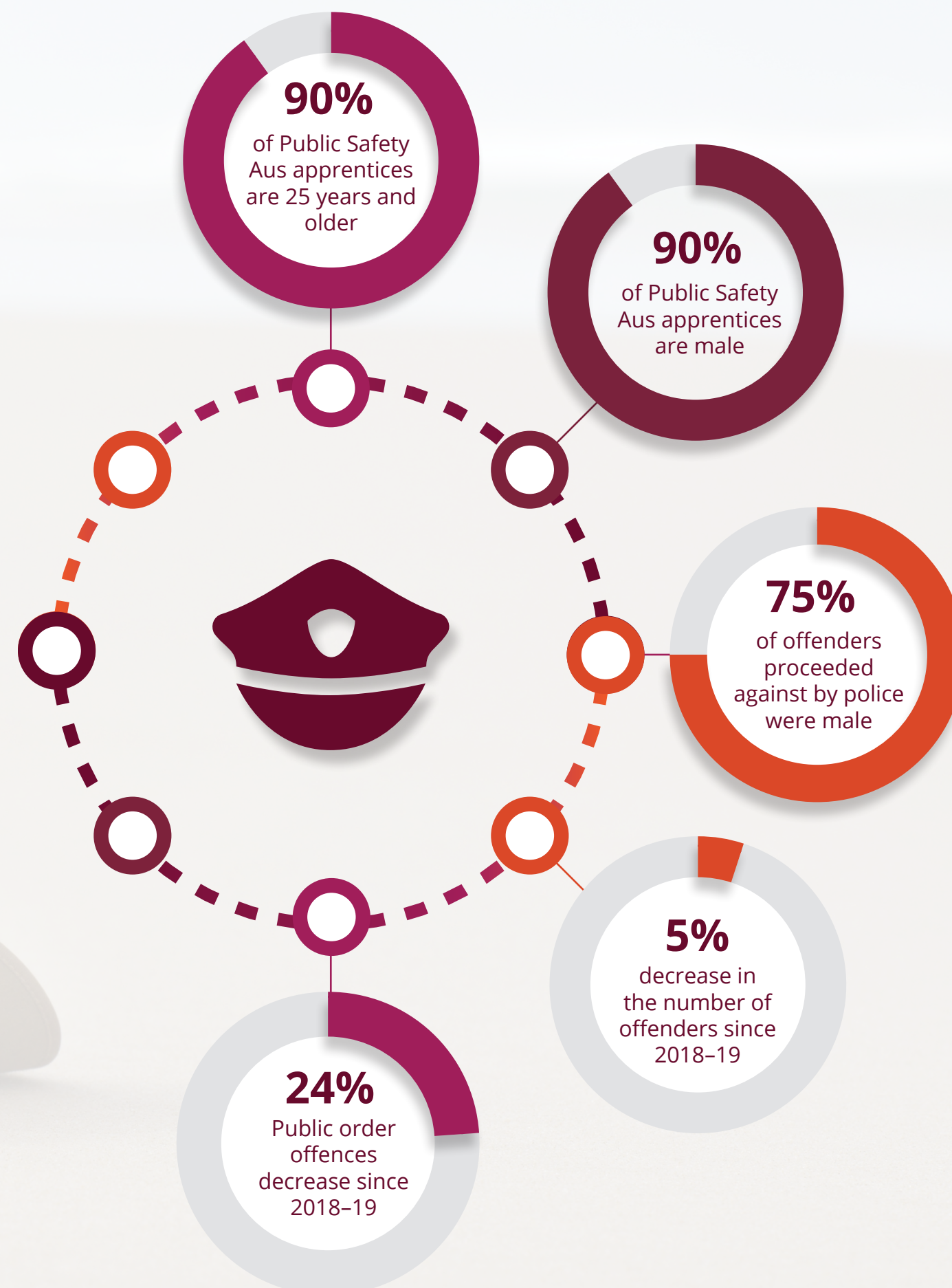
Surf lifesaving first aid treatments

10M Hectares

burned in Australian 2019-20 bushfires

13,000

ADF personnel deployed Australia wide to assist COVID-19 operation



IRC RESPONSE TO SKILLS NEEDS

Public Safety Industry Trends

Fire

All states and territories have implemented several significant changes since the release of the 2020 Bushfire Royal Commission recommendations. Interoperability of personnel and resources has improved through with the use of a common incident management system, supporting protocols and procedures, role based competencies and national industry doctrine.

