



AUSTRALIAN
INDUSTRY
STANDARDS

PUBLIC SAFETY IRC
**SKILLS
FORECAST**
2017

PUBLIC SAFETY IRC SKILLS FORECAST



The IRC Skills Forecasts focus on the prioritisation of the skill needs of the industry sectors each IRC has responsibility for. They are developed and reviewed annually and submitted on behalf of the IRC to the Australian Industry and Skills Committee (AISC) for approval.

The document is deliberately brief, it does not seek to capture 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 their 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. The information is then used to develop the four-year IRC Proposed Schedule of Work.

HOW TO USE THIS DOCUMENT

This document contains links to assist the reader to navigate efficiently through the content of the Skills Forecast.

The tiles on the table of contents page will link to the relevant content when clicked with a mouse, or touched on a tablet device.

The Australian Industry Standards logo in the top right hand corner of each page will link back to the table of contents page when clicked with a mouse, or touched on a tablet device.

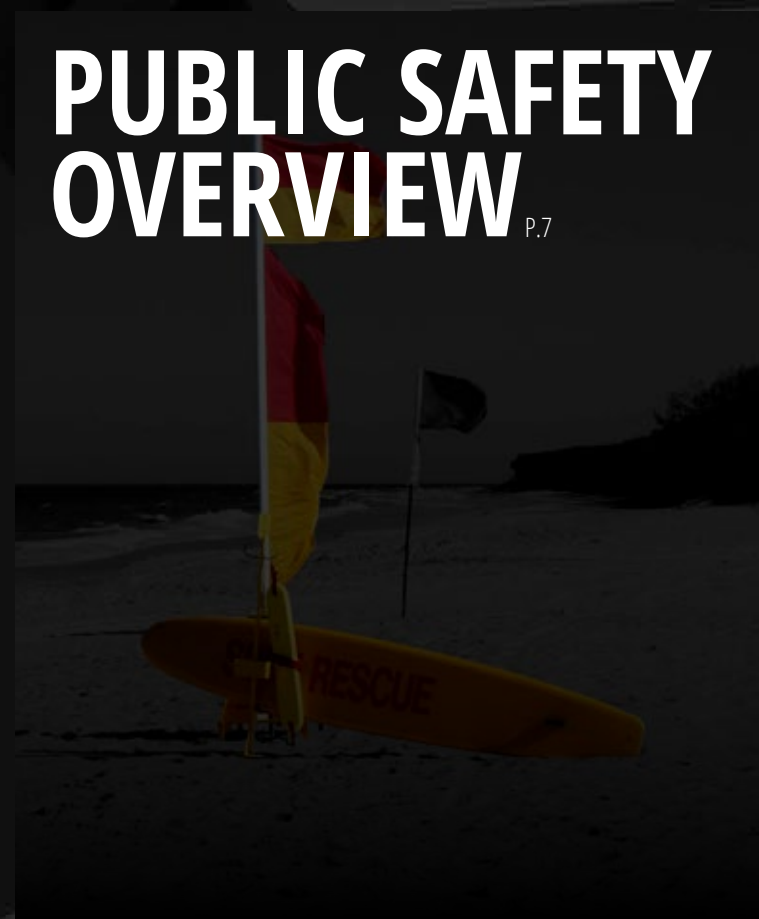
Australian Industry Standards acknowledges and thanks those organisations who supplied images to be used in this report.

Defence Image on page 52 © Commonwealth of Australia 2015

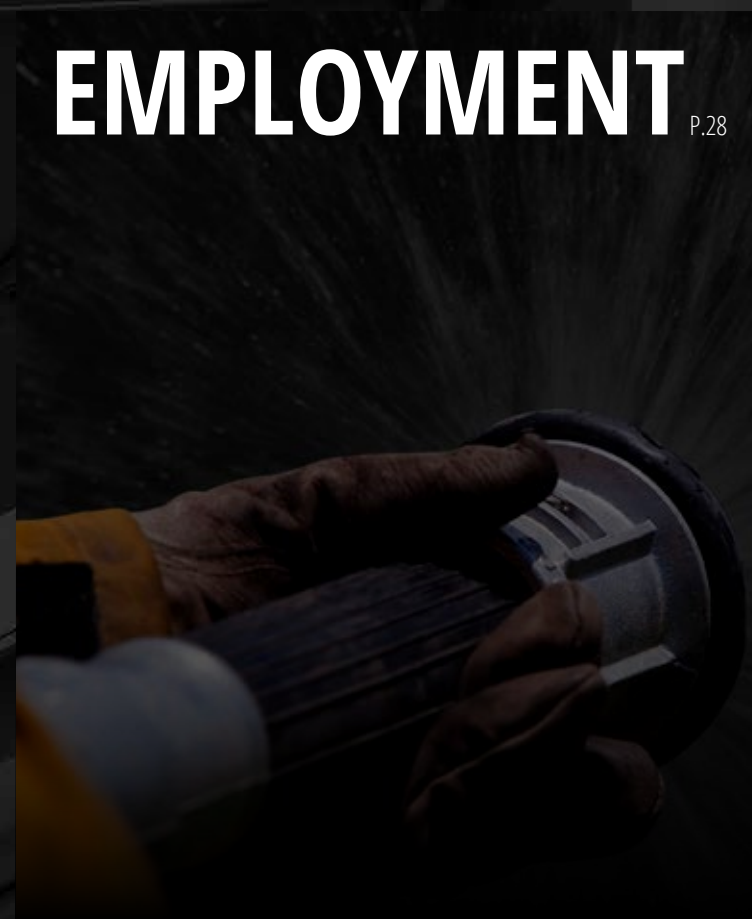
TABLE OF CONTENTS



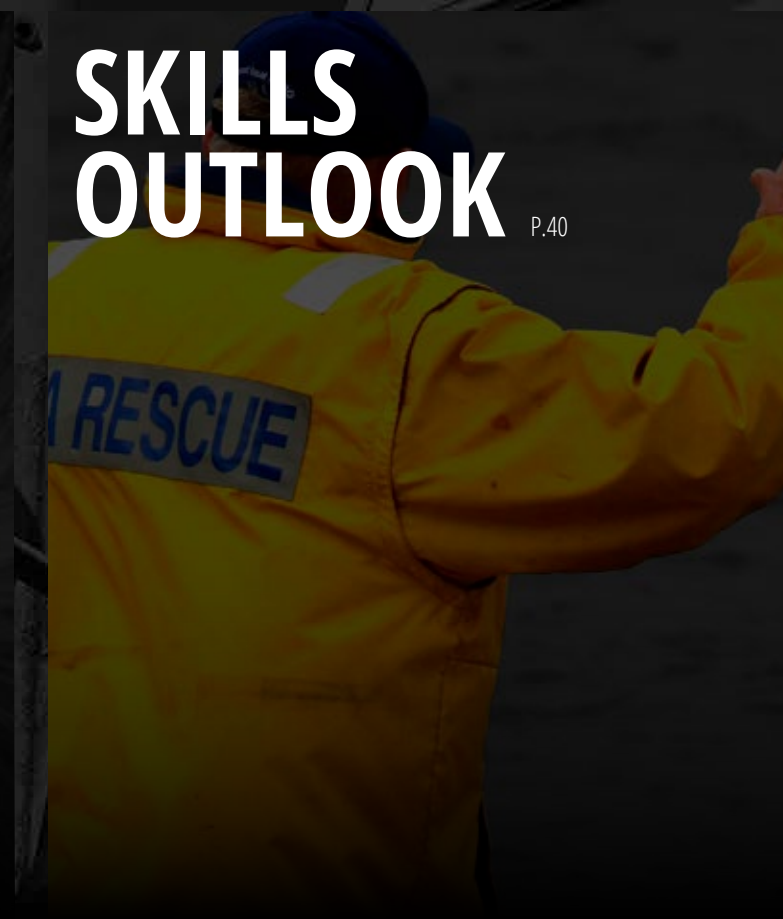
PUBLIC SAFETY OVERVIEW P.7



EMPLOYMENT P.28



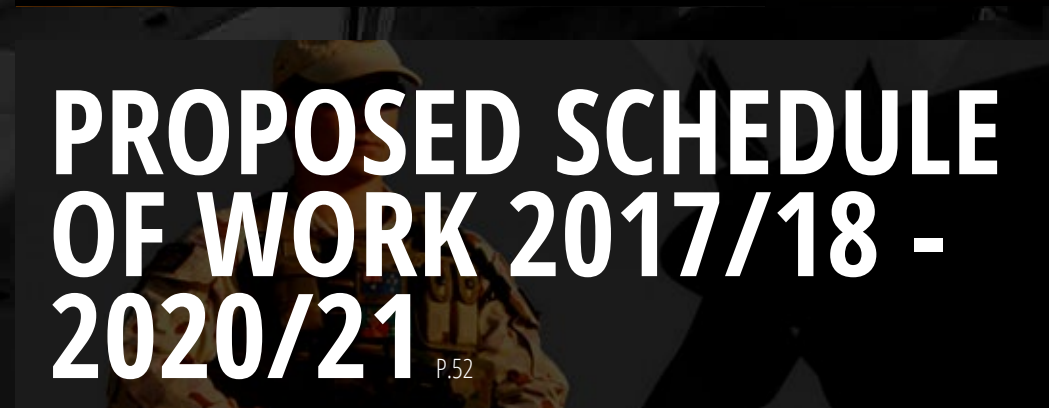
SKILLS OUTLOOK P.40



SKILLS RELATED INSIGHTS P.45



PROPOSED SCHEDULE OF WORK 2017/18 - 2020/21 P.52



IRC SIGNOFF P.4



PUBLIC SAFETY IRC SKILLS FORECAST



This Four-Year IRC Skills Forecast has been submitted by the Public Safety Industry Reference Committee (IRC) to the Australian Industry and Skills Committee (AISC) for approval.

The IRC Skills Forecast identifies the priority skill needs of the Public Safety industry, following a research and stakeholder consultation process conducted by Australian Industry Standards on behalf of the IRC.

Once approved by the AISC, the IRC Skills Forecast informs the development of a four-year rolling National Schedule for development and review work of the Defence Training Package, Police Training Package and Public Safety Training Package.

More information on the National Schedule can be found at: www.aisc.net.au/content/national-schedule

This IRC Skills Forecast was agreed to by the Public Safety IRC Chair on Friday, 28 April 2017:

A handwritten signature in black ink that reads "m A Burgess".

Mark Burgess
Public Safety IRC Chair

PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE



The Public Safety Industry Reference Committee has been assigned responsibility for three Training Packages: Defence, Police and Public Safety.

The PUA12 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, State and Territory Emergency Services, Search and Rescue – Management, Firefighting Operations, Supervision and Management, Firefighting and Emergency Operations and Fire Investigation.

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 Police Training Package provides nationally recognised VET qualifications for police occupations involved in: Community Engagement, Aboriginal Community Policing, Police Liaison, Protective Services, Police Intelligence, Search and Rescue, Police Investigation, Crime Scene Investigation, Police Supervision, Forensic Investigation, Close Personal Protection, Police Negotiations, Police Management, and Police Prosecution.

The Public Safety Industry is required to be responsive to changes in Government policy, judicial and coronial inquiry findings, and changes in legislation. In reacting to such changes, the IRC is not always able to plan for changes to training requirements.

More information about the Public Safety IRC and its work can be found here: <http://www.australianindustrystandards.org.au/committee/public-safety-industry-reference-committee/>

PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE

| Name | Organisation |
|-------------------|--|
| Brendan Angwin | United Firefighters Union (UFU) |
| Brian Jardine | Public Service Association of New South Wales |
| Deb Bradford | Department of Defence |
| Jacqueline Durand | Australia New Zealand Policing Advisory Agency |
| John Bates | Australian Institute for Disaster Resilience |
| Ken Grierson | Defence Force Welfare Association |
| Lynda Douglas | Department of Defence |
| Mark Burgess | Police Federation of Australia |
| Nick Connolly | Australian Council of State and Territory Emergency Services (SES) |
| Sandra Lunardi | Australasian Fire and Emergency Service Authorities Council (AFAC) |

PUBLIC SAFETY OVERVIEW



PUBLIC SAFETY INDUSTRY OVERVIEW

The Public Safety industry employs more than 188,000 people full-time, 28,000 people in standby/reserve positions and approximately 257,000 volunteers. The industry has an estimated annual revenue of \$50.6 billion, adding \$28.7 billion to the Australian economy in 2015-16.

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

PUBLIC SAFETY INDUSTRY METRICS

| | |
|-------------------------------|-------|
| Revenue (\$b) | 50.69 |
| Profit (\$m) | 16 |
| No. of Organisations | 81 |
| Employment Growth (% to 2022) | 8.1 |

