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STANDARDS

PUBLIC SAFETY
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2016-17 – 2019-20

IRC
SIGNOFF

PUBLIC SAFETY IRC WORKPLAN

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

The Workplan 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 Workplan 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 Workplan was agreed to by the Public Safety IRC Chair on Wednesday, 28 September 2016:

m A Burgess

Mark Burgess
PUBLIC SAFETY IRC CHAIR

HOW TO USE THIS DOCUMENT

This document contains links to assist the reader to navigate efficiently through the content of the Workplan. The tiles on the cover page, and the divider pages will link to the relevant content when clicked with a mouse, or touched on a tablet device.

The tiles at the bottom of pages can be clicked to return to the beginning of each section, or the front page of the Workplan as required.

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PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE

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

DEF DEFENCE TRAINING PACKAGE

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.

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, Forensic Investigation, Forensic Firearm Examination, Forensic Fingerprint Investigation, Search and Rescue, Witness Protection, Surveillance, Undercover Operations, Close Personal Protection, Police Investigation, Police Negotiation, Crime Scene Investigation, Police Prosecution and Supervision and Management.

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.

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/

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PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE

Name	Organisation
Amy Mehrton	Australia New Zealand Policing Advisory Agency
Brendan Angwin	United Firefighters Union (UFU)
Brian Jardine	Public Service Association of New South Wales
Deb Bradford	Department of Defence
Nick Connelly	Australian Council of State and Territory Emergency Services (SES)
Ken Grierson	Defence Force Welfare Association
Luke Brown	Emergency Management Australia (Attorney Generals Department)
Lynda Douglas	Department of Defence
Mark Burgess	Police Federation of Australia
Sandra Lunardi	Australasian Fire and Emergency Service Authorities Council (AFAC)

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PUBLIC SAFETY
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PUBLIC SAFETY INDUSTRY OVERVIEW

The Public Safety industry in Australia has an estimated annual revenue of $50.6 billion, adding $28.7 billion to the Australian economy in 2015-16. The industry employs more than 188,000 people full-time, 28,000 in standby/reserves and 257,000 volunteers across its sub-sectors: Defence, Police, Fire and Emergency Services.

The Defence, Police, Fire and Emergency Services sectors are part of Australia's Public Safety industry. These sectors comprise police services, fire and rescue services, emergency management agencies, the Australian Defence Force, intelligence organisations and associated administrative and support functions.

Assisted by expenditure on the ongoing Joint Strike Fighter program along with the construction of 12 new submarines, new operations to combat ISIL and continued border protection activities, Defence sector revenue is projected to grow by 7 per cent over the five years through 2020-21, to reach $44.2 billion.

Incidences of international terrorism, rising cybercrime and weakening perceptions of community safety have also supported demand for police services. 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. Industry revenue is forecast to increase by 2.5 per cent over the next five years, to reach $18.5 billion in 2021-22.

DEF DEFENCE TRAINING PACKAGE

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

The DEF Defence Training Package comprises 57 qualifications, 10 skill sets, 398 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.

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The DEF Defence Training Package contains the following qualifications:

- Certificate II in Explosive Ordnance Manufacture
- Certificate II in Military Skills
- Certificate II in Explosive Ordnance
- Certificate III in Explosive Ordnance Proof and Experimental
- Certificate III in Sensor Operations
- Certificate III in Explosive Ordnance Manufacture
- Certificate III in Explosive Ordnance Maintenance
- Certificate III in Explosive Ordnance Operations
- Certificate IV in Explosive Ordnance Operations
- Certificate IV in Explosive Ordnance Proof and Experimental
- Certificate IV in Explosive Ordnance Maintenance
- Certificate IV in Explosive Ordnance Manufacture
- Certificate IV in Electronic Forensics
- Certificate IV in Simulator Maintenance
- Certificate IV in Work Health Safety
- Certificate IV in Range Control
- Diploma of Evaluations
- Diploma of Electronic Forensics
- Diploma of Explosive Ordnance
- Diploma of Simulator Maintenance
- Diploma of Leadership
- Diploma of Explosive Ordnance Proof and Experimental
- Diploma of Range Management
- Diploma of Institutional and Operational Chaplaincy
- Diploma of Explosive Ordnance Manufacture
- Graduate Certificate in Explosive Ordnance
- Graduate Diploma of Explosive Ordnance
- Certificate I in Defence Force Cadets
- Certificate II in Communications Operations
- Certificate III in Maritime Operations
- Certificate III in Driving in a Threat Environment
- Certificate III in Field Petroleum Operations
- Certificate III in Preventive Health
- Certificate III in Air Dispatch
- Certificate III in Intelligence Operations
- Certificate III in Defence Public Affairs
- Certificate III in Military Land Operations
- Certificate III in Military Land Engineering
- Certificate IV in Defence Reporting
- Certificate IV in Preventive Health
- Certificate IV in Explosive Ordnance Proof and Experimental
- Certificate IV in Military Leadership
- Certificate IV in Test and Evaluation
- Certificate IV in Intelligence Operations
- Certificate IV in Defence Diving
- Certificate IV in Military Land Engineering
- Certificate IV in Defence Public Affairs
- Certificate IV in Defence Paralegal Services
- Certificate IV in Psychological Support
- Certificate IV in Military Land Operations
- Diploma of Preventive Health
- Diploma of Compliance
- Diploma of Test and Evaluation
- Diploma of Defence Paralegal Services
- Diploma of Enterprise Architecture Practice
- Diploma of Defence Public Affairs
- Diploma of Work Health Safety
- Advanced Diploma of Defence Public Affairs

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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, Forensic Investigation, Forensic Firearm Examination, Forensic Fingerprint Investigation, Search and Rescue, Witness Protection, Surveillance, Undercover Operations, Close Personal Protection, Police Investigation, Police Negotiation, Crime Scene Investigation, Police Prosecution and Supervision and Management.

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, witness protection, undercover, surveillance, management, prosecution and crime scene investigation.

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 Policing
- Diploma of Forensic Investigation
- Diploma of Police Search and Rescue Coordination (Marine/Land)
- Diploma of Police Intelligence Practice
- Advanced Diploma of Police Witness Protection
- Advanced Diploma of Police Search and Rescue Management
- Advanced Diploma of Forensic Investigation
- Advanced Diploma of Human Source Management
- Advanced Diploma of Police Supervision
- Advanced Diploma of Police Intelligence Operations
- Advanced Diploma of Police Investigation
- Advanced Diploma of Police Negotiation
- Advanced Diploma of Surveillance
- Advanced Diploma of Police Close Personal Protection
- Advanced Diploma of Undercover Operations (Operative/Controller)
- Graduate Certificate in Police Prosecution
- Graduate Certificate in Police Management
- Graduate Certificate in Crime Scene Investigation
- Graduate Certificate in Forensic Firearm Examination
- Graduate Certificate in Forensic Fingerprint Investigation