All state and territory fire agencies continue to work collaboratively to further develop workforce capabilities to ensure that interoperability is successfully implemented.

Workforce Impact

The Final Report of the NSW Bushfire Inquiry, released in July 2020, provides a series of recommendations on minimising the impact of bushfires. The recommendations are currently under review by the industry. Of importance will be the continuing emphasis on delivering nationally accredited training that underpins the interoperability of fire agency resources and equipment across the nation during fire incidents.

Experienced personnel and new entrants to the industry require ongoing training to ensure proficiency and safety during a fire incident.

Volunteers contribute a great deal to fighting fires in Australia. They undertake a range of tasks that the provision of nationally recognised training underpins. Fire agencies continue to work to deliver training that is accessible and flexible in delivery methodology. Virtual and augmented reality in learning and assessment environments offer potential in the medium to longer term in this area.

The IRC Response

The PS IRC has completed the following project:

- Eight new Units of Competency in Fire and Emergency Aviation were developed, and ten Units of Competency were updated to support aviation roles performed by the fire and emergency services that are documented in the Fire and Emergency Aviation Training and Assessment Framework (FEATAF). The FEATAF supports a national approach to the training and assessment of aviation related roles in fire and emergency management and supports the sharing of resources.

The PS IRC will:

- review the PUA60919 Advanced Diploma of Public Safety (Fire Investigation), the PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations) and the PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations) to replace superseded imported core Units of Competency.
- develop three new Units of Competency to address the roles of Field Liaison Officer, Liaison Officer working with an Incident Management Team and Jurisdictional Liaison Officer working with a State Control Centre. These new Units of Competency are designed to enhance fire and emergency services capability, particularly concerning resource sharing within and across jurisdictional boundaries.

Public Safety Industry Trends

Community Safety

The National Strategy for Disaster Resilience (NSDR) has advocated that communities should be active participants in their resilience before, during and after an emergency or natural disaster. The integration of emergency services within the community is a key underpinning to building safer and more resilient communities. Community safety engagement activities are now based on shared responsibility which encourages the active participation of individuals, businesses and communities in emergency and disaster preparedness and processes.

Workforce Impact

The four Community Safety qualifications have not been reviewed in some time, and they no longer meet updated community safety regulations, industry skills requirements and changing community expectations. The review of the four Community Safety qualifications will ensure the industry can provide current and new entrants in the various public safety sectors with high quality training in community safety job roles.

The IRC Response

The PS IRC will:

- conduct further consultation with the fire and emergency services to explore the need for Skill Sets for roles such as: Community Field Liaison Officers (working in operational and/or non-operational contexts), community engagement, community support, community facilitation, prevention, education and resilience building.

Public Safety Industry Trends

Emergency Management

Under 'Australia's constitutional arrangements, state and territory governments have primary responsibility for emergency management within their jurisdiction. However, all government levels acknowledge that the impact of a disaster or emergency can be particularly severe and/or widespread and exceed the capability of a single state or territory.

Workforce Impact

In working to build a disaster resilient Australia that prevents, prepares, responds, and recovers from disasters and emergencies, it is essential that the arrangements and responsibilities for a comprehensive approach to emergency management is supported by relevant training that meets the needs of practitioners.

The industry has identified a number of gaps in emergency management training, including how human factors are handled during response and recovery activities, community evacuations, evacuation centre management, public information and warnings and lessons learned/management.

The IRC Response

The PS IRC has completed the following project:

- two Emergency Management qualifications, including 26 Units of Competency, were reviewed to ensure they addressed changing regulatory and industry skills requirement related to jurisdictional and community expectations during an emergency management response.