Scope: Defence, Police and Firefighting Services¹

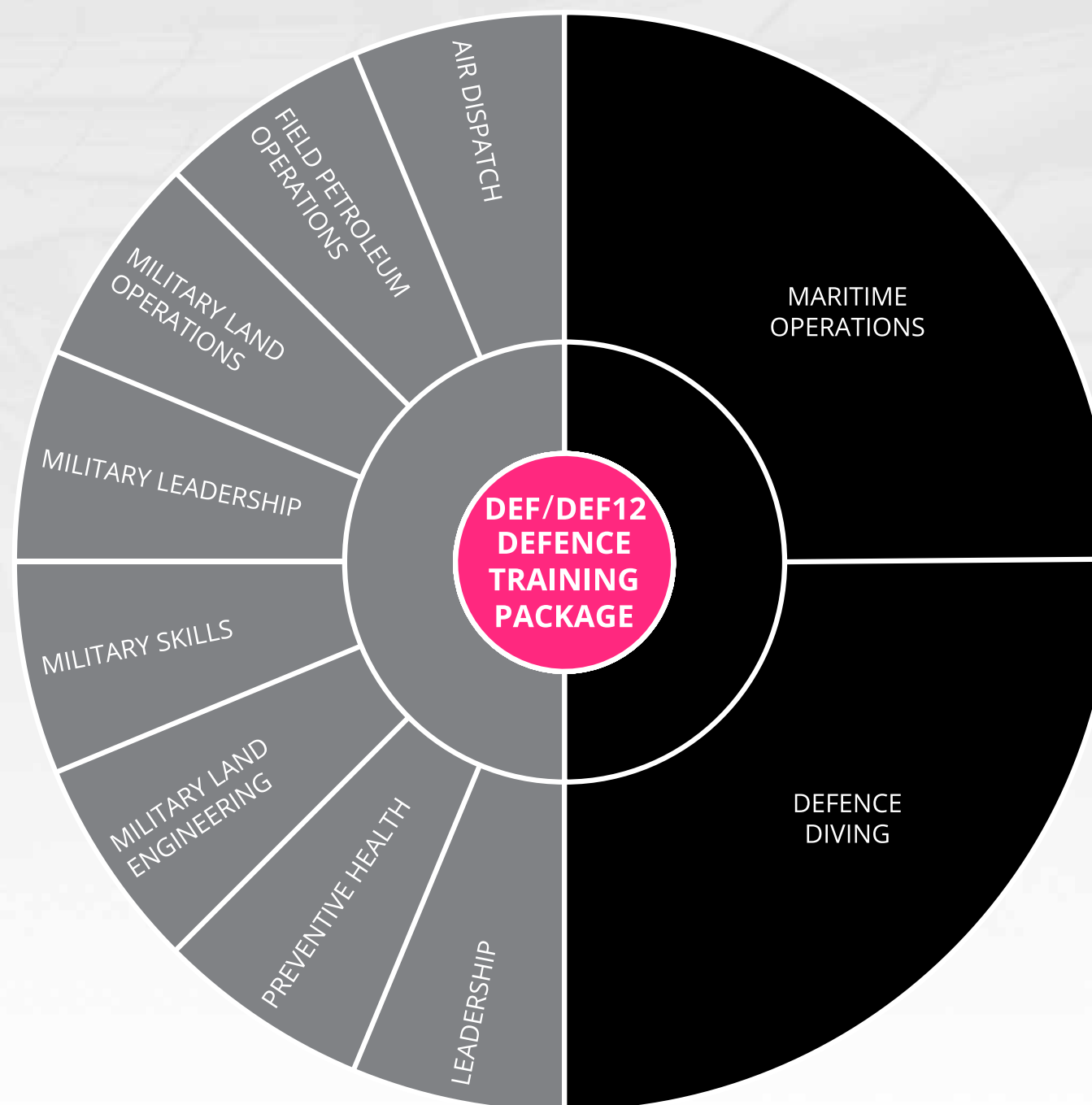
DEF/DEF12 DEFENCE TRAINING PACKAGE

ARCHITECTURE

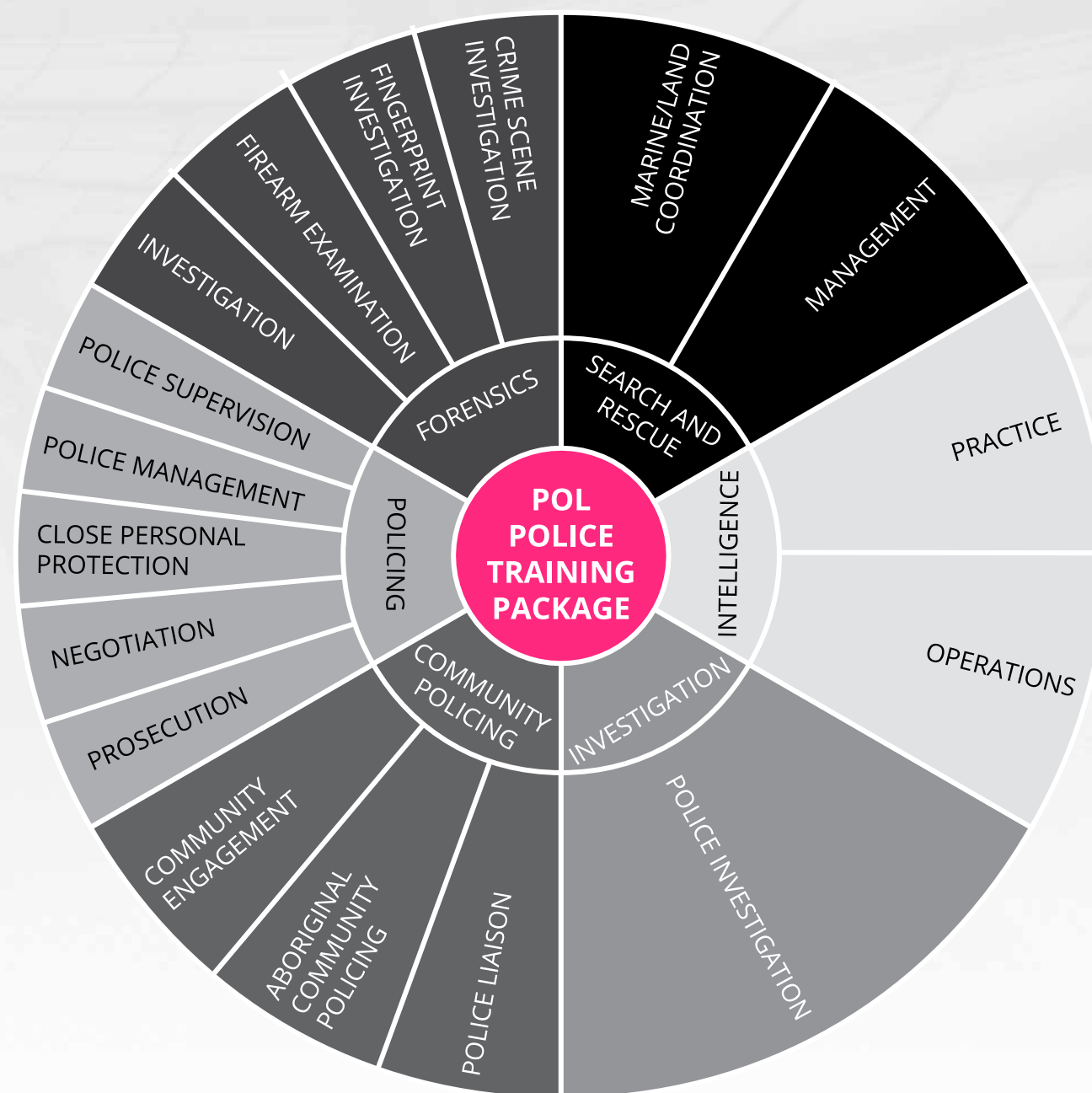


DEF/DEF12 DEFENCE TRAINING PACKAGE

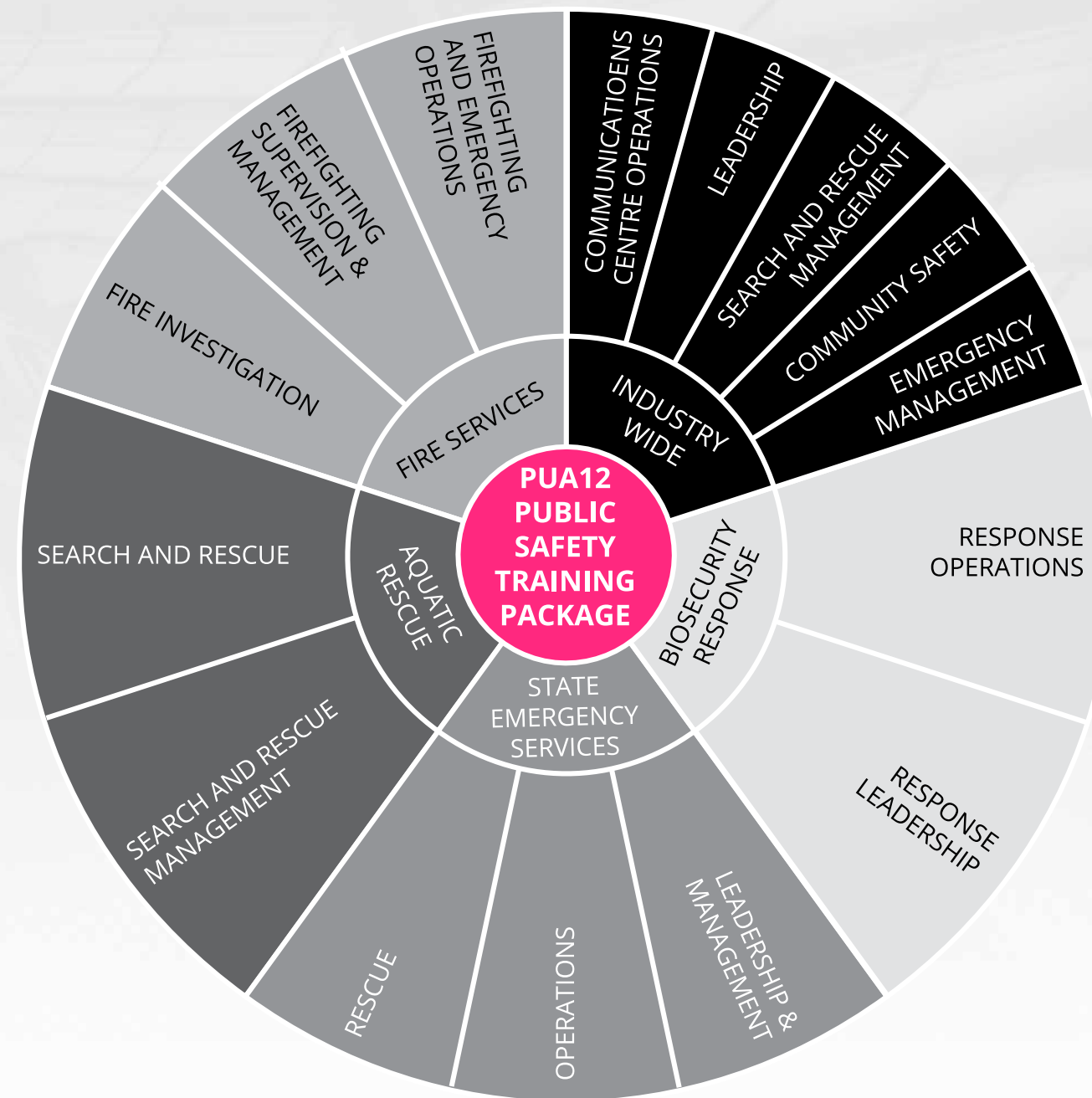
ARCHITECTURE



POL POLICE TRAINING PACKAGE ARCHITECTURE



PUA12 PUBLIC SAFETY TRAINING PACKAGE ARCHITECTURE



PUA12 PUBLIC SAFETY TRAINING PACKAGE



The PUA12 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, Firefighting and Emergency Operations and Fire Investigation.

The PUA12 Public Safety Training Package comprises 39 qualifications, 26 skill sets, 431 units of competency and associated assessment requirements and covers: firefighting and emergency operations, search and rescue, SES operations, community safety, aquatic search and rescue, and biosecurity.

The PUA12 Public Safety Training Package contains the following qualifications:

- Certificate II in Public Safety (SES)
- Certificate II in Public Safety (Aquatic Rescue)
- Certificate II in Public Safety (Firefighting and Emergency Operations)
- Certificate II in Public Safety (Firefighting Operations)
- Certificate III in Public Safety (SES Operations)
- Certificate III in Public Safety (SES Rescue)
- Certificate III in Public Safety (Biosecurity Response Operations)
- Certificate III in Public Safety (Emergency Communications Centre Operations)
- Certificate III in Public Safety (Community Safety)
- Certificate III in Public Safety (Firefighting and Emergency Operations)
- Certificate III in Public Safety (Firefighting Operations)
- Certificate III in Public Safety (Aquatic Search and Rescue)

- Certificate IV in Public Safety (Emergency Communications Centre Operations)
- Certificate IV in Public Safety (Biosecurity Response Leadership)
- Certificate IV in Public Safety (Leadership)
- Certificate IV in Public Safety (Aquatic Search and Rescue Management)
- Certificate IV in Public Safety (Firefighting Supervision)
- Certificate IV in Public Safety (SES Leadership)
- Certificate IV in Public Safety (Community Safety)
- Diploma of Public Safety (SES Operations Management)
- Diploma of Public Safety (Biosecurity Response Management)
- Diploma of Public Safety (Community Safety)
- Diploma of Public Safety (Emergency Management)
- Diploma of Public Safety (Search and Rescue - Coordination)
- Diploma of Public Safety (Firefighting Management)
- Advanced Diploma of Public Safety (Emergency Management)
- Advanced Diploma of Public Safety (Firefighting Management)
- Advanced Diploma of Public Safety (Search and Rescue - Management)
- Advanced Diploma of Public Safety (Community Safety)
- Advanced Diploma of Public Safety (Fire Investigation)
- Graduate Certificate in Public Safety (Police Investigation)

The Police Training Package Case for Endorsement of October 2015 identified police sector qualifications for removal from the National Register, due to no longer being required for state or federal policing capabilities. It is intended that the status of these qualifications be updated to 'Deleted' on the National Register upon approval and endorsement of the next Public Safety Training Package release.

- Certificate II in Public Safety (Aboriginal or Torres Strait Islander Community Policing)
- Certificate IV in Public Safety (Disaster Victim Identification Operations)
- Diploma of Public Safety (Police Dog Handling - General Purpose or Specific Odour)
- Diploma of Public Safety (Human Source Management)
- Diploma of Public Safety (Mounted Policing)
- Advanced Diploma of Public Safety (Tactical Flight Operations - Helicopter or Surveillance)
- Advanced Diploma of Public Safety (Improvised Hazardous Device Operations - Technician or Response)
- Advanced Diploma of Public Safety (Disaster victim identification coordination)

The PUA12 Public Safety Training Package is in the Scope of Registration of 126 Registered Training Organisations.

DEF12 DEFENCE TRAINING PACKAGE



The DEF and DEF12 Defence Training Packages provide 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 and DEF12 Defence Training Packages comprises 58 qualifications, 10 skill sets, 452 units of competency and associated assessment requirements, and covers: military skills on land, in the air and on water, explosive ordnance, sensor operations, electronic forensics, simulator maintenance, range control, management (in areas such as intelligence, procurement, contracting, risk management, planning, policy development, OH&S, etc.), institutional and operational chaplaincy.

The DEF and DEF12 Defence Training Packages contain the following qualifications:

- Certificate I in Defence Force Cadets
- Certificate II in Communications Operations
- Certificate II in Explosive Ordnance
- Certificate II in Explosive Ordnance Manufacture
- Certificate II in Military Skills
- Certificate III in Air Dispatch
- Certificate III in Defence Public Affairs
- Certificate III in Driving in a Threat Environment
- Certificate III in Explosive Ordnance Maintenance
- Certificate III in Explosive Ordnance Manufacture
- Certificate III in Explosive Ordnance Operations
- Certificate III in Explosive Ordnance Proof and Experimental
- Certificate III in Field Petroleum Operations
- Certificate III in Intelligence Operations
- Certificate III in Maritime Operations
- Certificate III in Military Land Engineering

- Certificate III in Military Land Operations
- Certificate III in Preventive Health
- Certificate III in Sensor Operations
- Certificate IV in Defence Diving
- Certificate IV in Defence Paralegal Services
- Certificate IV in Defence Public Affairs
- Certificate IV in Defence Reporting
- Certificate IV in Electronic Forensics
- Certificate IV in Explosive Ordnance Maintenance
- Certificate IV in Explosive Ordnance Manufacture
- Certificate IV in Explosive Ordnance Operations
- Certificate IV in Explosive Ordnance Proof and Experimental
- Certificate IV in Explosive Ordnance Proof and Experimental
- Certificate IV in Intelligence Operations
- Certificate IV in Military Land Engineering
- Certificate IV in Military Land Operations
- Certificate IV in Military Leadership
- Certificate IV in Preventive Health
- Certificate IV in Psychological Support
- Certificate IV in Range Control
- Certificate IV in Simulator Maintenance
- Certificate IV in Test and Evaluation
- Certificate IV in Work Health Safety
- Diploma of Compliance
- Diploma of Defence Paralegal Services
- Diploma of Defence Public Affairs
- Diploma of Electronic Forensics
- Diploma of Enterprise Architecture Practice
- Diploma of Evaluations
- Diploma of Explosive Ordnance
- Diploma of Explosive Ordnance Manufacture
- Diploma of Explosive Ordnance Proof and Experimental
- Diploma of Institutional and Operational Chaplaincy
- Diploma of Leadership
- Diploma of Preventive Health
- Diploma of Range Management
- Diploma of Simulator Maintenance
- Diploma of Test and Evaluation
- Diploma of Work Health Safety
- Graduate Certificate in Explosive Ordnance
- Graduate Diploma of Explosive Ordnance
- Advanced Diploma of Defence Public Affairs

The DEF and DEF12 Defence Training Packages are in the Scope of Registration of 24 Registered Training Organisations.