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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 (Aboriginal or Torres Strait Islander Community Policing)
- Certificate II in Public Safety (Aquatic Rescue)
- Certificate II in Public Safety (SES)
- Certificate II in Public Safety (Firefighting and Emergency Operations)
- Certificate II in Public Safety (Firefighting Operations)
- Certificate III in Public Safety (Biosecurity Response Operations)
- Certificate III in Public Safety (SES Operations)
- Certificate III in Public Safety (Emergency Communications Centre Operations)
- Certificate III in Public Safety (Aquatic Search and Rescue)
- Certificate III in Public Safety (Community Safety)
- Certificate III in Public Safety (SES Rescue)
- Certificate III in Public Safety (Firefighting and Emergency Operations)
- Certificate III in Public Safety (Firefighting Operations)
- Certificate IV in Public Safety (SES Leadership)
- Certificate IV in Public Safety (Aquatic Search and Rescue Management)
- Certificate IV in Public Safety (Leadership)
- Certificate IV in Public Safety (Disaster Victim Identification Operations)
- Certificate IV in Public Safety (Emergency Communications Centre Operations)
- Certificate IV in Public Safety (Biosecurity Response Leadership)
- Certificate IV in Public Safety (Community Safety)
- Certificate IV in Public Safety (Firefighting Supervision)
- Diploma of Public Safety (Emergency Management)
- Diploma of Public Safety (Police Dog Handling - General Purpose or Specific Odour)
- Diploma of Public Safety (SES Operations Management)
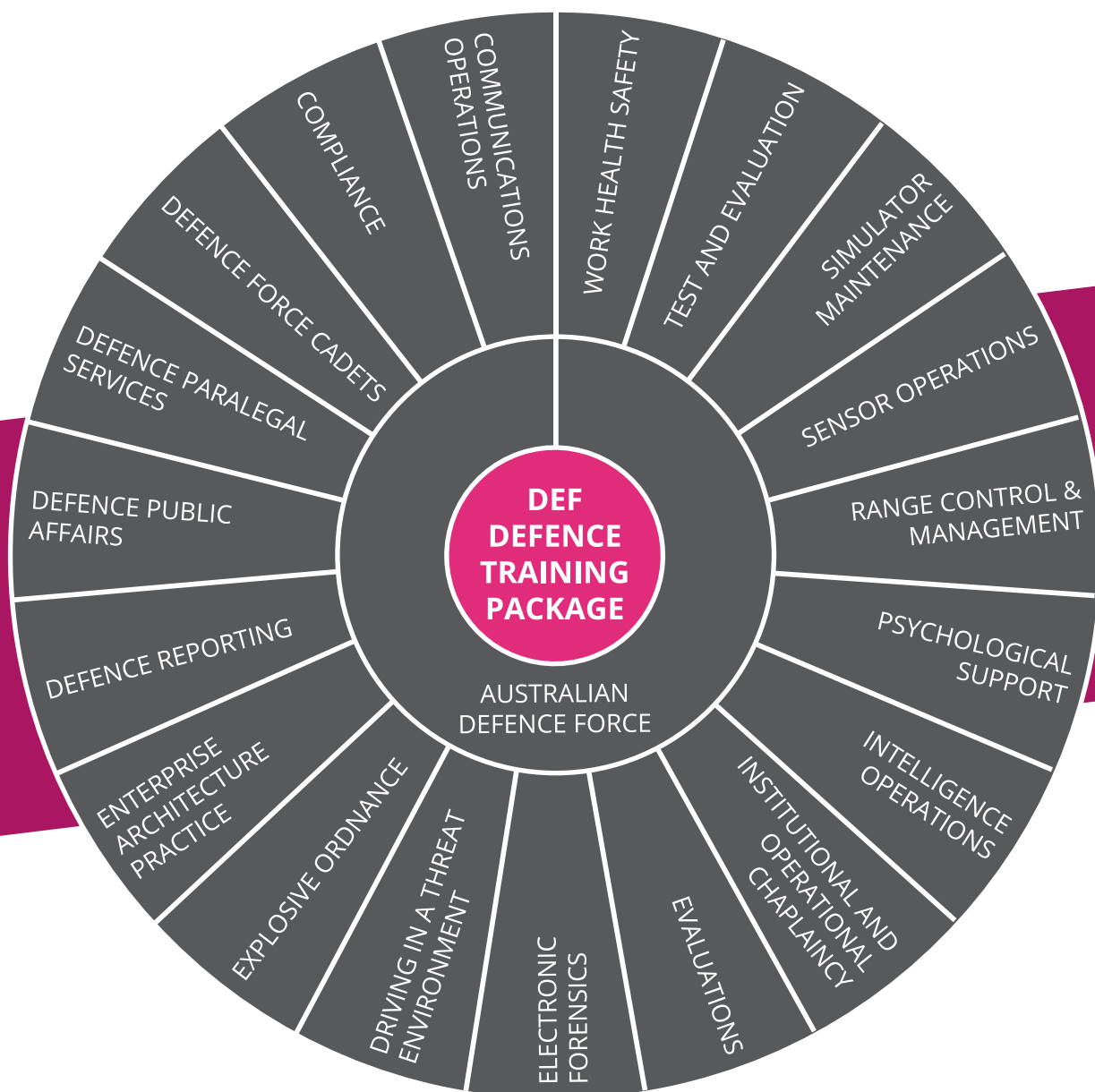- Diploma of Public Safety (Biosecurity Response Management)

- Diploma of Public Safety (Mounted Policing)
- Diploma of Public Safety (Search and Rescue - Coordination)
- Diploma of Public Safety (Human Source Management)
- Diploma of Public Safety (Community Safety)
- Diploma of Public Safety (Firefighting Management)
- Advanced Diploma of Public Safety (Search and Rescue - Management)
- Advanced Diploma of Public Safety (Tactical Flight Operations - Helicopter or Surveillance)
- Advanced Diploma of Public Safety (Community Safety)
- Advanced Diploma of Public Safety (Disaster victim identification coordination)
- Advanced Diploma of Public Safety (Improvised Hazardous Device Operations - Technician or Response)
- Advanced Diploma of Public Safety (Emergency Management)
- Advanced Diploma of Public Safety (Firefighting Management)
- Advanced Diploma of Public Safety (Fire Investigation)
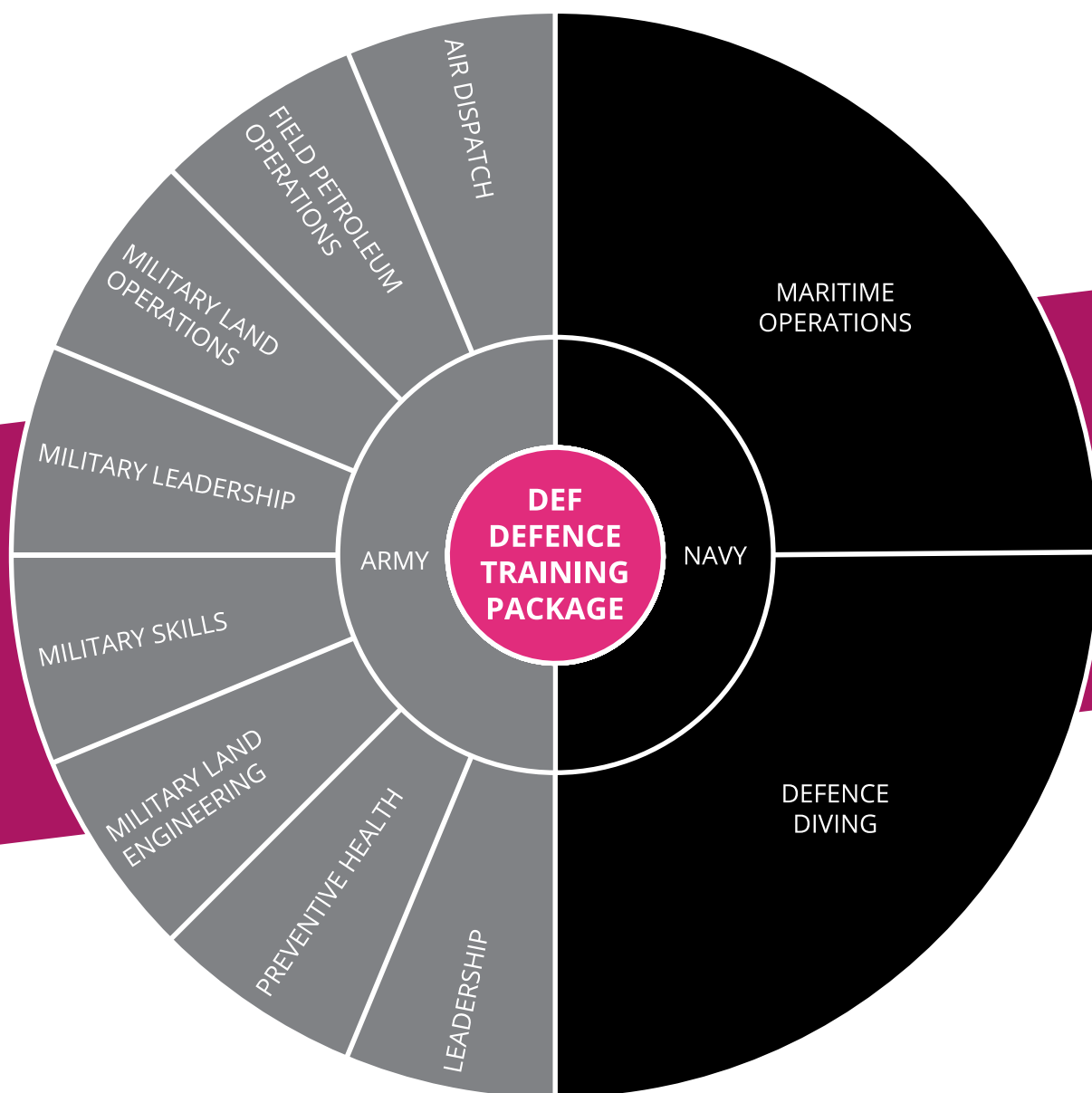- Graduate Certificate in Public Safety (Police Investigation)