The PS IRC will:

- develop five new Units of Competency in emergency management to address how human factors are handled during response and recovery activities, community evacuations, evacuation centre management, public information and warnings, and lessons learned/lessons management.
- review and develop the PUA41019 Certificate IV in Public Safety (Leadership). This review will build on the work undertaken in 2020 by ensuring all Emergency Management qualifications are updated to meet industry needs.

Public Safety Industry Trends

State Emergency Services

The SES workforce and its volunteers have identified gaps within their knowledge and skills related to the safe felling of trees at emergency incidents.

Workforce Impact

Building upon work undertaken in 2020 through the Tree Safety project, the SES sector has identified the need to develop new competencies to address skills and knowledge for the safe and effective removal of trees using felling techniques. These techniques include scarfing and back cutting on damaged trees and the use of equipment such as wedges, throw lines, slings, Tirfor® and hauling and guy lines to direct the falling tree.

The IRC Response

The IRC has completed the following project:

- at an Australian Council of State and Territory Emergency Services (ACSES) meeting, it was agreed that new competencies were needed to address tree operations at complex emergency incident operations. Three new Units of Competency in relation to assessing trees, developing work plans for tree stabilisation and stabilising and removing trees at emergency incidents were developed, and one Skill Set was updated.

The PS IRC will:

- conduct consultation with stakeholders to ensure that the broader industry is included. Training package products are considered in relation to activities for moderately damaged trees or trees with hazards that can be addressed with normal equipment and processes. Other standards are also proposed for situations working with damaged trees that, by their nature, pose a significant risk that requires special equipment and advanced techniques to fell.

Public Safety Industry Trends

Aquatic Search and Rescue

Aquatic search and rescue organisations in Australia play a pivotal role in prevention and rescue activities. Performing rescues can be a hazardous and complex task, with this work often being undertaken by volunteers.

All states and territories are committed to offering aquatic search and rescue activities to ensure the community's safety. Surf Life Saving Australia is committed to reducing drownings. Over the summer season, up to March 2020, more than 4,135 rescues had been performed, with first aid being administered on 17,012 occasions.

Workforce Impact

The economic recession, along with the impact of COVID-19, has placed pressure on the funding available for Surf Life Saving activities, and there is evidence to suggest that COVID-19 may be affecting the wellbeing and mental health of some volunteers. Surf Life Saving is currently monitoring CPR and resuscitation training in the context of COVID-19 and the supply of PPE and disinfectant to volunteers.

The uptake of drones by 'Australia's search and rescue organisation is expected to continue growing. For example, Surf Life Saving NSW has recently received funding as part of the \$8 million Shark Management Strategy announced in June 2020. It is anticipated that volunteers in aquatic search and rescue organisations will require ongoing training in the use and management of drones.

The IRC Response

The PS IRC will:

- conduct further industry consultation to ensure that the qualifications remain fit for purpose and contribute to the workforce development of all aquatic search and rescue personnel.

Public Safety Industry Trends

Emergency Care

There are five Emergency Care Units of Competency in the PUA Public Safety Training Package that were developed some time ago to address industry requirements. These Units of Competency were developed prior to the Health Training Package.

Workforce Impact

The five Units of Competency will be reviewed for currency in relation to industry practice and health regulatory requirements. If it is determined by the industry that the Units of Competency are to be retained, then the five Units of Competency will be revised, so they meet industry requirements whilst also meeting best health practice.

The IRC Response

The PS IRC will:

- review the five emergency care Units of Competency PUAEME003 Administer oxygen in an emergency, PUAEME002 Manage injuries at emergency incident, PUAEME001 Provide emergency care, PUAEME004 Provide emergency care for suspected spinal injury and PUAEME005 Provide pain management and revise to ensure they meet industry requirements and health regulations.

Public Safety Industry Trends

Biosecurity

A commitment to biosecurity (mitigating the risks and impacts associated with pests and diseases) has been a cornerstone to 'Australia's success in keeping habitat, citizens and primary industries safe. However, a recent CSIRO report has warned that Australia's biosecurity system needs a major overhaul with the threat of severe biosecurity events like COVID-19 increasing.