POL POLICE TRAINING PACKAGE



The POL Police Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in: Community Engagement, Aboriginal Community Policing, Police Liaison, Protective Services, Police Intelligence, Search and Rescue, Police Investigation, Crime Scene Investigation.

The POL Police Training Package comprises 25 qualifications, two skill sets, 141 units of competency and associated assessment requirements and covers: liaison, intelligence, search and rescue, forensics, investigation, negotiation, covert and high risk areas and prosecution.

The POL Police Training Package contains the following qualifications:

- Certificate II in Community Engagement
- Certificate III in Aboriginal Community Policing
- Certificate III in Police Liaison
- Certificate IV in Protective Services
- Certificate IV in Aboriginal Community Policing
- Diploma of Police Intelligence Practice
- Diploma of Forensic Investigation
- Diploma of Police Search and Rescue Coordination (Marine/Land)
- Diploma of Policing
- Advanced Diploma of Police Search and Rescue Management
- Advanced Diploma of Human Source Management
- Advanced Diploma of Police Witness Protection
- Advanced Diploma of Forensic Investigation
- Advanced Diploma of Police Supervision
- Advanced Diploma of Police Investigation
- Advanced Diploma of Police Negotiation
- Advanced Diploma of Surveillance

- Advanced Diploma of Police Close Personal Protection
- Advanced Diploma of Police Intelligence Operations
- Advanced Diploma of Undercover Operations (Operative/Controller)
- Graduate Certificate in Police Management
- Graduate Certificate in Forensic Fingerprint Investigation
- Graduate Certificate in Forensic Firearm Examination
- Graduate Certificate in Crime Scene Investigation
- Graduate Certificate in Police Prosecution

The POL Police Training Package is in the Scope of Registration of 10 Registered Training Organisations.

PUBLIC SAFETY INDUSTRY BUSINESS ANALYSIS

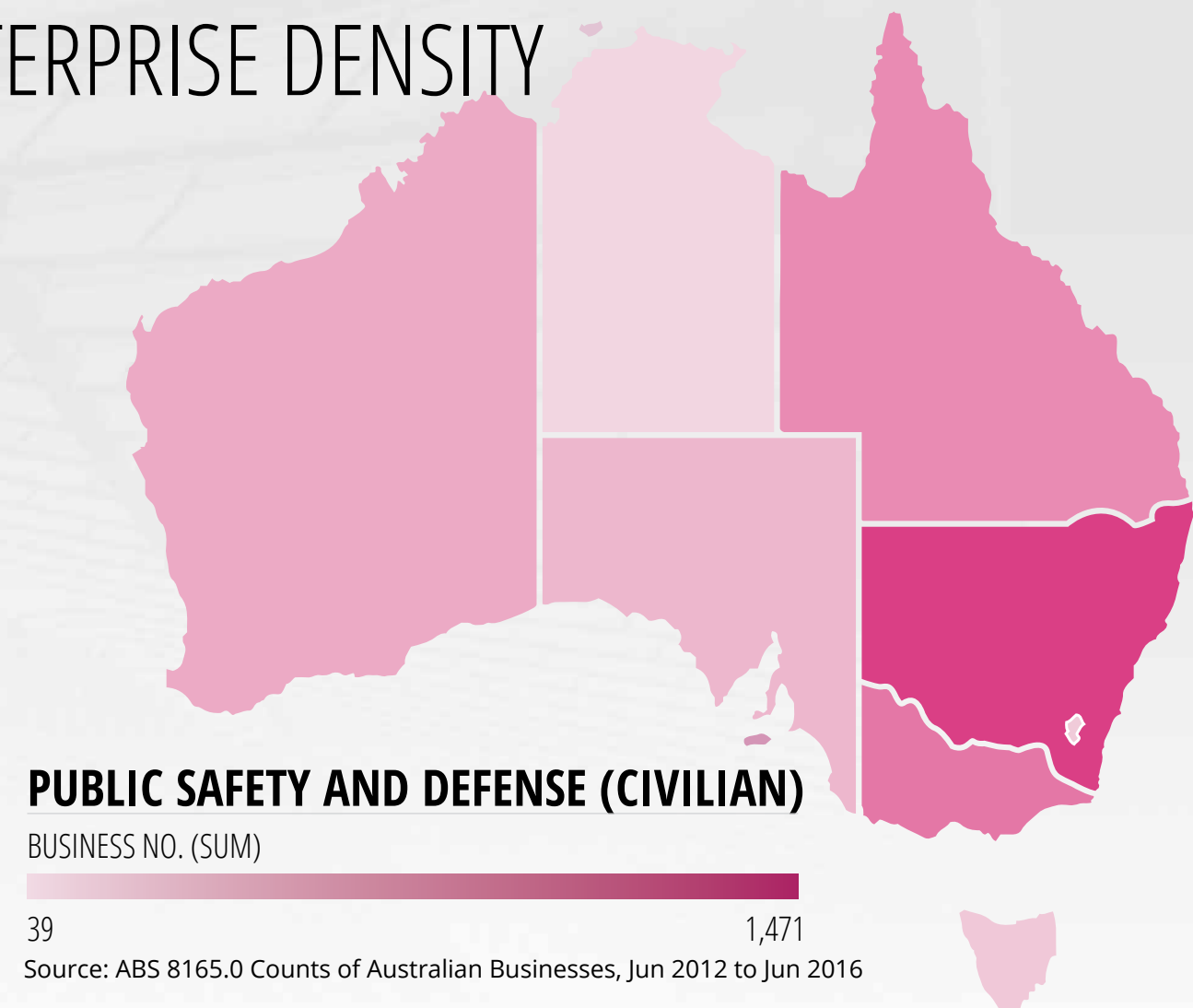
The following image provides analysis of the organisations involved in the Public Safety sector (size, local/state/national/global, government/not-for-profit/for-profit, scope of work undertaken by those organisations).

The figure shows that 38% of enterprises are located in NSW, six percentage points higher than population share for the State

PUBLIC SAFETY BUSINESS COMPOSITION

| | |
|--------|------|
| Small | 89 % |
| Medium | 10 % |
| Large | 1 % |

ENTERPRISE DENSITY



Note: In the Counts of Australian Businesses dataset, industries are primarily classified by the single predominant industry class associated with a business' ABN. Furthermore, low-level values are subject to perturbation to anonymise the data. This may result in some areas with a low-level value being perturbed to zero. The scope of the data is limited to the civilian population of Australia and therefore members of permanent defence forces are excluded.

KEY PUBLIC SAFETY STAKEHOLDERS

The following section outlines the key stakeholders within the Public Safety sector. It is not intended to be a finite exhaustive list of all stakeholders but rather aims to provide contextual background to demonstrate the complexity of the Public Safety sector. There are also other organisations outside of public safety that use some, or parts of, the Public Safety units and/or qualifications.

| STAKEHOLDER CATEGORY | ORGANISATION | |
|--------------------------|---|--|
| Employers | ACT Parks and Conversation Service | HQ Plantations Pty Ltd |
| | Australian Red Cross | Life Saving Victoria |
| | Australian Road Rescue Organisation | Melbourne Water |
| | Department of Defence | New South Wales State Emergency Service |
| | Forestry Corporation of New South Wales | State Emergency Services |
| | Forestry Tasmania | Surf Life Saving Australia |
| | Forestry SA | Tasmania State Emergency Service |
| | Geoscience Australia | Victoria State Emergency Service |
| Employer Representatives | Australasian Fire and Emergency Service Authorities Council | Australian Institute for Disaster Resilience |
| | Australian Council of State Emergency Services | Australian New Zealand Policing Advisory Agency (comprising all police commissioners across Australia and New Zealand representing all State, Territory and Federal police jurisdictions) |
| Employee Representatives | Australia New Zealand Council of Police Professionalisation (comprising all police commissioners across Australia and New Zealand representing all State, Territory and Federal police jurisdictions as well as the peak police union body in Australia – Police Federation of Australia - and the New Zealand Police Association) | National SES Volunteers Association |
| | Australian Professional Ocean Lifeguard Association Inc. | Police Federation of Australia |
| | Australian Services Union | Public Service Association NSW |
| | Community and Public Sector Union | United Firefighters Union of Australia |
| | Defence Force Welfare Association | |

| STAKEHOLDER CATEGORY | ORGANISATION | |
|------------------------|---|---|
| Licensing / Regulatory | Australian Maritime Safety Authority | Safe Work Australia |
| Government | Federal, State/Territory Departments | Department of National Parks, Sport and Racing, Queensland Parks and Wildlife Service |
| | Attorney-General's Department, Emergency Management Australia | Department of Parks and Wildlife - WA |
| | Brisbane City Council | Ministry of Defence and Emergency Management |
| | Bureau of Meteorology | NSW Department of Industry - Mines Safety Operations |
| | Department of Agriculture and Water Resources | Office of Environment and Heritage - NSW |
| | Department of Conservation New Zealand | Parks and Wildlife Service - TAS |
| | Department of Environment, Land, Water and Planning - VIC | Parks Australia |
| | Department of Environment, Water and Natural Resources - SA | Parks Victoria |
| Industry Advisory | Industry Skills Advisory Council - NT | Industry Advice Framework - TAS |
| Training Organisations | There are a broad range of TAFEs and Private RTOs offering services to the public safety industry as well as Enterprise RTOs contained within public service organisations. | |

INDUSTRY CHALLENGES AND OPPORTUNITIES

FINANCIAL PRESSURE / ECONOMIC FACTORS

Financial pressures and the transitioning economy remain major factors impacting on the ability of Public Safety organisations to deliver their services. Funding cuts and tighter budgets will continue to be part of the public safety landscape in the short to medium term, based on projections for Australia's growth into the future.

Most organisations within the Public Safety sector are state, territory or federally funded. Governments are demanding better outcomes for less investment and are increasingly seeking new solutions to complex problems. Innovation is becoming a new by-word for efficiency, and ensuring they have the productivity-boosting policies in skills, trade and the workplace that will drive investment and jobs is essential.

In policing, reshaping of job roles that do not require police powers may be reallocated to public service roles seeking to achieve three key objectives:

- Reduction in involvement of sworn police staff in duties that do not require police powers
- Managing effectively the need for specialist skills
- Reducing recurrent costs²

The nature of work is also changing, and part-time and casual employment is becoming common across Public Safety sectors.

Financial pressures and the transitioning economy also mean there is less money in training budgets. This impacts not only on the type of training that is delivered (classroom or on-the-job) but also the method of delivery. Innovative training design leads to making training more accessible in the workplace and at home through the use of technology. On-line training and testing is growing rapidly in all Public Safety agencies, as well as the increased use of workplace training simulations.

STRATEGIC ISSUES

Australia has 54 natural resource management (NRM) regions³, which are defined by catchments and bioregions. Many activities of organisations and ecosystem services within the NRM regions are vulnerable to impacts of climate change. These NRM regions are grouped into 'clusters' which largely correspond to the broad-scale climate and biophysical regions of Australia. The clusters are diverse in their history, population, resource base, geography and climate. Therefore, each cluster has a unique set of priorities for responding to climate change.

Public Safety organisations that provide services within these clusters will face challenges that may be unique to that discrete, local environment. Adapting to these challenges in the future will be of key importance to agencies, jurisdictions and organisations seeking to plan the delivery of services across a broad sector of Australian society.

Australia's national defence strategic outlook to 2035 includes a number of challenges which need to be prepared for. While there is a remote prospect of a military attack by another nation state on Australian territory in the foreseeable future, Australia's strategic planning is not limited to defending national borders. Strategic planning recognises the regional and global nature of Australia's strategic interests, and the different sets of challenges created by the behaviours of countries and non-state actors such as terrorists.

Australians will continue to be threatened by terrorism at home and abroad. The spread of extremism and violence will be worsened by foreign terrorist fighters returning from conflicts to their countries of origin, including Australia and other nations in our region, and terrorist attacks by individuals inspired and radicalised by extremist messages. Over the next 20 years, it may be expected that terrorism will continue to evolve in ways which threaten Australia's interests. Within Australia, Defence will provide critical capabilities as part of our national counter-terrorism arrangements.⁴

The geopolitical landscape is currently uncertain under the new United States presidency and China's actions in the South China Sea. American foreign policy is evolving and still has some way to play out regarding how it affects Australia's security role in the region under the new administration.⁵

According to the Productivity Commission, changes in the frequency, intensity, location and timing of extreme weather events are likely to be how most Australians experience climate change⁶. Their report outlines a range of policy reforms to help households, businesses and governments deal with current climate variability and extreme weather events. A subsequent Senate Inquiry made recommendations that "Australian governments specifically address issues of compatibility and capacity to facilitate the most effective interoperability of emergency service organisations and their key personnel, especially for fire services" to reduce the impact and costs of such events now and into the future⁷.

NEW TECHNOLOGIES

The increasingly rapid development of new technologies has an upside and downside for public safety – as much as it provides better tools for policing and defence, it also presents greater challenges in combatting technology-related crime, including cybercrime and terrorism encouraged by radicalisation of young people through social media.

Around the world, forward-thinking public safety agencies are adopting innovative technologies like biometrics, body-worn cameras and new forms of digital weaponry to protect citizens. At the same time, new data and video analytics technologies, which process large volumes of data and make predictions around future events, are rapidly becoming one of the most important pieces of the public safety puzzle.⁸

From 1st July 2015, the Department of Defence, as part of the First Principles Review implementation, renamed the Defence Intelligence Information and Geospatial Organisation (DIGO) as the Australian Geospatial Organisation (AGO), with an increased whole-of-government remit for broadened geospatial and intelligence analysis. Geospatial intelligence (GEOINT)⁹ is intelligence derived from the exploitation and analysis of imagery and geospatial information about features and events with reference to space and time, and is comprised of imagery analysis, geospatial analysis, and geospatial information and services.

The demand for aerial intelligence gathering has grown significantly. It is scheduled for use in firefighting in some Australian States in 2017 and beyond, and is being considered for use by some Australian police forces to supplement their current air capabilities. This demand will require new skill sets within policing and firefighting. Defence is already considering the use of drones.

The Foreign Affairs, Defence, and Trade References Committee Report 'Use of unmanned air, maritime and land platforms by the Australian Defence Force' of June 2015 made nine recommendations regarding the deployment of drones by the Defence Forces. In Recommendation 2, the Committee recommended that the Australian Defence Force acquire armed, unmanned platforms when the capability requirement exists, and the Australian Government makes a policy statement regarding their use. Moreover, Recommendation 3 stated that the Australian Defence Force should notify the Australian Government of measures taken to address any identified gaps (in) training and dissemination programs regarding the law of armed conflict and international humanitarian law when armed unmanned platforms are acquired.

In 2015, the NSW Police Force^{10 11} established the Remote Piloted Aircraft Systems (RPAS) unit based on a report from the Rescue and Bomb Disposal squad which pointed to the potential benefits of unmanned aircraft. The NSW Police are now seeking NSW Treasury funding to expand the current drone operations. It costs about \$10,000 to properly train an RPAS pilot, but hiring engineers is also essential to the program. The use of drones in search and rescue, road policing and surveillance is well documented and represents a strong economic argument for supplementing expensive manned aircraft in police operations.