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DEF DEFENCE TRAINING PACKAGE ARCHITECTURE - AUSTRALIAN DEFENCE FORCE

DEF DEFENCE TRAINING PACKAGE

AUSTRALIAN DEFENCE FORCE

COMMUNICATIONS OPERATIONS

COMPLIANCE

DEFENCE FORCE CADETS

DEFENCE PARALEGAL SERVICES

DEFENCE PUBLIC AFFAIRS

DEFENCE REPORTING

ENTERPRISE ARCHITECTURE PRACTICE

EXPLOSIVE ORDNANCE

DRIVING IN A THREAT ENVIRONMENT

ELECTRONIC FORENSICS

EVALUATIONS

INSTITUTIONAL AND OPERATIONAL CHAPLAINCY

INTELLIGENCE OPERATIONS

PSYCHOLOGICAL SUPPORT

RANGE CONTROL & MANAGEMENT

SENSOR OPERATIONS

SIMULATOR MAINTENANCE

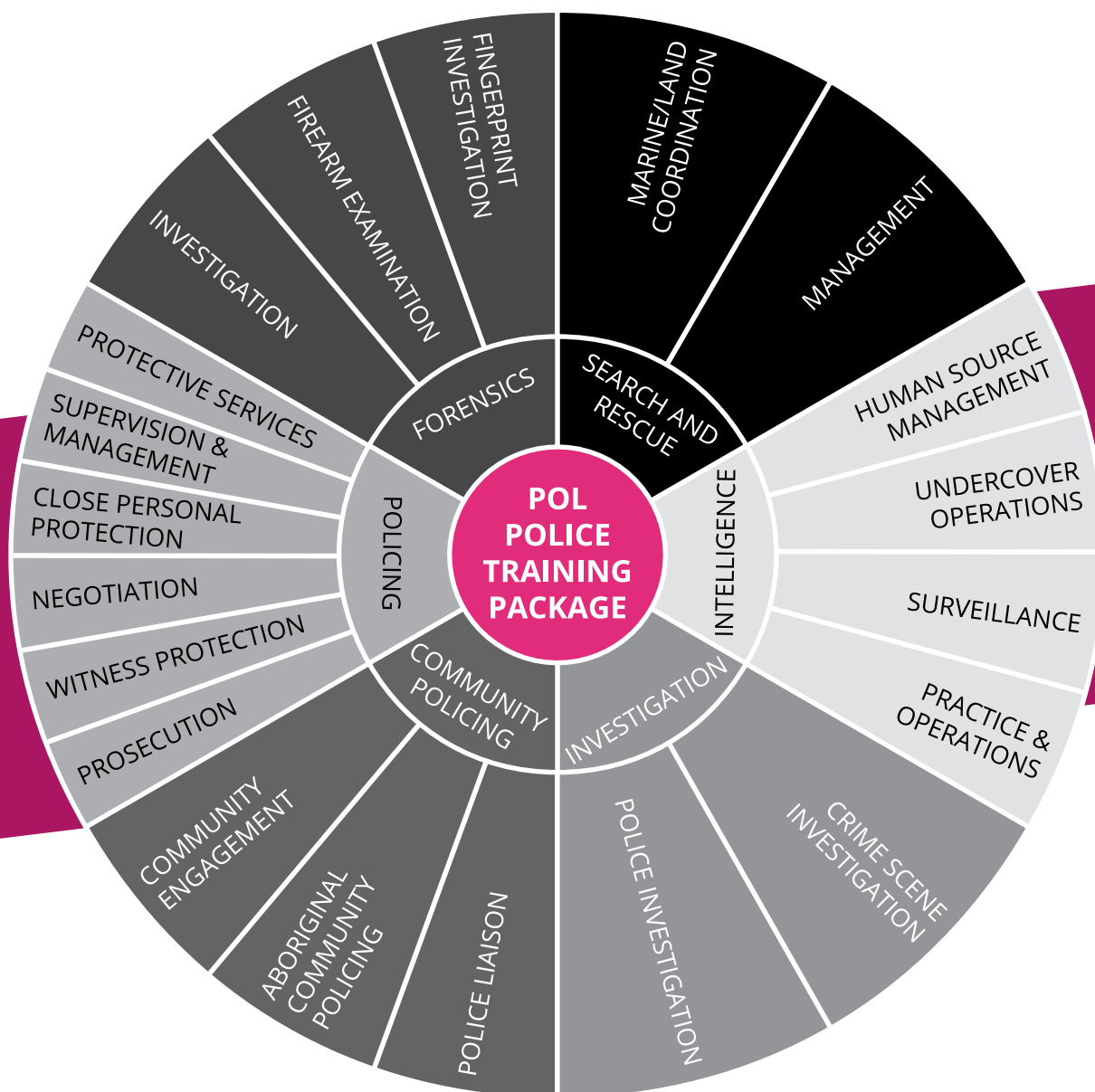TEST AND EVALUATION

WORK HEALTH SAFETY

DEF DEFENCE TRAINING PACKAGE ARCHITECTURE - ARMY AND NAVY

POL POLICE TRAINING PACKAGE ARCHITECTURE

PUA12 PUBLIC SAFETY TRAINING PACKAGE ARCHITECTURE

PUA12 PUBLIC SAFETY TRAINING PACKAGE

FIRE SERVICES
- FIREFIGHTING AND EMERGENCY OPERATIONS
- FIREFIGHTING SUPERVISION & MANAGEMENT
- FIRE INVESTIGATION

AQUATIC RESCUE
- SEARCH AND RESCUE
- SEARCH AND RESCUE MANAGEMENT

STATE EMERGENCY SERVICES
- RESCUE
- OPERATIONS
- LEADERSHIP & MANAGEMENT

EMERGENCY MANAGEMENT
- COMMUNICATIOENS CENTRE OPERATIONS
- LEADERSHIP
- SEARCH AND RESCUE MANAGEMENT
- COMMUNITY SAFETY

BIOSECURITY RESPONSE
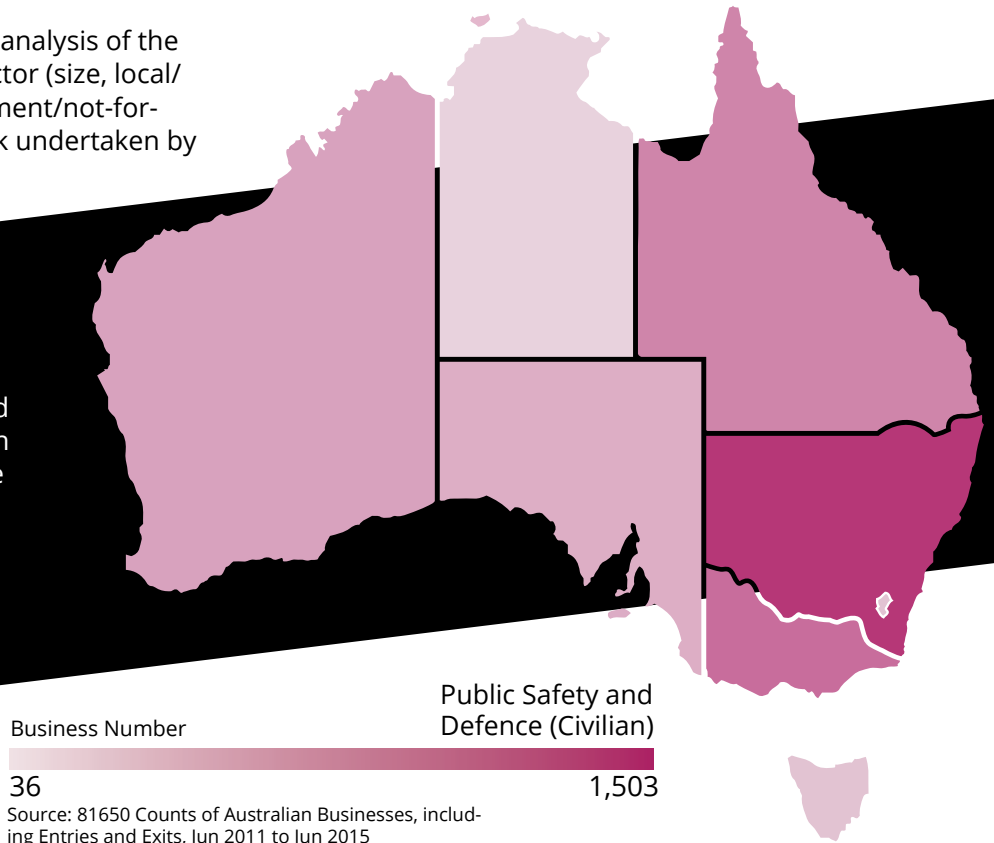- RESPONSE OPERATIONS
- RESPONSE LEADERSHIP

PUBLIC SAFETY INDUSTRY BUSINESS ANALYSIS

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

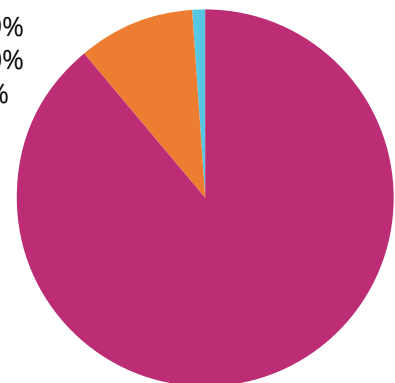39% of enterprises are located in NSW, 7 per cent higher than population share for the State

Public Safety and Defence (Civilian)

Business Number

36   1,503

Source: 81650 Counts of Australian Businesses, including Entries and Exits, Jun 2011 to Jun 2015

Business Analysis Metrics

Revenue ($m)	50,686.90
Profit ($ m)	16.3
Average Wage ($)	118,090.96
No. of Businesses	81
Employment Growth (% to 2021)	7%

The Counts of Australian Businesses data classifies industries by the single predominant industry class associated with a business' ABN. This can result in large organisations with wide responsibilities being left out of the data.

Business Size (Composition)

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

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KEY PUBLIC SAFETY STAKEHOLDERS

Stakeholder Category	Organisation	
Employers	Australian Federal Police Australian Federal Police Specialist Response Group Department of Defence Fire and Rescue NSW Life Saving Victoria Metropolitan Fire Brigade New South Wales Police Northern Territory Fire and Rescue Service Northern Territory Police Force Queensland Fire and Emergency Services Queensland Police Service	South Australia Police South Australian Country Fire Service South Australian Metropolitan Fire Service State Emergency Services Surf Life Saving Australia Tasmania Fire Service Tasmania Police Victoria Country Fire Authority Victoria Police Western Australia Fire and Emergency Services Western Australia Police