The increase in biosecurity risks is fuelled by global trade and travel, urbanisation, climate change, biodiversity loss, and antimicrobial resistance. Australia cannot afford to be complacent; as we have learnt with COVID-19, there are significant impacts to the community and businesses that cross economic, environmental, and social dimensions when unexpected events occur.

Workforce Impact

The CSIRO has recommended a new and improved national surveillance network and investment in new technologies and data systems, including genetic tracking and artificial intelligence. Training will be required to support implementation

The IRC Response

The PS IRC will:

- work with the biosecurity sector to identify training required to support implementation of new technologies and data systems.

Public Safety Industry Trends - Defence

Defence

The Australian Defence Force Strategic Plan contained in the Defence White Paper to 2030 seeks to increase the capacity and size of the ADF – this includes growing the integrated defence workforce. Attracting and retaining the future Defence workforce will be a major challenge. Being an employer of choice for Australians in an increasingly competitive labour market will require fundamental changes to how Defence plans, manages and supports its people. A concerted program of recruitment, training and targeted retention will be required to support this growth.

Joint military education and training across the ADF are growing in importance. Defence seeks to ensure that Defence colleges and educational institutions are best equipped to develop the future leaders and workforce of the ADF. Specific priorities for Defence are to professionalise the workforce in roles critical to delivering and sustaining Defence's capabilities. Building greater leadership capability in the executive level workforce remains a priority.

Defence has maintained its operational readiness throughout the COVID-19 pandemic and has provided personnel and resources in supporting the whole-of-government responses to COVID-19 through the COVID-19 Taskforce.

Workforce Impact

It is anticipated that COVID-19 will continue to impact Defence as it supports the whole-of-government responses to COVID-19 through the COVID-19 Taskforce.

Defence continues to invest in development programs aimed at advancing workforce skills by delivering high-quality training to trade apprenticeships, leadership and management in a wide variety of fields, including cybersecurity, intelligence, forensics, health, security analysis and engineering.

The IRC Response

The IRC has completed the following projects:

- Defence, Release 3.0 was published in October 2020 and included 18 qualifications and 121 Units of Competency in Defence Sensor Operations, Range Control, Chaplaincy, Military Justice and Explosive Ordinance. Six new Skill Sets related to Explosive Ordinance roles were designed to support capabilities in Dangerous Goods, Facilities, Engineering, Supervision and Explosive Ordinance Management were developed.

- Defence, Release 4.0 was published in February 2021 and included three defence operational areas in relation to Defence Evaluations, Defence Work Health and Safety and Defence Simulator Maintenance. Defence Evaluations and Work Health and Safety were undertaken as part of an ongoing capability review across the Australian Defence Force. Wider industry practices and defence legislative requirements were also addressed during this process. The simulator maintenance project reviewed current and future capability needs relating to defence simulator maintenance, including the use of emerging technologies. The project addressed ongoing defence capability reviews, wider industry practices and defence legislative requirements

The PS IRC will:

- revise the DEF50717 Diploma of Range Control and Management and DEFSS00019 Range Control Skill Set, including ten Units of Competency.
- revise fourteen dive Units of Competency from a previously deleted qualification and develop a new Skill Set and delete four Units of Competency.
- revise the DEF43115 Certificate IV and DEF53115 Diploma in Electronic Forensics, including seventeen Units of Competency.
- revise the DEF30217 Certificate III in Preventive Health, DEF40617 Certificate IV in Preventive Health and DEF50617 Diploma of Preventive Health, including sixteen Units of Competency. here is the possibility of developing Skill Sets, if required.
- revise the DEF40717 Certificate IV in Defence Paralegal Services.
- revise DEF40517- Certificate IV in Test and Evaluation and
- DEF50117- Diploma of Test and Evaluation, including 13 units of competency

Public Safety Industry Trends - Police

Police

Due to COVID-19, policing resources have increasingly been engaged in ensuring public health directives are adhered to, in addition to other policing duties. The ability to move flexibly from one role to another and similarly from a specific set of duties to others is becoming more important. A focus on a resilient and adaptive workforce that can respond to any context remains a key priority. The welfare of police is also of paramount importance; therefore a focus on resilience and wellbeing will continue to be maintained.