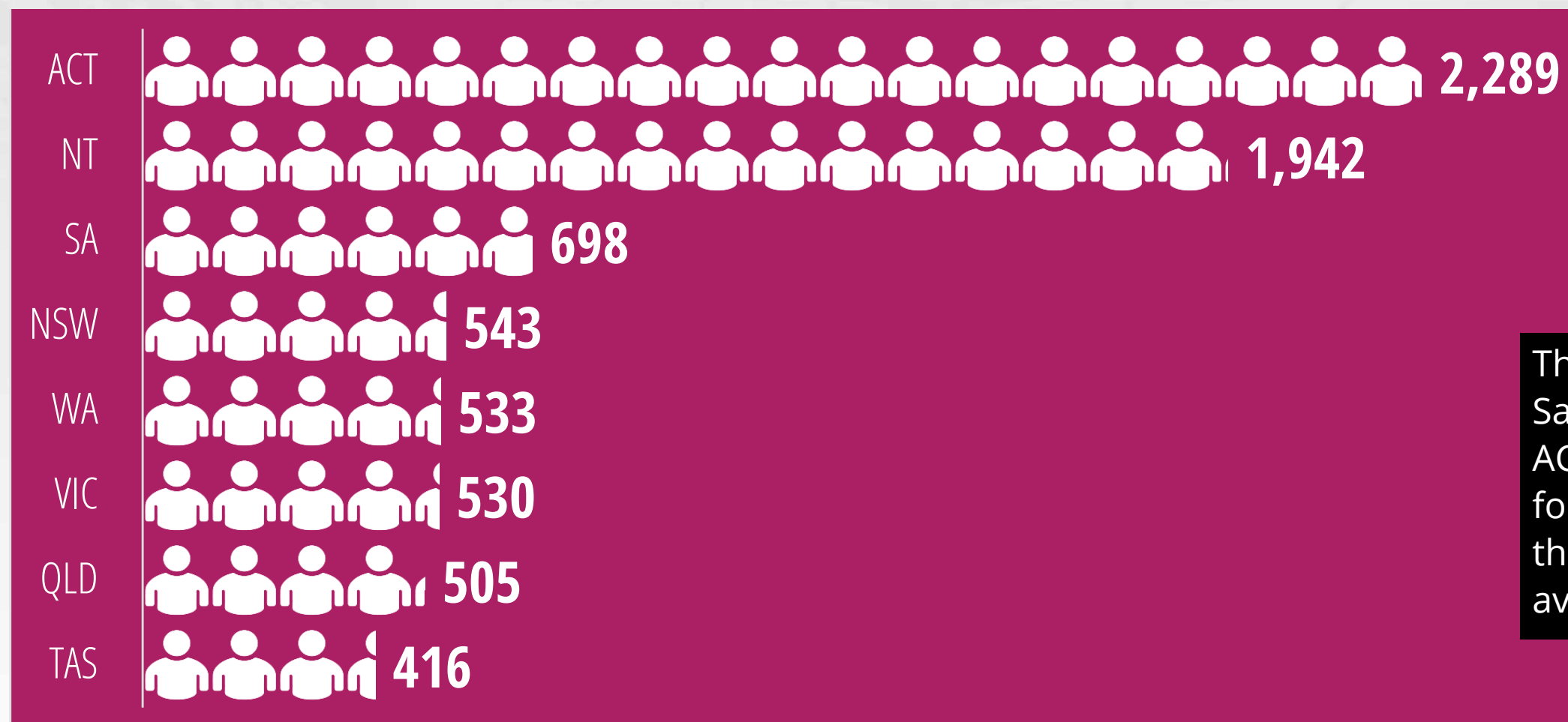
AUSTRALIAN
INDUSTRY
STANDARDS

EMPLOYMENT

PUBLIC SAFETY WORKFORCE BY STATE PER 100K POPULATION

PUBLIC SAFETY WORKFORCE

Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed



The distribution of Public Safety workers is highest in ACT and NT, being nearly four times and three times the national per capita average, respectively.

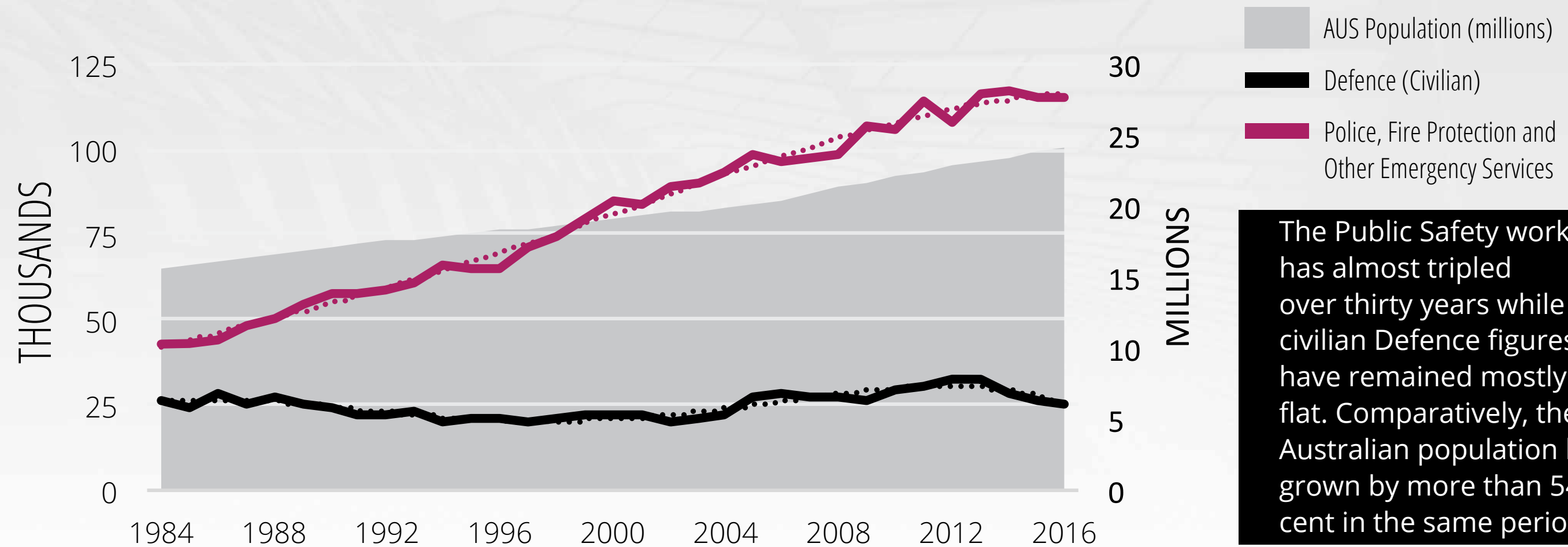
Note: Examination of the most recent Census provides further detail, with the differences between the States and Territories concentrated primarily in Police Services. That NT experiences the highest offender rate in the nation¹² while the ACT is home to 55% of Australian Federal Police staff¹³ should provide some insight into the above distribution.

EMPLOYMENT HISTORY

OCCUPATION BASED

PUBLIC SAFETY INDUSTRY WORKFORCE 1984 – 2016

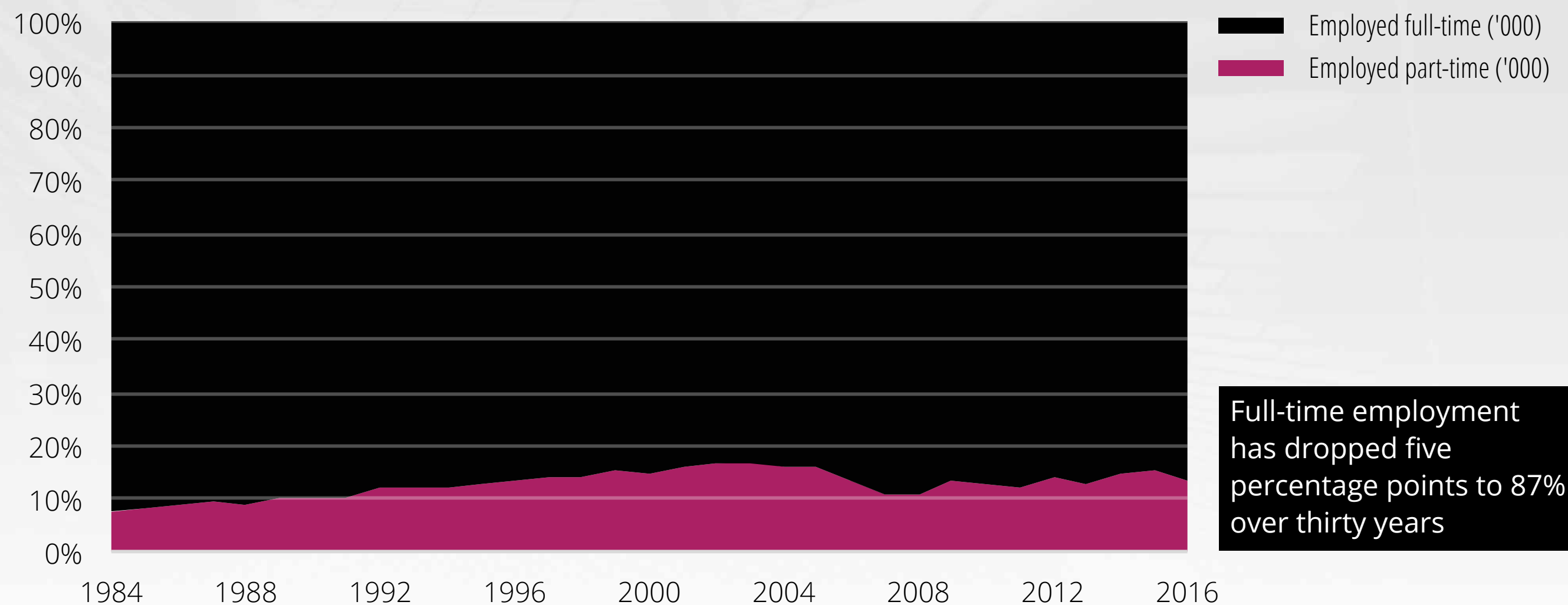
Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed



The Public Safety workforce has almost tripled over thirty years while civilian Defence figures have remained mostly flat. Comparatively, the Australian population has grown by more than 54 per cent in the same period.

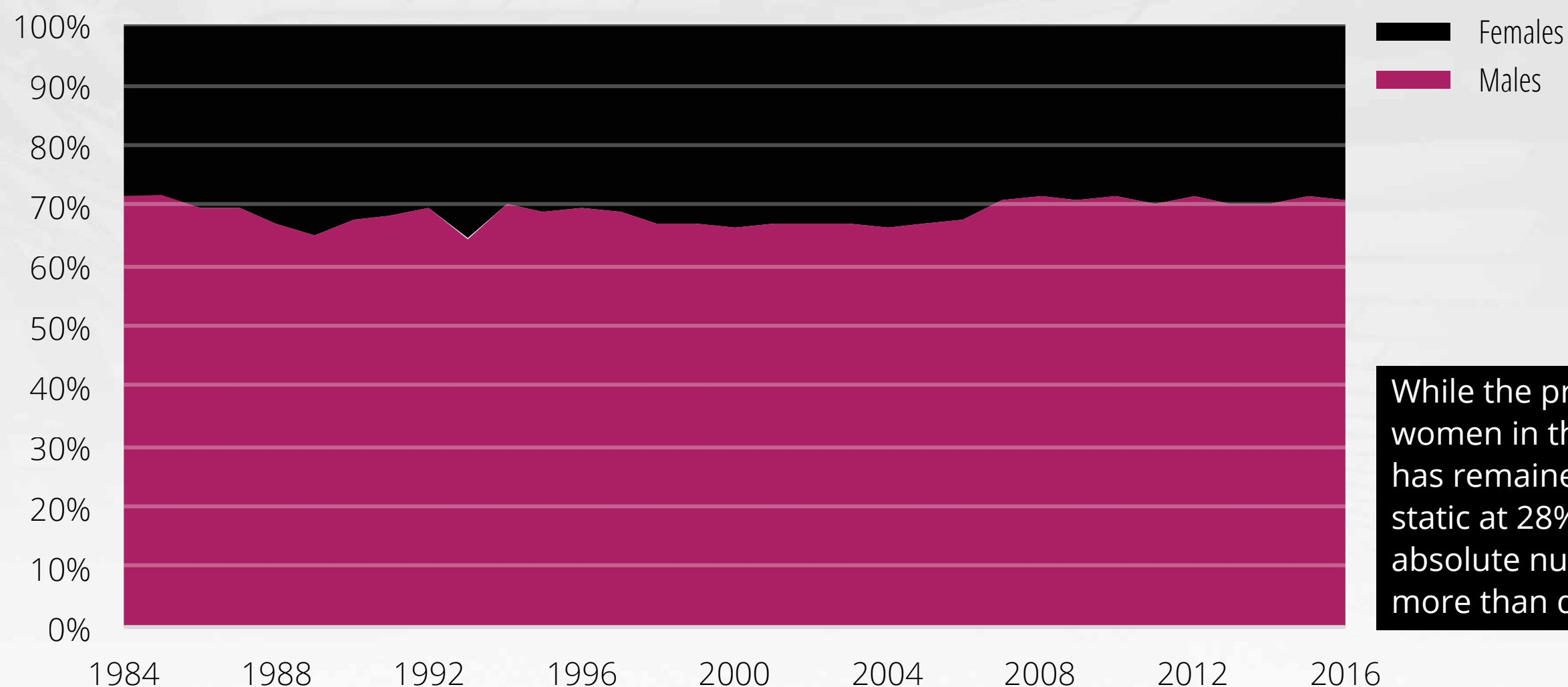
PUBLIC SAFETY INDUSTRY WORKFORCE CASUALISATION 1984 – 2016

Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed



PUBLIC SAFETY INDUSTRY WORKFORCE GENDER COMPOSITION 1984 – 2016

Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed



While the proportion of women in the industry has remained relatively static at 28% the absolute number has more than doubled.