Employer Representatives	Australasian Fire and Emergency Service Authorities Council Australia New Zealand Council of Police Professionalisation Australian Council of State Emergency Services	Australian Institute for Disaster Resilience Australian New Zealand Policing Advisory Agency
Employee Representatives	Australian Institute of Emergency Services Australian Professional Ocean Lifeguard Association Inc. Australian Services Union Community and Public Sector Union Defence Force Welfare Association	Fire Brigades Employee Union Fire Protection Association Australia Police Federation of Australia Public Service Association NSW United Firefighters Union of Australia
Licensing/ Regulatory	Australian Maritime Safety Authority	Safe Work Australia
Government	Federal, State/Territory Departments	
Industry Advisory	Industry Skills Advisory Council - NT	Industry Advice Framework - TAS
Training Organisations	TAFEs, Private RTOs, Enterprise RTOs	

The Public Safety Training Package is on the Scope of Registration of 29 Registered Training Organisations.

The Defence Training Package is on the Scope of Registration of 25 Registered Training Organisations.

The Police Training Package is on the Scope of Registration of 12 Registered Training Organisations.

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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.

Re-profiling the workforce is seen as an effective method of gaining efficiencies (e.g.: in policing, reshaping of job roles and reducing the involvement of sworn police staff in duties that do not require police powers, such as administrative work, investigation support, and intelligence analysis).[1] Australian police services have undertaken the 'civilianisation' of policing 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 costs[2]

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) regions[3], 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.

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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 countries 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 important capabilities as part of our national counter-terrorism arrangements.[4]

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.[5]

In 2014, ANZPAA implemented recommendations from the Australian Crime Commission Cybercrime Capability Assessment, developing, reviewing and providing national guidelines to assist jurisdictions to maintain a consistent approach to cybercrime.[6]

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)[7] 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.

EMPLOYMENT

EMPLOYMENT STATISTICS

WORKFORCE CHALLENGES AND OPPORTUNITIES

EMPLOYMENT

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**.