The training of police has increasingly moved online to varying degrees. This has prompted increased utilisation of IT platforms for education, training, and communication. In general, police altered the delivery of face to face training to respond to Covid-19 contexts.

Training may focus on recommendations arising from royal commissions and/or inquiries to address identified gaps or expected outcomes. Policing continues to be responsive to recommendations that may impact police training.

Workforce Impact

Concerning COVID19, police have been required to support the management of border checkpoints between States and Territories, quarantine requirements and other restrictions. This requirement necessitated police to rotate between roles and required police organisations to maintain flexible work arrangements, a focus on wellbeing and to target responsiveness within the industry.

Developments in technology will have ongoing impacts on police training, particularly in specialist areas such as remotely piloted aircraft (drones), cybercrime and investigations.

Recommendations from royal commissions and/or inquiries are considered when reviewing Police Training Package qualifications and related materials.

The IRC Response

The IRC is completing the following projects that are due for submission by 29 June 2021:

- the review of two qualifications and nine existing Units of Competency concerning Police Protection to ensure they are fit for purpose, reflect contemporary practice and operational policing requirements. These 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.
- the review of two qualifications and ten existing Units of Competency for Police Search and Rescue to ensure they are fit for purpose, reflect contemporary practice and operational policing requirements. These services are essential to reassure and protect communities and fulfil an important public safety function.

The PS IRC will:

- continue to support education and training for police using the mechanisms provided by the Australia New Zealand Council for the Police Profession, with work undertaken by the Australia New Zealand Policing Advisory Agency (ANZPAA)
- support police to identify training requirements for new technologies.
- support police in considering recommendations from royal commissions and inquiries when reviewing the Police Training Package
- revise the POL62415 Advanced Diploma of Surveillance to ensure it reflects industry practice and needs.



KEEPING INDUSTRY ENGAGED

Industry plays a key role in the identification of skills needs and the development of skills standards. An industry-led Vocational Education and Training (VET) system brings together industry and the VET sector with the joint goal of growing the capability and agility of Australia's workforce in line with industry's current and emerging skill needs.

With the advent of the double disruption of COVID-19 and accelerating digital transformation, there is an even greater need to ensure we have a workforce with the right skills at the right time. The Australian economic recovery and our global competitiveness will be underpinned by a strong and responsive vocational education and training system.

Fundamental to a strong and responsive vocational education and training system is engagement with industry stakeholders. A strong industry voice and its leadership of the VET system will be central to ensuring that we leave no worker behind in the journey ahead.

The VET system plays a significant role in ensuring enterprises have a highly skilled workforce, with opportunities to upskill and reskill existing workers, as well as prepare new entrants for the world of work. Industry leadership and engagement will ensure training to meet the needs of employers, provide better job outcomes, and equip workers with transferrable skills to increase their mobility and broaden their career paths.

The industry can support the Public Safety IRC to collect evidence-based data through a range of intelligence gathering methods and engagement activities to ensure advice and decision making is informed, accurate, and reflective of industry needs.



ABOUT AUSTRALIAN INDUSTRY STANDARDS

Australian Industry Standards (AIS) provides high-quality, professional secretariat services to the Public Safety IRC in our role as a Skills Service Organisation. AIS provide services to eleven allocated IRCs which cover Aviation, Corrections, Gas, Electricity Supply (Generation and Transmission, Distribution and Rail), Electrotechnology, Maritime, Public Safety (including Police, Fire and Emergency Services, Defence), Rail, Transport and Logistics, and Water industries. AIS supports these important industry sectors using our in-house capability and capacity in technical writing, quality assurance, project management and industry engagement in the production of Training Packages.

AIS was established in early 2016, 20 years after its predecessor the Transport and Logistics Industry Skills Council (TLISC) was established in 1996. More information about AIS can be found at <http://www.australianindustrystandards.org.au>

- We support industry growth and productivity through our modern innovative approach to establishing skills standards.
- We provide high-quality, professional secretariat services to help our allocated industry reference committees develop the skills that industry needs.
- We partner with industry to shape the workforce of the future.



Visit our Engagement Hub on our website – www.australianindustrystandards.org.au



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