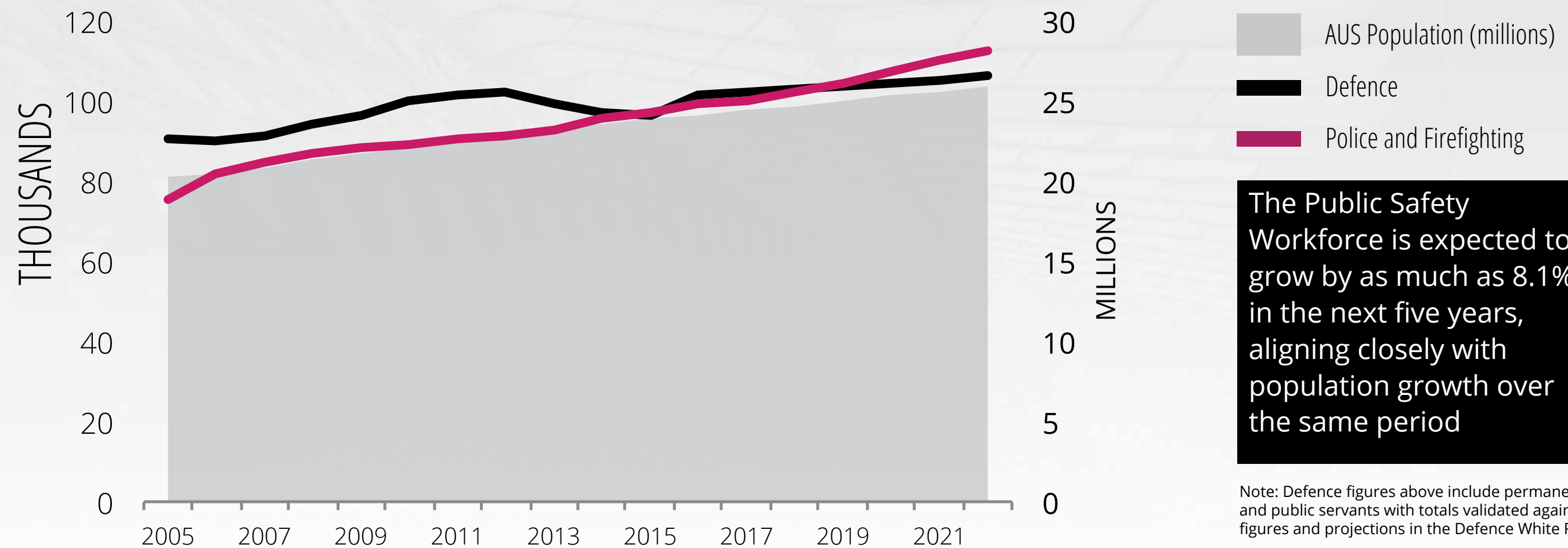
Note: Unfortunately, it is not possible to disaggregate **Police, Fire Protection and Other Emergency Services** as they are components of **Group 771 Public Order and Safety Services** in the ABS dataset. This dataset was verified by comparison to 2016 workforce data gathered from State and Federal Police Annual Reports' and Australasian Fire and Emergency Service Authorities Council (AFAC) reporting, which amounted to 111,693 full time/paid staff (77,693 in the Police Force, 34,000 paid staff in Fire Fighting and Emergency Services). This is well within the margin of error for the ABS reported total of 114,825.

Volunteer workforce estimates are made by the ABS on a four-yearly basis (most recently 2014) and are neither available as longitudinal data nor are they counted in Labour Force data.

EMPLOYMENT PROJECTION EMPLOYER BASED

PROJECTED AND HISTORICAL PUBLIC SAFETY WORKFORCE 2005 – 2022

Source: IBISWorld Reports/ABS Australian Demographic Statistics



EXPLANATORY NOTES

Workforce

The size of an industry's workforce is established by the Australian Bureau of Statistics (ABS) using two different approaches. The Labour Force survey, which provides a 30-year view of the industry, assigns each industry category based on the main job of the respondent. The Australian Industry dataset (which the Workforce Projections charts are based on), uses a top down approach, where industries are primarily classified by the single predominant industry class associated with a business' ABN. An industry's workforce therefore is bounded in the first instance by the occupations of workers, and in the second by the primary business of an enterprise. The different approaches can therefore result in quite different workforce figures.

AIS has chosen to distinguish these approaches using the terms Workforce – Occupation based and Workforce – Employer based.

Exemptions

The scope of the Labour Force Survey is limited to the civilian population of Australia and therefore members of permanent defence forces are excluded from the survey.

WORKFORCE SUPPLY SIDE CHALLENGES & OPPORTUNITIES

AGEING WORKFORCE

Population ageing is largely a positive outcome, primarily reflecting improved life expectancy. However, population growth and ageing will affect labour supply, economic output, infrastructure requirements and governments budgets.¹⁴

The future old will be better educated than both previous generations of older workers and the future young - reflecting the long-run impacts of the large expansion in tertiary education, and the stabilisation of tertiary participation rates at younger ages. Higher levels of tertiary education are strongly associated with greater labour force participation, and this effect may not be fully reflected in historical labour force participation trends.¹⁵

Public Safety roles, by nature, encompass high-stress occupations, and an ageing workforce presents challenges regarding health, volume of retirements and consequential loss of organisational and industry specific knowledge, as well as a loss of mentors. Emphasising leadership and management development in a much younger cohort will be essential to be able to maintain effective services. Strategies to retain the experienced older worker will also need to be developed.

Contemporary public safety roles require a professional and flexible workforce with an expanded range of skills, knowledge and supporting resources to meet the changing demand for public safety services. Agencies, jurisdictions and organisations are focussing on capability to enhance service delivery and promote efficiencies in achieving desired outcomes. Capability is articulated as a key mechanism covering people and supporting resources to build on strengths, managing transitions and change, and supporting long-term planning.

Workplace health remains an important consideration for the Public Safety sector. Recent reviews and reports have served to strengthen internal consideration of work health and safety, mental health and gender equality within Defence, Public Safety and Policing organisations.^{16, 17, 18, 19}

PROFESSIONALISATION

Currently, major initiatives are occurring in Defence, Police, Fire, Emergency Management and Emergency Services toward greater professionalisation, involving programs to accredit personnel who have completed a process to recognise their skills, abilities and experience nationally. These initiatives include the AFAC Emergency Management Professionalisation Scheme and Defence Professionalisation program for the APS (Job Families Strategy).

For the past few years, the Australia New Zealand Police Professionalisation Strategy 2013-2018 (the Strategy) has directed the work on the POLTP qualifications and units of competency. This Strategy is currently under review, as it is nearing its completion date of 2018. The review will be undertaken by the Australia New Zealand Council of Police Professionalisation (ANZCoPP). ANZCoPP's remit includes the development, establishment, maintenance and approval of police education and training products. The remit of ANZCoPP together with the reviewed Strategy will direct and provide the framework to progress work in relation to the POLTP.

As Defence adopts new and more complex capabilities, the demands on the integrated workforce will increase. New technologies will require new skills and will rely even more than now on the diverse range of skills of the integrated workforce. To meet these demands, the Federal Government will undertake the largest single re-balance of the integrated Defence workforce in a generation through the implementation of the First Principles Review.

WORKFORCE OPTIMISATION

The Australian Public Service Commission (APSC) Workplace Diversity Program aims to include as much as possible the diversity of the Australian community into its workplace and activities.²⁰ This program provides a benchmark for Public Safety organisations around Australia.

The sector has a diverse workforce and consequently, faces language, literacy, and numeracy (LLN) challenges. Ensuring resources are learner-centred and meet the diverse needs of workers requires diverse strategies to address these needs.

In Public Safety, workforce optimisation and the building of capability has been the focus over recent times. Workforce optimisation encapsulates all strategic directions currently supported across all levels of government such as:

- Workforce diversity
- Flexible work arrangements
- Inclusive culture
- Gender equity

It is acknowledged within the context of public safety, that some of these strategic directions are to be pursued but not at the expense of the quality of the service that members of the community receive or have come to expect. Further, this commitment to workforce optimisation and the building of capability should not take place at the expense of lowering of standards as set by the Public Safety stakeholders.

Recent changes to Defence policy include provisions for women to serve in frontline combat roles. Implementation of these policy changes is ongoing, and is designed to increase the female participation rate across many traditionally male dominated occupations and roles.

Gender, cultural and linguistic diversity within the fire and emergency services, is an area of focus nationally and locally. Initiatives are occurring both at the national and local level to respond to the needs of a diverse and geographically-dispersed workforce.

Defence will also seek to enhance the recruitment of Indigenous Australians and Australians from culturally and linguistically diverse backgrounds in both the ADF and APS. The Defence APS has increased its annual intake of Indigenous trainees, and is making greater use of special measures to attract Indigenous staff. These initiatives will be complemented with retention measures, including career development and mentoring programs.²¹

VET REFORM

Due to the specific nature of the workforce skills required by Defence, Police, Fire, Emergency Services and Emergency Management agencies, the significant burden for review and development of Training Packages and Training Package products is undertaken by these respective agencies, at considerable cost to the Public Safety sector. This unique requirement does not necessarily exist in other industry sectors.

ATTRACTION, RECRUITMENT AND RETENTION ISSUES

All Public Safety agencies, jurisdictions and services experience ongoing recruitment and retention difficulties, or anticipate future difficulties. Firefighting and Emergency Services have difficulty trying to attract volunteer and auxiliary firefighters. Police jurisdictions face unique challenges in regards to recruitment and retention as they operate within different community, geographical and legislative contexts.

Attracting and retaining the future Defence workforce continues to be a major challenge. Being an employer of choice for Australians in a more competitive labour market will require fundamental changes to how Defence plans, manages and supports its people. Defence has proposed a program of recruitment, training, and targeted occupation role retention to support this growth.²²

To grow and advance the female workforce in Defence, it is focussing on attraction, recruitment and retention of women, the removal of barriers to progression, and facilitating development through mentoring and development opportunities. Defence APS graduate recruitment will continue to include a focus on increasing the representation of women at this important entry point to the APS.²³

VOLUNTEERS

There is ongoing concern regarding the recruitment and retention of volunteers. Industry stakeholders continually cite a number of factors as key reasons for these difficulties, including:

- Personal and individual costs, both time and monetary to train, or to become trainers
- A lack of understanding/recognition of the role of volunteers
- A lack of motivation for volunteers to complete personal training
- Shortage of trainers and the unmet demand for training
- Lack of online training and other interactive methodologies
- Access to training and the distance required to travel to complete compliance training



AUSTRALIAN
INDUSTRY
STANDARDS

SKILLS

OUTLOOK

SKILLS OUTLOOK

INTERNATIONAL/NATIONAL WORKFORCE TRENDS

The regional and global nature of Australia's strategic interests requires Australia's Public Safety agencies to operate within a broad set of understandings, gained through intelligence on international as well as national trends. Workplace and job design is influenced by these trends such as climate change, globalisation, and new technologies.

Previous major natural disasters, such as floods and bushfires, have led to operations that have required the skills and cooperation of multiple agencies and services across different segments of the Emergency Services sector. Preparedness with cross-agency standards and protocols in complex areas of decisions continues to require in depth skill and knowledge capacity to address changing, real-time, situations.

Workforce design is a continuing method of gaining efficiencies, as with policing where job roles and reducing the involvement of sworn police staff in duties that do not require police powers.

The increasingly rapid development of new technologies for public safety is providing on one hand better tools for Police and Defence, as well as challenges in combatting technology-related crime. The Australian Geospatial Organisation (AGO) has an increased whole-of-government remit for broadened geospatial and intelligence analysis.

Globally, Public Safety agencies are interacting and adopting innovative technologies like biometrics, body-worn cameras and new forms of digital weaponry to protect citizens. At the same time, new data and video analytics technologies, which process large volumes of data and make predictions around future events, are rapidly becoming one of the most important pieces of the public safety environment.

FUNDING

Variations in jurisdictional funding and traineeship arrangements are reported as impacting the viability of delivering training, in particular for narrow markets and in specialist technical areas. Longer-term, this situation may lead to capacity constraints for employers and training organisations alike. These conditions also present challenges for RTOs and when considering future investment in training infrastructure and equipment, particularly those involved in new technology.



PRIORITY SKILLS

The priority skills results are drawn from Public Safety stakeholder responses to the IRC Skills Forecast survey conducted in February 2017.

In order of priority to the industry, the following skills were identified as the most important for the Public Safety workforce within the next three to five years.

Skill Category

Emergency/incident management

Community/Volunteer engagement

Professionalism

WHS

Interpersonal skills

Note: Emergency/incident management should be viewed as a broad categorisation of open-ended survey responses. Individual responses counted under that category related to firefighting, rescue, emergency and incident management/response. Counted separately these skills would fall outside the top five, which isn't representative of the data.

Ranking of the 12 generic workforce skills in order of importance to the Public Safety industry.

Generic Skill

Managerial/Leadership

Design mindset/Thinking critically/System thinking/Solving problems

Learning agility/Information literacy/Intellectual autonomy and self-management

Technology

Communication/Virtual collaboration/Social intelligence

Customer service/Marketing

Language, Literacy and Numeracy (LLN)

Science, Technology, Engineering, Mathematics (STEM)

Environmental and Sustainability

Data analysis

Financial

Entrepreneurial

Industry stakeholders note that new technologies are showing the need for emerging skills across all services. In addition, stakeholders also stress the need to focus on leadership, planning and incident/emergency management skills. This is evident in Defence where changing roles and technologies affect the capabilities in employment areas such as Air Force Police and RAAF Aerodrome Rescue and Fire Fighting.²⁴

The need to build stronger national resilience through community engagement and education programs and appropriate skills training has also been raised.

The Public Safety industry is supported by three discrete Trainings Packages – DEF Defence, POL Police, and PUA12 Public Safety – covering a broad range of qualifications across the various sectors. Total VET activity enrolments have declined but this could be due to increased in-house training programs such as provided by Defence and/or, in the case of Police, to a move into higher education through the Police Practice Standards Model.

The industry workforce is forecast to grow by 7 per cent through to 2021. The Public Safety workforce has almost tripled over the last 30 years while civilian Defence figures have remained mostly level. Over the past four years, civilian Defence figures have fallen from 22,500 to 17,600 but this figure is projected to increase to 18,000 under First Principles Review (FPR) reform. A static or reduced civilian workforce supporting greater numbers of ADF members will require more cross-skilling to adapt.

While the proportion of women in the industry has remained relatively static at 28 per cent, the absolute number has more than doubled.

All agencies have strategic recruitment programs in place, though each area has its issues. Police jurisdictions face unique challenges in regards to recruitment and retention as they operate within different community, geographical and legislative contexts. Firefighting and Emergency Services find it hard to recruit volunteer and auxiliary fighters, while in the paid firefighting workforce it is not an issue of skill shortages but the need for focussed development of capability in incident/emergency management.

Areas of vastly changing or unpredictable weather patterns present specific localised challenges for Public Safety agencies, in terms of attracting, training and retaining volunteers.

Automation and new technologies impact significantly upon the workforces of all Public Safety industry bodies, both in the Emergency Services and the Defence Force, from cybersecurity to environmental monitoring and maintenance in catchment areas. Identifying the emerging skills required and development of proper training will be an ongoing process.

PUBLIC SAFETY SKILLS-RELATED INSIGHTS



Most of the Public Safety industry bodies are State, Territory or Federally funded while some firefighting agencies may be funded in different ways depending on the state/territory, i.e. through rate levies, insurance levies and government funding. While operational and technological costs are increasing, the agencies have to deal with tighter budgets and diminishing resources. This clearly impacts upon training budgets and programs.

With such diversity of activity, ensuring proper training and skills presents a real challenge to the industry, workforces, stakeholders, governments and relevant support bodies.

Many of the Public Sector agencies are also implementing deliberate professionalisation strategies, aligning skills and qualifications directly to the workplace and jobs. This will have an impact upon the identification of necessary qualifications and Training Packages.

The Public Safety Industry Reference Committee (IRC) has indicated that future review and development of new qualifications will be increasingly driven by government inquiries, legislative changes and major events that impact

on public security and national resilience.

The Public Safety Industry Reference Committee (IRC) has overwhelmingly indicated that public safety technical skills are the highest priority for the industry. It has highlighted the need for a balance of technical and human skills to prepare the workforce for current and future challenges.

The Police Training Package provides nationally recognised VET qualifications for police occupations involved in: Community Engagement, Aboriginal Community Policing, Police liaison, Protective Services, Police Intelligence, Search and Rescue, Police Investigation, Crime scene investigation, Police Supervision, Forensic Investigation, Close Personal Protection, Police Negotiations, Police Management, and Police Prosecution.