Enterprise size

Industry definition by ABN also applies to the Counts of Australian Businesses data (size and distribution). Furthermore, low level values in these tables are subject to perturbation to anonymise the data. This may result in some areas with a low level value being perturbed to zero.
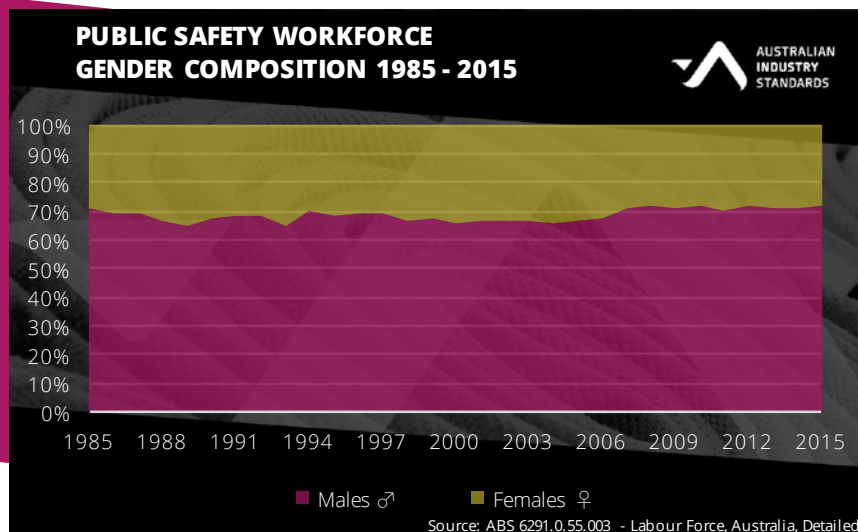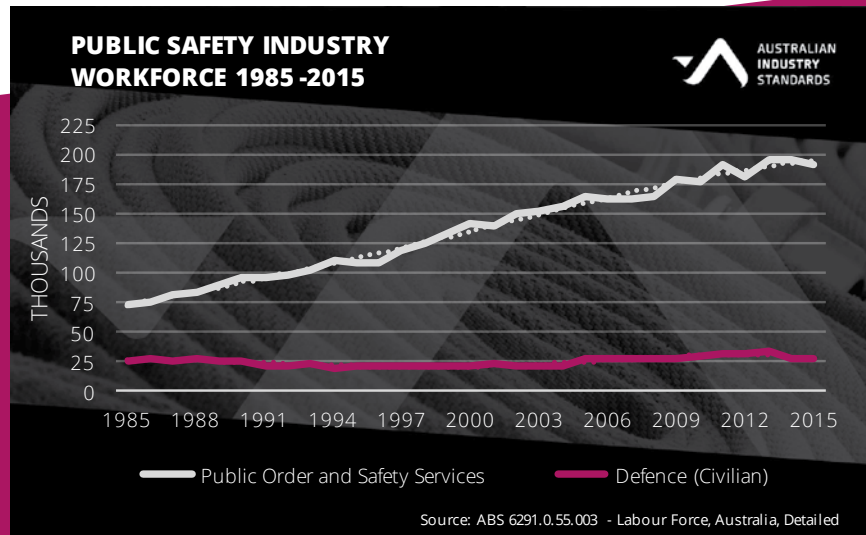
Exemptions

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.
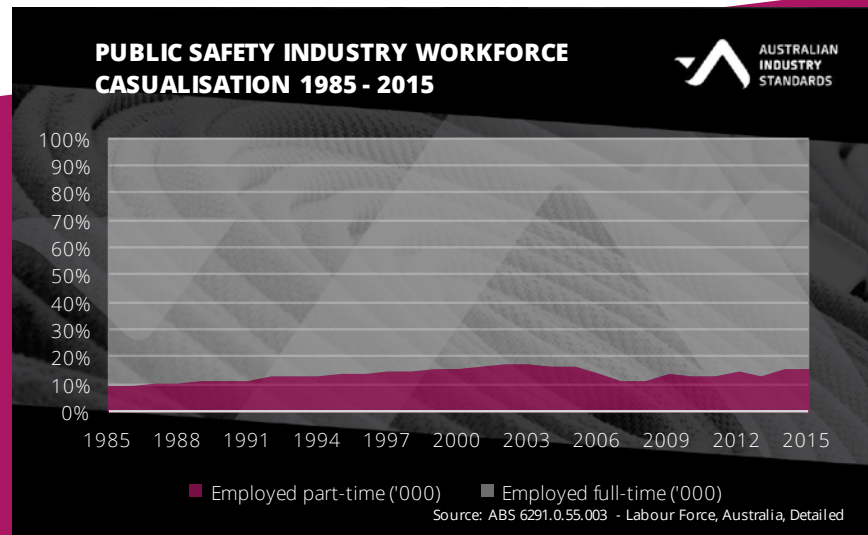
EMPLOYMENT FRONT PAGE

EMPLOYMENT HISTORY - OCCUPATION BASED

PUBLIC SAFETY INDUSTRY WORKFORCE 1985 -2015

The Public Safety Workforce has almost tripled while civilian Defence figures have remained stable.

THOUSANDS

225 200 175 150 125 100 75 50 25 0

1985 1988 1991 1994 1997 2000 2003 2006 2009 2012 2015

—— Public Order and Safety Services   —— Defence (Civilian)

Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed

PUBLIC SAFETY WORKFORCE GENDER COMPOSITION 1985 - 2015

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%

1985 1988 1991 1994 1997 2000 2003 2006 2009 2012 2015

■ Males ♂   ■ Females ♀

Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed
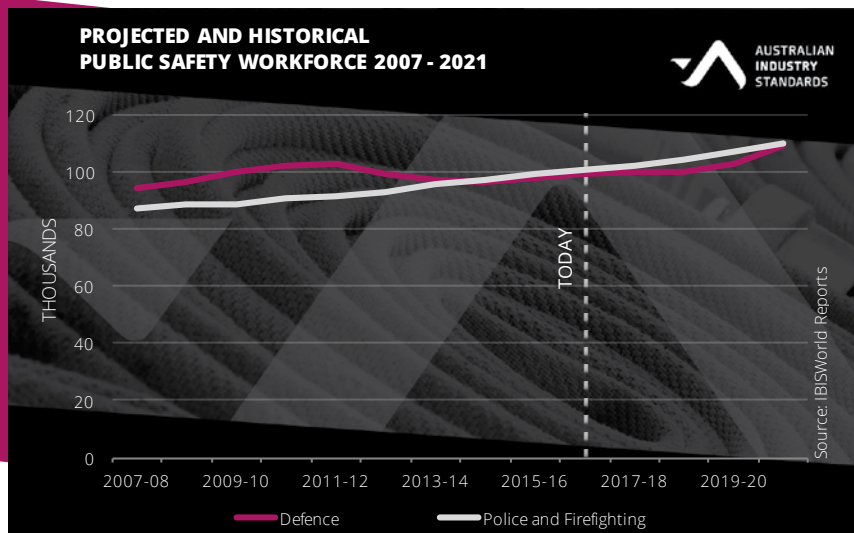
While the proportion of women in the industry has remained relatively static at 28 per cent the absolute number has more than doubled.

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Full-time employment has dropped 3 per cent to 81%

PUBLIC SAFETY INDUSTRY WORKFORCE CASUALISATION 1985 - 2015

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Source: ABS 6291.0.55.003 - Labour Force, Australia, Detailed

EMPLOYMENT PROJECTION - EMPLOYER BASED

PROJECTED AND HISTORICAL PUBLIC SAFETY WORKFORCE 2007 - 2021

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The Public Safety Workforce is expected to grow by 7% in the next five years

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WORKFORCE SUPPLY-SIDE CHALLENGES AND 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.[8]

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.[9]

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.

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.[10,11,12, 13]

PROFESSIONALISATION

Currently, major initiatives are occurring in Defence, Police, Fire 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:

• Australia and New Zealand Police Professionalisation Strategy
• AFAC Emergency Management Professionalisation Scheme
• Defence Professionalisation program for the APS (Job Families Strategy)

EMPLOYMENT FRONT PAGE

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 DIVERSITY

The Australian Public Service Commission (APSC) Workplace Diversity Program aims to include as much as possible the diversity of the Australian community into the workplace and activities.[14]

This program provides a benchmark for public safety organisations around Australia, as all agencies are bound by Australian anti-discrimination and workplace safety laws.