Technical and specialist skills for Defence focus on areas related to Chaplaincy Service, Explosives Handling, Maritime Operations, Military Justice, Military Skills, Range Operations, Physical Training, Sensor Operations, Simulator Operations, Survival.

Technical skills for Public Safety focus on areas related to Search and Rescue, Emergency Medical Response, Emergency Communications, Emergency Care, Emergency Risk Management, Fire Control, Legal, Oil Response and Workplace Emergency Response.

Industry stakeholders note that new technologies are showing the need for emerging skills across all services. In addition, stakeholders also stress the need to focus on leadership, planning and incident management skills.

The need to build stronger national resilience through community engagement and education programs and appropriate skills training has also been raised.

The Public Safety industry is supported by three discrete Trainings Packages – DEF Defence, POL Police, and PUA12 Public Safety – covering a broad range of qualifications across the various sectors. Total VET activity enrolments have declined, but this could be due to increased in-house training programs such as provided by Defence and/or, in the case of Police, to a move into higher education through the ANZ Police Professionalisation Strategy.

The industry workforce is forecast to grow by 7 per cent through to 2021. The Public Safety workforce has almost tripled over the last 30 years while civilian Defence figures have remained mostly level.

While the proportion of women in the industry has remained relatively static at 28 per cent, the absolute number has more than doubled.

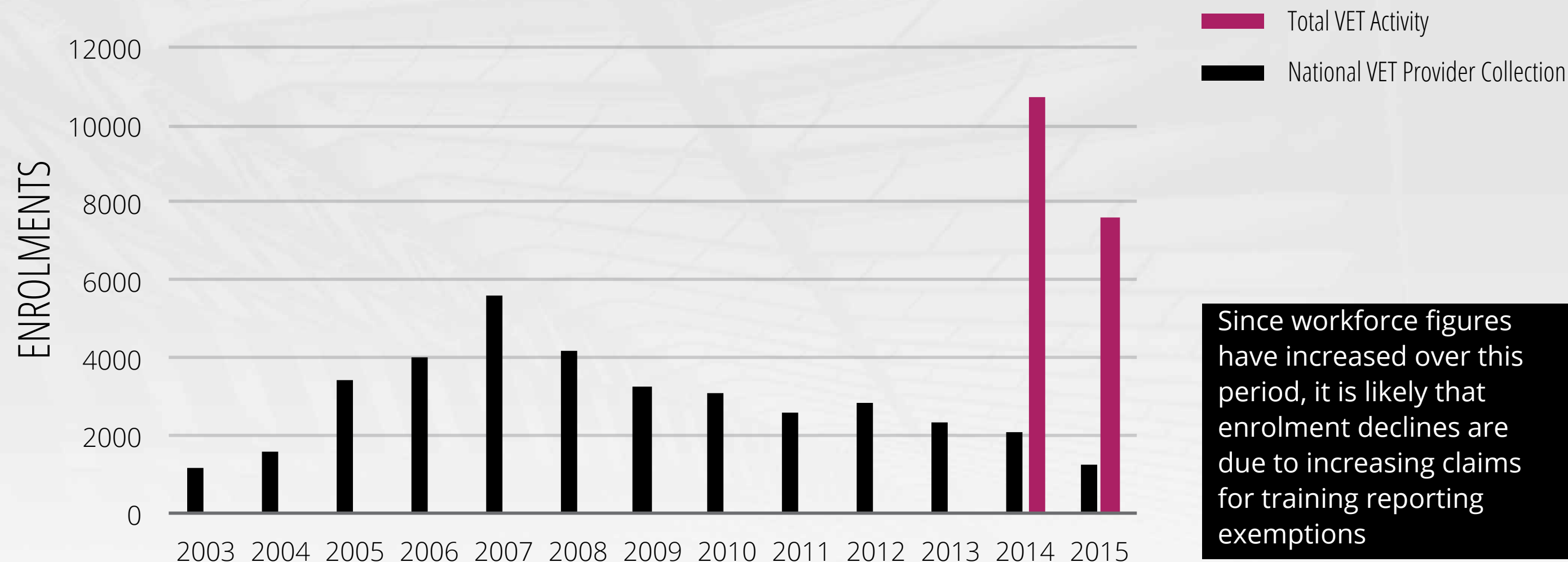
All agencies have strategic recruitment programs in place, though each area has its issues. Firefighting and Emergency Services find it hard to recruit volunteer and auxiliary fighters, with the Police Service it is Aboriginal community police officers and rail safety officers, while retaining a future Defence workforce is a challenge.

Areas of vastly changing or unpredictable weather patterns present specific localised challenges for Public Safety agencies in terms of attracting, training and retaining permanent staff, as well as volunteers.

Automation and new technologies impact significantly upon the workforces of all Public Safety industry bodies, both in the Emergency Services and the Defence Force, from cybersecurity to environmental monitoring and maintenance in catchment areas. Identifying the emerging skills required and development of proper training will be an ongoing process.

PUA12 PROGRAM ENROLMENTS BY DATASET

Source: VOCSTATS



Since workforce figures have increased over this period, it is likely that enrolment declines are due to increasing claims for training reporting exemptions

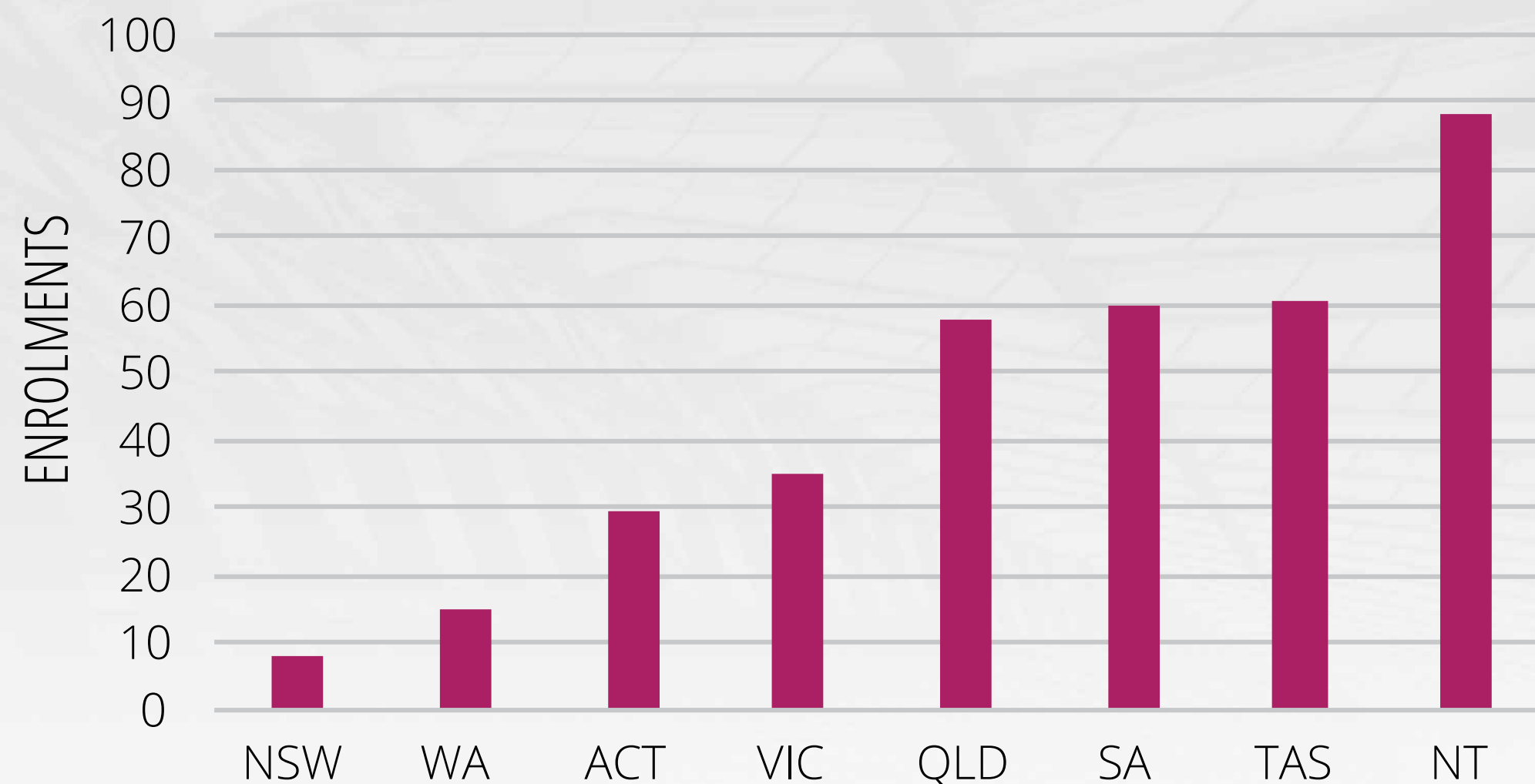
Note: Where the submission of training data to TVA conflicts with defence or national security legislation, or jeopardises the security or safety of personnel working in defence, border protection, customs or Australian police departments, an exemption from reporting training data is available.

Due to security and operational requirements, Defence and Police manage their training requirements internally and are not included in publicly available, funding training programs.

Enrolment data for DEF12/DEF and POL are therefore absent from the above and following training data.

PUA12 ENROLMENTS PER 100K POPULATION

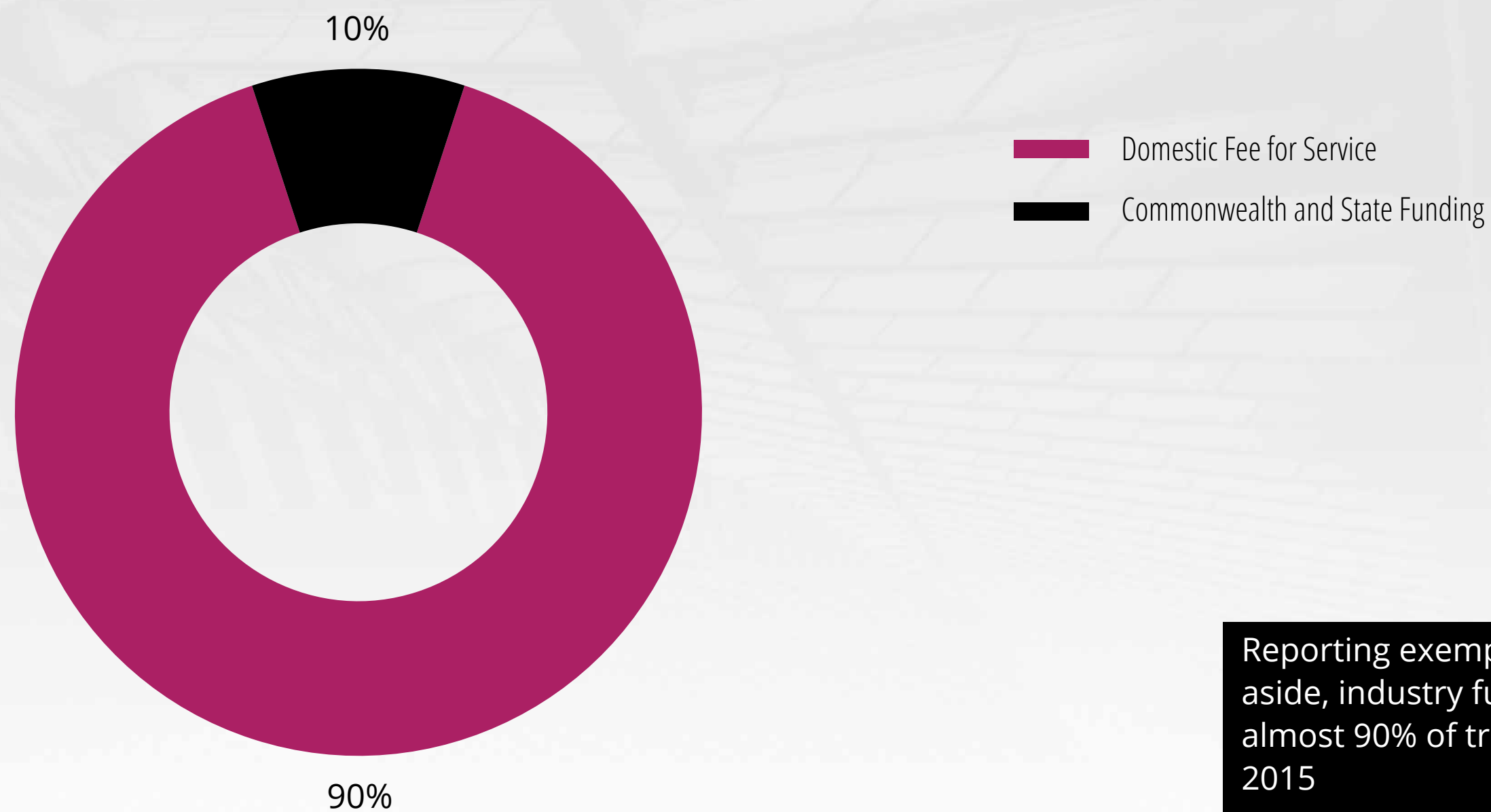
Source: TVA program enrolments 2015



Per capita enrolments in New South Wales are particularly low. Despite accounting for nearly a third of Australia's population, New South Wales only accounted for 8% of total Public Safety program enrolments in 2015, being just over half of South Australia's total enrolments.

PUA12 UNITS BY FUNDING SOURCE

Source: TVA - Subject Enrolments 2015



Reporting exemptions
aside, industry funded
almost 90% of training in
2015

EXPLANATORY NOTES

Training Enrolments Charts

The Training Enrolments charts compare two datasets; the National VET Provider Collection and the Total VET Activity (TVA) dataset. The primary distinction between the two is that Total VET Activity data is collected from all types of providers and not only those in receipt of Commonwealth or State funding. TVA data collection commenced in 2014.

Exemptions

Where the submission of training data to TVA conflicts with defence or national security legislation, or jeopardise the security or safety of personnel working in defence, border protection, customs or Australian police departments, an exemption from reporting training data is available.

Organisations that deliver training for vital services to the community (such as emergency, fire, first-aid and rescue organisations) may have received an exemption to submit data to TVA. From 1 January 2016 however, the exemption from reporting will apply only in respect of training activity not delivered on a fee-for-service/commercial basis.

REFERENCES

- 1 IBISWorld Industry Reports. <http://www.ibisworld.com>. Scope is limited by report availability
- 2 Ibid
- 3 <http://www.climatechangeinaustralia.gov.au/en/impacts-and-adaptation/nrm-regions/>
- 4 Ibid
- 5 <https://www.theguardian.com/australia-news/2016/nov/09/five-ways-in-which-a-trump-presidency-could-affect-australia>
- 6 Productivity Commission, *Inquiry Report: Barriers to effective climate change adaptation*, March 2013. <http://www.pc.gov.au/inquiries/completed/climate-change-adaptation/report>
- 7 Commonwealth of Australia. *Recent trends in and preparedness for extreme weather events*. Report of the Senate Environment and Communications References Committee; 2013. http://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Environment_and_Communications/Completed_inquiries/2010-13/extremeweather/report/index
- 8 <https://www.accenture.com/au-en/insight-highlights-public-service-technology-analytics>
- 9 <http://www.defence.gov.au/ago/geoint.htm>
- 10 http://www.police.nsw.gov.au/_data/assets/pdf_file/0011/369839/From_the_commissioner.pdf
- 11 <https://www.itnews.com.au/news/inside-nsw-polices-drone-experiment-417365>
- 12 ABS - Recorded Crime - Offenders, 2015-16
- 13 Australian Federal Police Annual Report 2015 -16 <https://www.afp.gov.au/sites/default/files/PDF/Reports/afp-annual-report-2015-2016.pdf>
- 14 An Ageing Australia: Preparing for the Future. Productivity Commission Research Paper Overview. November 2013
- 15 Ibid
- 16 Mental health of Australian Defence Force members and veterans - http://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Foreign_Affairs_Defence_and_Trade/ADF_Mental_Health/Report
- 17 Australian Public Service Commission (APSC) Workplace Diversity Program.
- 18 Ibid p.152
- 19 2016 Defence White Paper, Australian Government, Department of Defence. p.150
- 20 Australian Public Service Commission (APSC) Workplace Diversity Program.
- 21 Ibid p.152
- 22 2016 Defence White Paper, Australian Government, Department of Defence. p.150
- 23 Ibid p.151
- 24 Department of Defence, Learning Capability VET Industry and Workforce Survey Report for Public Safety Sector, 2017.



PROPOSED SCHEDULE OF WORK 2017/18 - 2020/21 PUBLIC SAFETY IRC



Subject to AISC Approval

PUBLIC SAFETY IRC PROPOSED SCHEDULE OF WORK

PUA PUBLIC SAFETY TRAINING PACKAGE

2017-18

Public Safety Transition

All PUA12 Public Safety Training Package products are to be transitioned to the Standards for Training Packages by no later than the end of 2017-18. Products to be included within the next PUA Public Safety Training Package release are listed in attachment A.

Public Safety – Police Qualifications

The Police Training Package Case for Endorsement of October 2015 identified police sector qualifications for removal from the National Register, due to no longer

being required for State or Federal policing capabilities. It is intended for the status of these qualifications to be updated to 'Deleted' on the National Register upon approval and endorsement of the next Public Safety Training Package release. The qualifications are:

- PUA20112 Certificate II in Public Safety (Aboriginal and Torres Strait Islander Community Policing)
- PUA42512 Certificate IV in Public Safety (Disaster Victim Identification Operation)
- PUA51812 Certificate IV in Public Safety (Human Source Management)
- PUA51912 Diploma in Public Safety (Mounted Policing)
- PUA52012 Diploma of Public Safety (Police Dog Handling – General Purpose or Specific Odour)
- PUA61012 Advanced Diploma of Public Safety (Disaster Victim Identification Coordination)
- PUA61512 Advanced Diploma of Public Safety (Tactical Flight Operations – Helicopter or Surveillance)
- PUA80312 Vocational Graduate Certificate in Public Safety (Police Investigation)

Public Safety Review and Development

There are currently no Public Safety Training Package products proposed for review or development during 2017-18.

2018-19

Public Safety Review and Development

There are currently no Public Safety Training Package products proposed for review or development during 2018-19.

2019-20

Public Safety Review and Development

There are currently no Public Safety Training Package products proposed for review or development during 2019-20.

2020-21

Public Safety Review and Development

There are currently no Public Safety Training Package products proposed for review or development during 2020-21.

DEF DEFENCE TRAINING PACKAGE

2017-18

Defence Review

The following Defence Training Package qualifications have been identified as no longer required for Defence capability. They are proposed to be removed from the National Register, upon approval and endorsement of the next DEF Defence Training Package release. Where vocational skilling is still required to be maintained, it is proposed to maintain these requirements using skill sets. The qualifications are:

- DEF20912 Certificate II in Communications Operations

- DEF31012 Certificate III in Maritime Operations
- DEF31112 Certificate III in Driving in a Threat Environment
- DEF32712 Certificate III in Intelligence Operations
- DEF33112 Certificate III in Military Land Engineering
- DEF33212 Certificate III in Military Land Operations
- DEF42612 Certificate IV in Military Land Operations
- DEF42712 Certificate IV in Military Land Engineering
- DEF52312 Diploma of Work Health Safety
- DEF60912 Advanced Diploma of Defence Public Affairs

Defence Development - Geospatial-Intelligence

Defence's First Principles Review (FPR) recommended for the Australian Geospatial-Intelligence Organisation (AGO), under the Heads of Defence Geospatial Agencies (HoDGA), to review and align current and future geospatial workforce planning, to raise, train and sustain a skilled and professional workforce. This task was informed by the Geospatial Enterprise Review (GER) in recognition that Services and Groups across Defence provide similar geospatial capabilities, underpinned by similar training, with no coordination to achieve a single Defence capability under a Joint or Rationalised training

plan. Implementation of the FPR's recommendations requires the initial development of common geospatial competencies, and subsequent delivery within the ADF's joint training framework.

A Training Needs Analysis conducted in 2016 identified the requirement for two new Defence Training Package products that address the future skilling needs of the Australian Geospatial-Intelligence Organisation. Two additional skill sets have been proposed for development to address Basic and Intermediate Geospatial functional requirements. The proposed new skill sets will comprise five units for the Geospatial Basic Skill Set and four units for the Geospatial Intermediate Skill Set, in accordance with the complexity of the capability requirements at each skill level. This includes the development of four (4) new units of competency that align to specific geospatial capabilities currently under Defence review and development, to address identified skill gaps for Geospatial specialists. The draft skill sets will consist of new and imported units of competency, and will incorporate CPP07 Property Services Training Package imported units of competency aligned to spatial data and allied geospatial skilling outcomes in each skill set, in addition to one unit from the RII Resources and Infrastructure TP in the Geospatial Basic Skill Set.

Defence Force Recruiting

Following a strategic review in 2016 directed by the Chief of the Defence Force (CDF) of the skills and practices of the Defence Force Recruiting (DFR) Australian Defence Force (ADF) members, it was identified that strengthened training and skilling standards needs to be developed. As such, a review and audit of current training provided to ADF DFR members, and the options for a VET accreditation pathway, noted that the previous accredited qualification (80827ACT Certificate III in Personnel Recruitment) used for DFR staff had expired in July 2012. To meet the requirement for clearly established Defence skilling standards for DFR staff, a new AQF 4 qualification (Certificate IV in Defence Personnel Recruitment) is proposed for development and inclusion in the Defence Training Package in 2017-18, to meet this urgent ADF requirement. It is envisaged that the new qualification will consist of up to four (4) new units of competency, with additional imported units of competency from the PSP Public Sector and BSB Business Services Training Packages.

2018-19

Defence Review

Defence has identified Training Package products for detailed review during 2018-19 as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements.

DEF51115 Diploma of Leadership

The Ministerial-directed First Principles Review (FPR) has required Defence to move to a One Defence Business Model, and will establish an ADF Headquarters in July 17, consisting of all three ADF Service Chiefs, under the command of the Chief of the Defence Force (CDF). The Defence review has identified the need to revise the current DEF51115 Diploma of Leadership to provide a Tri-Service qualification for all ADF Officers, rather than the current focus of the Army-specific qualification. The establishment of the revised Diploma of Leadership will support the FPR directive and One Defence Business model.

Subject to AISC Approval

The review of the DEF51115 is anticipated to result in the development of up to three (3) new units of competency, encompassing a tri-service functional requirement, as well as re-developing the current unit of competency DEFMIL008 Display the attributes of an Australian soldier. This review and development work is to be completed in 2018-19.

Defence Development - Defence Cyberspace Capability

The 2016 Defence White Paper has directed that the Australian Defence Force (ADF) strengthen the Defence cyber workforce and systems to deter and defend against the threat of cyber-attack. This includes a proposed cyberspace capability including the provision of additional staffing and creation of a joint cyberspace training unit. In addition, each of the Services (Army, Navy and Air Force) will increase their number of cyberspace personnel as well as potentially develop single service training options.

There is an identified requirement for the development two additional qualifications at the AQF4/AQF5 level during 2018-19 that address the requirements of an ADF cyberspace capability. This includes the possible development of up to forty-two (42) new units of

competency, and six additional skill sets that align to specific cyberspace capabilities currently under Defence review and development. A Training Needs Analysis is being conducted in 2017-18 to inform the requirement for future training product development in 2018-19.

2019-20

Defence Review

Defence has identified Training Package products for detailed review during 2019-20 as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements.

Defence Development

There are currently no Defence Training Package products proposed for development during 2019-20.

2020-21

Defence Review and Development

Defence has identified no Training Package products for detailed review or development during 2020-21 as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements.

POL POLICE TRAINING PACKAGE

Police Overview

Policing jurisdictions strive for the highest standards of organisational and individual integrity by working towards consistent standards for education and training, including alignment with Australia and New Zealand national education systems.

ANZCoPP has identified nationally recognised police qualifications, maintained in the Police Training Package as a key element of supporting the advancement of police service education and training. Current activities in relation to the Police Training Package are intended to support the achievement of greater consistency and cohesion within

policing sectors, across State and Territory jurisdictions.

ANZCoPP has adopted a continuous improvement philosophy for the review and maintenance of Police Training Package products to ensure that Police education and training remains fit for purpose, responsive and contemporary. It is proposed to review all Police Training Package products over the four-year period through a staged approach, ensuring that all materials have been reviewed by the end of 2020-21.

ANZCoPP has identified Training Package products for detailed review during 2017-18 as the result of Training Package review requirements, Police capability reviews, wider industry practices, or State and Territory legislative requirements.

2016-17

Police Review

ANZCoPP has undertaken a detailed review of a number of Training Package products during 2016-17 as the result of Police capability reviews. The following qualification (and component units of competency) were reviewed and confirmed as current and valid for industry use:

- POL84115 Graduate Certificate in Forensic Firearm Examination

The following qualifications (and all component units) were reviewed and updated as required:

- POL50115 Diploma of Policing
- PUA61112 Advanced Diploma of Public Safety (Improvised Hazardous Device Operations – Technician or Response)
- POL65115 Advanced Diploma of Police Investigation
- POL60115 Advanced Diploma of Police Supervision

These qualifications are now planned for review within the 2020-21 review period.

2017-18

Police Review

ANZCoPP has identified Training Package products for detailed review during 2017-18 as the result of Training Package review requirements, Police capability reviews, wider industry practices, or State and Territory legislative requirements.

Police Development

As the result of a review of the POLSS00001 Advanced Police Investigation Skill Set during 2016-17, Police stakeholders have identified the requirement for a new AQF 8 level qualification. A proposed POL8XXXX Graduate Certificate of Advanced Police Investigation was developed to supersede this skill set, and address the skill needs of senior Police personnel undertaking Police Investigation roles and duties.

2018-19

Police Review

ANZCoPP has identified Training Package products for detailed review during 2018-19 as the result of Training Package review requirements, Police capability reviews, wider industry practices, or State and Territory legislative requirements.

Police Development

There are currently no additional Police Training Package products proposed for development during 2018-19.

2019-20

Police Review

ANZCoPP has identified Training Package products for detailed review during 2019-20 as the result of Training Package review requirements, police capability reviews, wider industry practices, or State and Territory legislative requirements.

Police Development

There are currently no additional Police Training Package products proposed for development during 2019-20.

2020-21

Police Review and Development

ANZCoPP has identified no Training Package products for detailed review or additional development during 2020-21 as the result of Training Package review requirements, Police capability reviews, wider industry practices, or State and Territory legislative requirements.

LEGISLATIVE REQUIREMENTS

PUBLIC SAFETY

Updates, changes and modifications to public safety legislation, policies and operating standards are required to be reflected within the skilling requirements of individuals undertaking public and community safety occupations and roles.

Public Safety sector areas that are aligned to legislative requirements include emergency management, emergency services and public safety roles and functions.

DEFENCE

Updates, changes and modifications to national legislation, Defence policy and operating standards are required to be reflected within the skilling requirements of Defence military and public service occupations and roles. Defence sector areas that are aligned to legislative requirements include Defence explosive ordnance roles and functions, work health and safety roles and functions, and Defence occupations that align with broader Australian industry occupational standards.

POLICE

Updates, changes and modifications to State, Territory and National legislation, policies and operating standards are required to be reflected within the skilling requirements of police occupations and roles. Primary policing areas that are aligned to legislative requirements include work health and safety roles and functions, search and rescue roles and functions, judicial roles and functions including police prosecution, and forensic investigation roles and functions.

INTERDEPENDENCIES

PUBLIC SAFETY

Public Safety Training Package Qualifications include imported units of competency, within core and elective qualification packaging rules. Industry sector interdependencies that will potentially initiate future Public Safety Training Package qualification and/or skill set reviews include imported units from eleven (11) separate Training Packages.

- AHC Agriculture, Horticulture and Conservation and Land Management Training Package
- BSB Business Services Training Package
- CHC Community Services Training Package
- CPP07 Property Services Training Package
- FWP Forest and Wood Products Training Package
- HLT Health Training Package
- ICT Information and Communications Technology Training Package
- LGA04 Local Government Training Package
- NWP National Water Training Package
- PMA08 Chemical, Hydrocarbons and Refining Training Package
- PSP04 Public Sector Training Package

Additional interdependent Training Package products may be included within future PUA qualifications and/or skill sets because of changing regulatory requirements, industry work practices and skill priorities identified by the Public Safety IRC.

DEFENCE

Defence Training Package Qualifications include imported units of competency, within core and elective qualification packaging rules. Industry sector interdependencies that will potentially initiate future Defence Training Package qualification and/or skill set reviews include imported units from nineteen (19) separate Training Packages.

- AHC10 Agriculture, Horticulture and Conservation and Land Management Training Package
- BSB Business Services Training Package
- BSB07 Business Services Training Package
- CPC08 Construction, Plumbing and Services Training Package
- HLT Health Training Package
- ICA11 Information and Communications Technology Training Package
- ICT Information and Communications Technology Training Package
- LGA04 Local Government Training Package
- MEM05 Metal and Engineering Training Package
- MSA07 Manufacturing Training Package
- MSL09 Laboratory Operations Training Package
- MSS11 Sustainability Training Package

- PMA08 Chemical, Hydrocarbons and Refining Training Package
- PSP04 Public Sector Training Package
- PUA00 Public Safety Training Package
- PUA12 Public Safety Training Package
- SIS10 Sport, Fitness and Recreation Training Package
- TAE10 Training and Education
- TLI10 Transport and Logistics Training Package

Additional interdependent Training Package products may be included within DEF qualification and/or skill sets because of changing regulatory requirements, industry work practices and skill priorities identified by the Public Safety IRC.

POLICE

When an identified need for units of competency and/or a qualification is established, the approach taken by Policing is to first assess whether existing endorsed units of competency and/or qualifications are suitable, either within the Police Training Package or other Training Packages. The Police sector have determined that the Police Training Package will not utilise imported units within Police qualifications, and will only focus on Police sector specificities. There are no identified Training Package

interdependencies that affect the ongoing review or development of Police Training Package products.

REVIEW AND DEVELOPMENT TIMING

The Public Safety IRC recommends that the Public Safety, Defence and Police Training Packages undergo review and development activities in accordance with the proposed timelines in attachment A. The proposed approach to the review and development of each Training Package is to ensure that all Training Package products are reflective of State, Territory and National policies and standards, contain contemporary and relevant units of competency, and are available for use by the Public Safety, Policing and Defence sectors at a point in time when State, Territory and National capability is required.