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.

Police, Defence, Fire and Emergency Management services have all continued to employ workforce development strategies to help create a workforce that better reflects the community, including encouraging women into non-traditional roles. 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.[15]

VET REFORM

Due to the specific nature of the workforce skills required by Defence, Police, Fire 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.

EMPLOYMENT FRONT PAGE

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. Within Police jurisdictions, Aboriginal community police officers and rail safety officers have been identified as occupation roles facing recruitment and retention challenges.

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.[16]

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.[17]

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:

• A lack of understanding/recognition of the role of volunteers
• A lack of motivation for volunteers to complete personal training
• Personal and individual costs, both time and monetary
• The distance required to travel to complete compliance training

EMPLOYMENT FRONT PAGE

SKILLS OUTLOOK

INTERNATIONAL / NATIONAL WORKPLACE TRENDS

PRIORITY SKILLS

FRONT PAGE

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.

SKILLS OUTLOOK
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PRIORITY SKILLS

PUBLIC SAFETY IRC TECHNICAL SKILLS

Australian Industry Standards has developed this list of technical skills from analysis of the qualifications in the Defence, Police and Public Safety Training Packages.

These skills can be grouped into 22 categories:

DEFENCE:
1. Chaplaincy Service
2. Explosives Handling
3. Physical Training
4. Military Justice
5. Military Skills
6. Range Operations
7. Maritime Operations
8. Sensor Operations
9. Simulator Operations
10. Survival

POLICE:
1. Covert
2. Investigations
3. Negotiation
4. Prosecution
5. Search and Rescue

PUBLIC SAFETY:
1. Emergency Communications
2. Emergency Care
3. Emergency Risk Management
4. Fire Control
5. Legal
6. Oil Response
7. Workplace Emergency Response

An overwhelming number of IRC responses indicated that Public Safety Technical Skills were the highest priority for the industry.

GENERIC SKILLS

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

Skill	Priority
Learning agility / Information literacy / Intellectual autonomy and self-management	1
Managerial / Leadership	2
Design mindset / Thinking critically / System thinking / Solving problems	3
Language, Literacy and Numeracy (LLN)	4
Technology	5
Communication / Virtual collaboration / Social intelligence	6
Science, Technology, Engineering, Mathematics (STEM)	7
Data analysis	8
Customer service / Marketing	9
Environmental and Sustainability	10
Financial	11
Entrepreneurial	12

4 per cent of Public Safety IRC responses indicated that Generic Skills were more important than Technical Skills

SKILLS OUTLOOK
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CROSS-SECTORAL SKILLS

A list of cross-sector skills was derived from analysis of the qualifications in the Defence, Police and Public Safety Training Packages.

The five most important cross-sectoral workforce skills are listed below in order of importance to the Public Safety industry

Skill	Priority
Support Services	1
Evaluation	2
Incident Operations	3
Forensic	4
Safety	5

13 per cent of IRC responses indicated that the five most important Cross-Sectoral workforce skills were more important than Technical Skills.

SKILLS OUTLOOK
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PUBLIC SAFETY SKILLS - RELATED INSIGHTS

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

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

The Public Safety industry employs more than 188,000 people full-time, 28,000 people in standby/reserve positions and 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.

Most of the Public Safety industry bodies are State, Territory or Federally funded. 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.

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.

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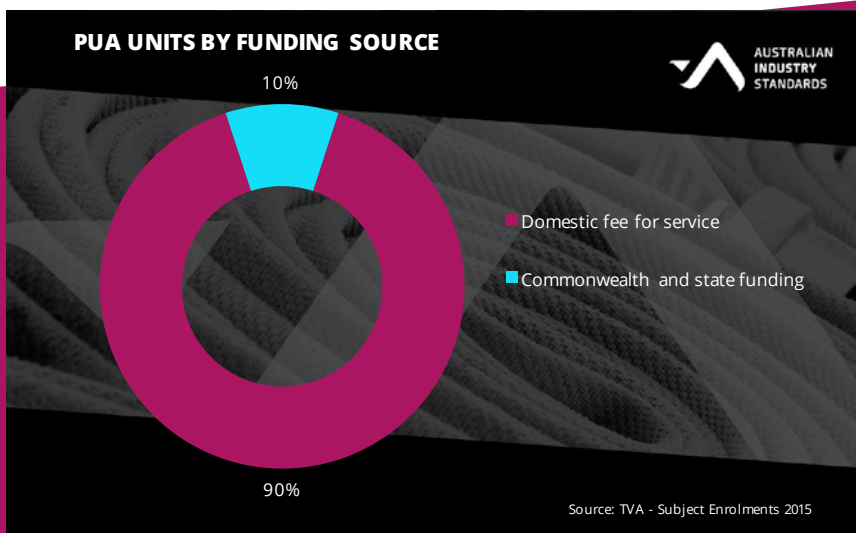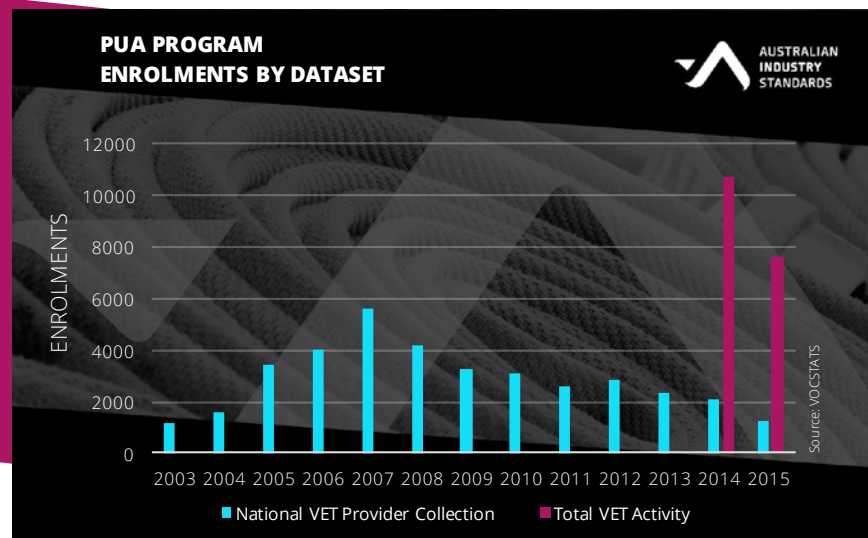
Technical skills for Public Safety focus on areas related to Search and Rescue, Emergency Communications, Emergency Care, Emergency Risk Management, Fire Control, Legal, Oil Response and Workplace Emergency Response.

Industry stakeholders note that new technologies are showing up 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.

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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.

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

PUA PROGRAM
ENROLMENTS BY DATASET

Source: VOCSTATS

PUA UNITS BY FUNDING SOURCE

10%

■ Domestic fee for service

■ Commonwealth and state funding

90%

Source: TVA - Subject Enrolments 2015

Reporting exemptions aside, industry funds almost 90% of training.

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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 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 cyber-security to environmental monitoring and maintenance in catchment areas. Identifying the emerging skills required and development of proper training will be an ongoing process.

EXPLANATORY NOTES

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.

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PUA PUBLIC SAFETY TRAINING PACKAGE REVIEW PLAN 2016/17 - 2019/20

PUA12 Public Safety Training Package

2016-17

Public Safety Review

PUA12 Public Safety Training Package products are to be reviewed and transitioned to the Standards for Training Packages by no later than the end of 2017-18.

The following Public Safety qualification was identified as no longer being required for state or federal policing capability, and was recommended for removal from the National Register within the Police Training Package Case for Endorsement. This qualification is now proposed to be reinstated as an essential state and federal policing capability, and transitioned to the Standards for Training Packages, and included within the POL Police Training Package as a new qualification. Additional detail on this qualification is included within the 2016-17 Police Development section below.

- PUA61112 Advanced Diploma of Public Safety (Improvised Hazardous Device Operations – Technician or Response) is proposed to be superseded by POL60117 Advanced Diploma of Police Bomb Technical Response

The following Public Safety qualifications were identified within the Police Training Package Case for Endorsement for removal from the National Register, as a result of no longer being required for state or federal policing capabilities. It is proposed they be superseded on the National Register upon approval and endorsement of the PUA Public Safety Training Package Release 1.0. 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 DEVELOPMENT

Biosecurity Response

There is an identified requirement for up to an additional two units of competency related to biosecurity response procedures and planning activities roles and functions. Products are proposed to be developed and included within the PUA Public Safety Training Package Release 1.0 as part of the wider Biosecurity Response qualifications framework.

Public Safety Review

PUA12 Public Safety Training Package products not included within the proposed Release 1.0 will be reviewed and transitioned to the Standards for Training Packages no later than the end of 2017-18. Products are proposed to be transitioned and included within the PUA Public Safety Training Package Release 2.0.

Public Safety Development

Public safety agencies, services and organisations undertake ongoing and periodic reviews of their operational skilling frameworks, including policies, procedures and practices required to operate effectively in the public and community safety domain. The following public safety sector areas have been identified for development of new PUA Public Safety Training Package products.

Operations (OPE)

There is an identified requirement for up to an additional six units of competency related to intelligence officer, finance officer, incident controller, and liaison officer roles and functions at varying incident control levels.

Leadership (TEA)

There is an identified requirement for up to an additional three units of competency related to leadership and teamwork roles and functions.

Search and Rescue (SAR)

Search and rescue services and agencies have identified new skilling requirements to be included within a range of Public Safety qualifications:

- Up to an additional three units of competency for qualifications related to land and/or maritime search and rescue functions.
- An identified requirement for additional units of competency for qualifications related to aquatic rescue, surf rescue, and search and rescue management roles and functions. These search and rescue capabilities are currently being identified by state and territory search and rescue services and agencies.

Workplace Emergency Response (WER)

An identified requirement for up to an additional three units of competency related to Workplace Emergency Response roles and functions. Workplace emergency response capabilities are aligned to the requirements of national operating standards and policies.

Fire Sector (FIR)

The following fire-sector specific functions have identified skilling requirements to be included within fire-sector qualifications:

- Up to an additional five new units of competency for fire-sector qualifications that incorporate a requirement for understanding fire-related weather and meteorological phenomena, prescribed burning, and rural/land management functions.
- Up to an additional six new units of competency for fire-sector qualifications that incorporate roles and functions relevant to aerial firefighting.
- Up to four new units of competency for fire-sector qualifications that incorporate roles and functions relevant to building fire safety.

Fire sector capabilities are currently being identified by state and territory fire services, support agencies and emergency service organisations.

Community Safety

There is an identified requirement for up to an additional five units of competency related to community safety roles and functions. Community safety and emergency management capabilities are currently being identified by state and territory emergency services agencies and support organisations.

Emergency Management (EMR)

Australian emergency management research and governmental policy directions have identified skilling requirements to be included within a range of emergency management qualifications:

- Up to an additional eight units of competency for qualifications related to emergency management roles and functions.
- Up to an additional 12 units of competency related to emergency management and crisis leadership, and community disaster resilience roles and functions.

Emergency management capabilities are currently being identified by state and territory emergency services agencies and support organisations.

Proposed new units of competency are anticipated to be included within the PUA Public Safety Training Package Release 2.0, as core and/or elective components to a wide range of PUA Public Safety Training Package fire, emergency management and community safety qualifications.

2018-19

Public Safety Review and Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

2019-20

Public Safety Review and Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

DEF Defence Training Package

2016-17

Defence Review

All current DEF12 Defence Training Package products have been reviewed by Defence with a range of qualifications planned to be transitioned to the Standards for Training Packages. All review, streamlining, capability analysis and training product development work is undertaken by Defence, in full consultation with relevant Defence Subject Matter Experts. This represents a considerable in-kind industry contribution for all of the Defence Training Package product outcomes listed in this Workplan.

The following Defence Training Package qualifications have been identified as no longer required for ADF capability. They are proposed to be superseded on the National Register, upon approval and endorsement of the DEF Defence Training Package Release 1.0. Where vocational skilling is still required to be maintained, it proposed to maintain these requirements through the use of Defence skill sets.

- 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
- DEF41412 Certificate IV in Defence Diving (qualification only to be superseded) Selected units of competency will be transitioned and included within DEF Defence Training Package Release 2.0 as product for use within accredited courses.
- 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

Range Control and Management

Defence Range Control and Management practices have been modified as a result of a Defence Commission of Inquiry into a fire at the Marrangaroo Training Area in October 2013, as a result of Defence Explosive Ordnance Disposal training. The COI recommendations included a requirement for increased skills and knowledge related to the control, monitoring, inspection and maintenance of range training area and range activities. Defence has proposed to implement this requirement through improved training of Defence's Directorate of Operations and Training Area Management (DOTAM) staff that undertake range management and control functions and roles.

Defence has proposed three new units of competency and an associated skill set to be implemented within 2016-17 as mandatory training requirements for Defence personnel and contracted staff undertaking Range Management functions. A revised DEF55115 Diploma of Range Management qualification and new Range Management skill set, incorporating the new units of competency has also been proposed as a professionalisation pathway for DOTAM staff.

Financial Management

The PSP Public Sector Training Package Release 1.0 was endorsed on the 18th February 2016, released onto the National Register on the 7th March 2016 and superseded the PSP12 Public Sector Training Package. The latest release no longer includes vocational qualifications aligned to the requirements of government financial services departments and agencies. Defence had previously utilised two qualifications that aligned to the skilling requirements of individuals undertaking financial management roles and functions, specifically:

• PSP40512 Certificate IV in Government (Financial Services)
• PSP50512 Diploma of Government (Financial Services)

The FNS Financial Services Training Package Release 1.0 was endorsed on the 6th March 2015, and released onto the National Register on the 25th March 2015. Financial Services Training Package units of competency have been repackaged in such a way that they are not applicable to the practices of Defence and government finance administrators and managers. Mandatory assessment requirements included within many Financial Services units of competency related to accounting and financial management practices are unable to be achieved within the constraints of Defence and government policies, financial management systems, and financial reporting requirements.

Analysis and review of all available vocational skilling options has identified no Training Package products (units of competency, skill sets or qualifications) currently available that satisfy Defence's immediate and ongoing legislative performance requirements as directed by the Public Governance, Performance and Accountability Act 2013 (PGPA Act).

Defence's Chief Finance Officer Group (CFOG) has developed two new vocational qualifications in support of the Defence Finance Domain Professionalisation Program. The proposed qualifications are aligned to AQF Certificate IV and Diploma levels, and include 28 new DEF and 16 imported units of competency. These qualifications form part of the Government's Australian Public Service (APS) Job Family Professionalisation.

The proposed qualifications have been designed to provide a package of core and elective competencies, which reflect the roles and responsibilities of individuals providing a comprehensive range of financial management activities within the Defence finance domain. The proposed Financial Management qualification framework aligns with the APS core capability framework, and provides a level of assurance to the Chief Finance Officer (CFO) that financial management and administration personnel have the skills and knowledge required to perform their roles efficiently and effectively.