PROPOSED SCHEDULE OF WORK - 2017/18 - 2020/21

Public Safety Industry Reference Committee

Contact: Chief Operating Officer, Australian Industry Standards

Date Submitted: Friday, 28 April 2017

ATTACHMENT A

2017/18 – 2020/21

Public Safety Training Package Review and Development Plan

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|---|---|
| 2017-18 | PUA12 | Public Safety | Qualification | PUA20112 | Certificate II in Public Safety (Aboriginal or Torres Strait Islander Community Policing) | Qualification removed, to be Deleted from National Register |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA20613 | Certificate II in Public Safety (Firefighting and Emergency Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA20713 | Certificate II in Public Safety (Firefighting Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA21012 | Certificate II in Public Safety (Aquatic Rescue) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA21312 | Certificate II in Public Safety (SES) | Transition to the Standards for Training Packages |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|---|---|
| 2017-18 | PUA12 | Public Safety | Qualification | PUA30412 | Certificate III in Public Safety (SES Rescue) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA30512 | Certificate III in Public Safety (SES Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA30613 | Certificate III in Public Safety (Firefighting and Emergency Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA30713 | Certificate III in Public Safety (Firefighting Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA31312 | Certificate III in Public Safety (Aquatic Search and Rescue) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA31412 | Certificate III in Public Safety (Community Safety) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA33012 | Certificate III in Public Safety (Emergency Communications Centre Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA33112 | Certificate III in Public Safety (Biosecurity Response Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA40212 | Certificate IV in Public Safety (SES Leadership) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA40313 | Certificate IV in Public Safety (Firefighting Supervision) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA41012 | Certificate IV in Public Safety (Leadership) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA41112 | Certificate IV in Public Safety (Community Safety) | Transition to the Standards for Training Packages |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|--|---|
| 2017-18 | PUA12 | Public Safety | Qualification | PUA42512 | Certificate IV in Public Safety (Disaster Victim Identification Operations) | Qualification removed, to be Deleted from National Register |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA42612 | Certificate IV in Public Safety (Aquatic Search and Rescue Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA42712 | Certificate IV in Public Safety (Emergency Communications Centre Operations) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA42912 | Certificate IV in Public Safety (Biosecurity Response Leadership) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA50412 | Diploma of Public Safety (SES Operations Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA50513 | Diploma of Public Safety (Firefighting Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA50912 | Diploma of Public Safety (Search and Rescue - Coordination) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA51012 | Diploma of Public Safety (Community Safety) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA51812 | Diploma of Public Safety (Human Source Management) | Qualification removed, to be Deleted from National Register. Outcome of this qualification now contained in POL62115 Advanced Diploma of Human Source Management. |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA51912 | Diploma of Public Safety (Mounted Policing) | Qualification removed, to be Deleted from National Register |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA52012 | Diploma of Public Safety (Police Dog Handling - General Purpose or Specific Odour) | Qualification removed, to be Deleted from National Register |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|---|--|
| 2017-18 | PUA12 | Public Safety | Qualification | PUA52312 | Diploma of Public Safety (Emergency Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA52412 | Diploma of Public Safety (Biosecurity Response Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA60112 | Advanced Diploma of Public Safety (Emergency Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA60513 | Advanced Diploma of Public Safety (Firefighting Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA60612 | Advanced Diploma of Public Safety (Search and Rescue - Management) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA60712 | Advanced Diploma of Public Safety (Community Safety) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA60913 | Advanced Diploma of Public Safety (Fire Investigation) | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA61012 | Advanced Diploma of Public Safety (Disaster victim identification coordination) | Qualification removed, to be Deleted from National Register |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA61112 | Advanced Diploma of Public Safety (Improvised Hazardous Device Operations - Technician or Response) | Qualification to be transitioned to the Standards for Training Packages and included within the POL Police Training Package. |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA61512 | Advanced Diploma of Public Safety (Tactical Flight Operations - Helicopter or Surveillance) | Qualification removed, to be Deleted from National Register |
| 2017-18 | PUA12 | Public Safety | Qualification | PUA80312 | Graduate Certificate in Public Safety (Police Investigation) | Qualification removed, to be Deleted from National Register |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|-----------|------------|---------------------------------------|---|
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00026 | Air Search Observer | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00027 | Alpine Search and Survival Operations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00028 | Basic Rescue | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00029 | Basic Tree Operations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00030 | Beach Operations Management | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00031 | Beach Safety and Risk Management | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00032 | Beach Team Management | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00033 | Community Engagement | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00034 | Flood Response Operations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00035 | Floodboat Response Operations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00036 | Incident Response Team Leader | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00037 | Intermediate Tree Operations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00038 | Land Search Team | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00039 | Oil Spill Responder | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00040 | Oil Spill Response Team Leader | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00041 | Operational Leadership | Transition to the Standards for Training Packages |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|---|---|---|
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00042 | Operations Centre | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00043 | Police computer crime investigations | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00044 | Police electronic surveillance | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00045 | Road Accident Rescue | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00046 | SES First Aid and Safety | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00047 | SES Induction | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00048 | Storm and Water Damage Response | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00049 | Storm and Water Damage Response at Height | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00050 | Structural Collapse | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Skill Set | PUASS00051 | Vertical Rescue | Transition to the Standards for Training Packages |
| 2017-18 | PUA12 | Public Safety | Units of competency | Two hundred twenty-eight (228) native units of competency associated with Qualification and skill sets will transition to the Standards for Training Packages | | |
| 2018-19 | PUA | Public Safety | There are currently no Public Safety Training Package products proposed for review or development during 2018-19. | | | |
| 2019-20 | PUA | Public Safety | There are currently no Public Safety Training Package products proposed for review or development during 2019-20. | | | |
| 2020-21 | PUA | Public Safety | There are currently no Public Safety Training Package products proposed for review or development during 2020-21. | | | |

2017/18 – 2020/21

Defence Training Package Review and Development Plan

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|--------------------|--|--|--|
| 2017-18 | DEF12 | Defence | All | All | Various | To be transitioned to the Standards for Training Packages, less the Qualification identified for deletion from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF20912 | Certificate II in Communications Operations | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF31012 | Certificate III in Maritime Operations | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF31112 | Certificate III in Driving in a Threat Environment | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF32712 | Certificate III in Intelligence Operations | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF33112 | Certificate III in Military Land Engineering | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF33212 | Certificate III in Military Land Operations | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF42612 | Certificate IV in Military Land Operations | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF42712 | Certificate IV in Military Land Engineering | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF52312 | Diploma of Work Health Safety | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Qualification | DEF60912 | Advanced Diploma of Defence Public Affairs | To be deleted from the National Register |
| 2017-18 | DEF | Defence | Unit of competency | All native and imported units of competency associated with the listed qualifications will also be reviewed within the period. | | |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|--------------------|------------|---|--|
| 2017-18 | DEF | Defence | Unit of competency | DEFREC00X | Defence Recruiting | Four (4) new products to be developed for Defence Force Recruiting |
| 2017-18 | DEF | Defence | Unit of competency | DEFGEO00X | Geospatial | Four (4) new products to be developed for Defence Geospatial capabilities. |
| 2017-18 | DEF | Defence | Skill Set | DEFSS0000X | Geospatial Basic Skill Set | New product to be developed for Defence Geospatial capabilities. |
| 2017-18 | DEF | Defence | Skill Set | DEFSS0000X | Geospatial Intermediate Skill Set | New product to be developed for Defence Geospatial capabilities. |
| 2017-18 | DEF | Defence | Qualification | DEF4XXXX | Certificate IV in Defence Personnel Recruitment | New product to be developed for Defence Force Recruiting |
| 2018-19 | DEF | Defence | Qualification | DEF22115 | Certificate II in Explosive Ordnance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Unit of competency | DEFMILXXX | Defence Military Skills | Three (3) new products to be developed for Defence Diploma of Leadership |
| 2018-19 | DEF | Defence | Unit of competency | DEFSECXXX | Defence Cyber Security | Up to forty-two (42) new products to be developed for Defence Cyber Security qualifications |
| 2018-19 | DEF | Defence | Skill Set | DEFSS0000X | Defence Cyber Security | Six (6) new products to be developed for Defence Cyber Security qualifications |
| 2018-19 | DEF | Defence | Qualification | DEF4XXXX | Certificate IV in Defence Cyber Security | New product to be developed for Defence Cyber Security qualifications |
| 2018-19 | DEF | Defence | Qualification | DEF5XXXX | Diploma of Defence Cyber Security | New product to be developed for Defence Cyber Security qualifications |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|--|--|
| 2018-19 | DEF | Defence | Qualification | DEF22215 | Certificate II in Explosive Ordnance Manufacture | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF32115 | Certificate III in Explosive Ordnance Manufacture | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF32215 | Certificate III in Explosive Ordnance Proof and Experimental | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF32315 | Certificate III in Explosive Ordnance Maintenance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF32415 | Certificate III in Explosive Ordnance Operations | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF42115 | Certificate IV in Explosive Ordnance Maintenance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|---|--|
| 2018-19 | DEF | Defence | Qualification | DEF42215 | Certificate IV in Explosive Ordnance Proof and Experimental | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF42315 | Certificate IV in Explosive Ordnance Manufacture | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF42415 | Certificate IV in Explosive Ordnance Operations | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF51115 | Diploma of Leadership | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF52115 | Diploma of Explosive Ordnance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF52215 | Diploma of Explosive Ordnance Manufacture | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|--------------------|--|--|--|
| 2018-19 | DEF | Defence | Qualification | DEF52315 | Diploma of Explosive Ordnance Proof and Experimental | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF72115 | Graduate Certificate in Explosive Ordnance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Qualification | DEF82115 | Graduate Diploma of Explosive Ordnance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2018-19 | DEF | Defence | Unit of competency | All native and imported units of competency associated with the listed qualifications will also be reviewed within the period. | | |
| 2019-20 | DEF | Defence | Qualification | DEF21115 | Certificate II in Military Skills | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF33115 | Certificate III in Sensor Operations | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF43115 | Certificate IV in Electronic Forensics | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|---|--|
| 2019-20 | DEF | Defence | Qualification | DEF43215 | Certificate IV in Simulator Maintenance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF43315 | Certificate IV in Work Health Safety | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF45115 | Certificate IV in Range Control | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF53115 | Diploma of Electronic Forensics | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF53215 | Diploma of Simulator Maintenance | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Qualification | DEF53415 | Diploma of Institutional and Operational Chaplaincy | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|--|------------------------|--|
| 2019-20 | DEF | Defence | Qualification | DEF54315 | Diploma of Evaluations | Qualification will undergo detailed review as the result of Training Package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements. |
| 2019-20 | DEF | Defence | Unit of competency | All native and imported units of competency associated with the listed qualifications will also be reviewed within the period. | | |
| 2020-21 | DEF | Defence | There are currently no Defence Training Package products proposed for review or development during 2020-21. | | | |

2017/18 – 2020/21

Police Training Package Review and Development Plan

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---------------|----------|--|---|
| 2017-18 | POL | Police | Qualification | POL8XXXX | Graduate Certificate of Advanced Police Investigation | New qualification proposed to supersede POLSS0001 Advanced Police Investigation Skill Set |
| 2017-18 | POL | Police | Qualification | POL52115 | Diploma of Police Intelligence Practice | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Qualification | POL62215 | Advanced Diploma of Police Intelligence Operations | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Qualification | POL84315 | Graduate Certificate in Crime Scene Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Qualification | POL84215 | Graduate Certificate in Forensic Fingerprint Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Qualification | POL80115 | Graduate Certificate in Police Management | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|------------|---|---|
| 2017-18 | POL | Police | Qualification | POL58115 | Diploma of Police Search and Rescue - Coordination | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Qualification | POL68115 | Advanced Diploma of Police Search and Rescue – Management | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Skill Set | POLSS00002 | Police Intelligence Team Leader | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2017-18 | POL | Police | Police stakeholders have not identified Training Package products for development during 2017-18. | | | |
| 2018-19 | POL | Police | Qualification | POL54115 | Diploma of Forensic Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL64115 | Advanced Diploma of Forensic Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL66115 | Advanced Diploma of Police Negotiation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|----------|--|---|
| 2018-19 | POL | Police | Qualification | POL62415 | Advanced Diploma of Surveillance | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL62615 | Advanced Diploma of Police Close Personal Protection | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL62315 | Advanced Diploma of Police Witness Protection | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL62115 | Advanced Diploma of Human Source Management | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Qualification | POL62515 | Advanced Diploma of Undercover Operations | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2018-19 | POL | Police | Police stakeholders have not identified Training Package products for development during 2018-19. | | | |
| 2019-20 | POL | Police | Qualification | POL21115 | Certificate II in Community Engagement | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|----------|--|---|
| 2019-20 | POL | Police | Qualification | POL31215 | Certificate III in Police Liaison | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2019-20 | POL | Police | Qualification | POL31115 | Certificate III in Aboriginal Community Policing | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2019-20 | POL | Police | Qualification | POL41115 | Certificate IV in Aboriginal Community Policing | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2019-20 | POL | Police | Qualification | POL41215 | Certificate IV in Protective Services | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2019-20 | POL | Police | Qualification | POL87115 | Graduate Certificate in Police Prosecution | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2019-20 | POL | Police | Police stakeholders have not identified Training Package products for development during 2019-20. | | | |
| 2020-21 | POL | Police | Qualification | PUA6XXXX | Advanced Diploma of Police Bomb Technical Response | To be transitioned from the PUA12 Public Safety Training Package and developed during 2017-18. |

Subject to AISC Approval

| REVIEW YEAR | TRAINING PACKAGE CODE | TRAINING PACKAGE NAME | PRODUCT | CODE | TITLE | COMMENTS |
|-------------|-----------------------|-----------------------|---|------------|---|---|
| 2020-21 | POL | Police | Qualification | POL50115 | Diploma of Policing | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2020-21 | POL | Police | Qualification | POL65115 | Advanced Diploma of Police Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2020-21 | POL | Police | Qualification | POL60115 | Advanced Diploma of Police Supervision | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2020-21 | POL | Police | Qualification | POL84215 | Graduate Certificate in Forensic Firearms Examination | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2020-21 | POL | Police | Skill Set | POLSS00001 | Advanced Police Investigation | Qualification will undergo detailed review as a result of Training Package review requirements, Police capability reviews, wider industry practices, or legislative requirements. |
| 2020-21 | POL | Police | Police stakeholders have not identified Training Package products for development during 2020-21. | | | |

AUSTRALIAN INDUSTRY STANDARDS

Australian Industry Standards (AIS) provides high-quality, professional secretariat services to the Public Safety Industry Reference Committee, in our role as a Skills Service Organisation.

AIS provide services to eleven allocated IRCs which also cover the Gas, Electricity, Electrotechnology, Aviation, Corrections, Water, Transport and Logistics, Rail and Maritime industries. AIS supports these important industry sectors using our world class 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 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.



AUSTRALIAN
INDUSTRY
STANDARDS

AUSTRALIAN INDUSTRY STANDARDS

P (03) 9604 7200

E enquiries@australianindustrystandards.org.au

Level 2, 31 Market Street South Melbourne 3205

Australian Industry Standards acknowledges the financial support received
by the Commonwealth to operate as a Skills Service Organisation.