Performance Based Contracting

Defence's First Principles Review (FPR) directed that a Capability Life Cycle model be developed and implemented. Performance Based Contracting (PBC) supports this model, and is used throughout Defence's Capability Acquisition and Sustainment Group (CASG) in medium and long-term support contracts. The use of this style of contracting is growing at a rapid pace in Australia, and is now also used by other federal, state and territory governments, including, but not limited to Customs and Border Protection, Australian Taxation Office, Air Services Australia, WA, SA, and ACT Governments.

Performance Based Contracts (PBC's) are distinct from traditional contracts, and are focused on motivating the behaviour of contractors through the considered use of a range of rewards and incentives; are designed to support long term contract periods, often up to 20+ years; and enable the successful delivery of the contracting agencies required capability outcome. CASG have developed a Performance Based Contracting Practitioner skill set, a Certificate IV in Performance Based Contracting, and five new DEF units of competency. The proposed Certificate IV in Performance Based Contracting would be the only 'specialist' PBC accreditation offered globally to meet this new Defence and Government business requirement.

Defence Paralegal Services

Defence Legal Division is responsible for the provision of legal advice and other legal services to the Australian Defence Force (ADF), the Minister of Defence and the Department of Defence. Defence Paralegal services qualifications were developed in 2011, and are proposed to be reviewed and developed as a result of changing operational requirements, legislation and policy requirements. Two new units of competency are proposed to be included within all current Defence Paralegal Services qualifications to address identified capability gaps.

Defence Public Affairs

Defence has conducted an 18-month tri-service review of Defence Public Affairs roles, capability requirements, protocols and future requirements in order to address identified risks and organisational management of the capability. An identified shift in capability and strategic direction for Defence Public Affairs has led to the review of all relevant qualifications. Defence is proposing the addition of one new unit of competency within the core requirements of all current Defence Public Affairs qualifications.

Defence Review

The Public Safety IRC has not identified review work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

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 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 of up to two additional DEF Training Package qualifications (AQF4/AQF5) during 2017-18 that address the requirements of an ADF cyberspace capability. This includes the development of up to an additional 42 DEF units of competency, and six additional skill sets that align to specific cyberspace capabilities that are currently under Defence review and development. A Training Needs Analysis is being conducted in 2016-17 to inform the requirement for future training product development.

Geospatial-Intelligence

Defence's First Principles Review (FPR) recommended 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.

There is an identified requirement for a suite of new Defence Training Package products that address the skilling needs of the Australian Geospatial-Intelligence Organisation. It is proposed that up to six additional skill sets be developed across the skill areas of Geospatial Foundation Knowledge, Client relations, Data Acquisition, Data Production, Data Maintenance, and Image Data. The proposed skill sets will range in size from one to multiple units of competency, depending on the complexity of the capability requirements. This includes the development of up to an additional 12 units of competency that align to specific geospatial capabilities that currently under Defence review and development. Proposed skill sets will primarily consist of new units of competency, and may incorporate CPP07 Property Services Training Package imported units of competency aligned to spatial data and allied geospatial skilling outcomes.

2018-19

Defence Review

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

Defence Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

2019-20

Defence Review

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

Defence Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

POL Police Training Package

2016-17

Police Review

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.

Representation for Police Training Package matters for Australian state and territory Police sectors is through the Australia New Zealand Council of Police Professionalisation (ANZCoPP), as represented by the Australian New Zealand Policing Advisory Agency (ANZPAA). ANZCoPP is an incorporated association, comprised of the Police Commissioners of Australia and New Zealand police Jurisdictions alongside the Presidents of the New Zealand Police Association and the Police Federation of Australia.

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 in order 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 2019-20.

ANZCoPP has identified Training Package products for detailed review during 2016-17 as a result of Training Package review requirements, Police capability reviews, wider industry practices, or state and territory legislative requirements.

Police Development

Police Training Package products were transitioned from the Public Safety Training Package into the Police Training Package, and released onto the National Register in October 2015. At the time of release, one Police qualification was not transitioned to the Standards for Training Packages. Through consultation with policing jurisdictions in Australia and New Zealand, it was identified that the PUA61112 Advanced Diploma of Public Safety (Improvised Hazardous Devices - Operative or Technician) did not need to be maintained due to a low uptake of the qualification across the police sector. The Police Training Package Case for Endorsement subsequently recommended that this qualification be removed from the National Register.

However, as a consequence of changes to the domestic and international security environment, it has been determined that maintenance and future development of this qualification is necessary to ensure state and federal police possesses the capability required to respond to emerging threats and protect public safety. It is proposed that the following qualification be transitioned from the PUA12 Training Package and included into the Police Training Package.

- PUA61112 Advanced Diploma of Public Safety (Improvised Hazardous Device Operations – Technician or Response) to be superseded by;
- POL60117 Advanced Diploma of Police Bomb Technical Response

2017-18

Police Review

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

Police Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

Police Review

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

Police Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

2019-20

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

Police Development

The Public Safety IRC has not identified development work in this period, except where responses to legislative changes, critical interdependencies of units of competency or rapidly changing capabilities occur.

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 personnel undertaking public and community safety occupations and roles. Public safety sector areas that are aligned to legislative requirements include:

- State, territory and national legislative requirements for emergency management and public safety roles and functions
- Work Health and Safety Act and Regulations relevant to emergency management, emergency services and public safety roles
- Workplace emergency response Training Package products are aligned to the requirements of Australian Standards AS 3745 – 2010 Planning for emergencies in facilities
- Inter-Governmental Agreement on National Search and Rescue Response Arrangements (IGA) for search and rescue roles and functions
- Intergovernmental Agreement on Biosecurity (IGAB) and National Environmental Biosecurity Response Agreement (NEBRA) for biosecurity response 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:

- Components of the Work Health and Safety Act and Regulations relevant to Defence occupations and roles
- Defence Explosives Regulations that establish the explosive ordnance (EO) safety principles to be used as a guide by all elements of the Department of Defence and the Australian Defence Force. Defence Explosive Ordnance Publications (DEOPs), specifically eDEOP 101, comprises Principles for Handling, Hazard Classification and Mixing Rules, Quantity Distance Principles, Construction Criteria for EO Facilities, Design Environment Criteria, Electromagnetic Radiation Hazards and Explosives Risk Management

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 Act and Regulations relevant to general policing duties
- State, territory and national legislative requirements for incident management within multi-agency and jurisdictional environments
- State, territory and national legislative requirements for forensic investigations
- State, territory and national legislative requirements for police prosecution
- Inter-Governmental Agreement on National Search and Rescue Response Arrangements (IGA)

INTERDEPENDENCIES

Public Safety

The PUA12 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 of competency from eleven 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

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 of competency from nineteen 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

Police

When an identified need for units of competency and/or qualifications 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 of competency within Police qualifications, and only focus on Police sector specificities. As a result, 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. The proposed approach to each Training Package review and development 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.

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IRC Training Product Review Plan – 2016/17 – 2019/20
Public Safety Industry Reference Committee
Contact details: GM IRC Operations, Australian Industry Standards
Date submitted: 30 September 2016

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
Public Safety						
2016-17	PUA12	Public Safety	PUA21312	Certificate II in Public Safety (SES)	All product listed are to be transitioned to the Standards for Training Packages and included within PUA12 Public Safety Training Package Release 1.0	
2016-17	PUA12	Public Safety	PUA30412	Certificate III in Public Safety (SES Rescue)		
2016-17	PUA12	Public Safety	PUA30512	Certificate III in Public Safety (SES Operations)		
2016-17	PUA12	Public Safety	PUA40212	Certificate IV in Public Safety (SES Leadership)		
2016-17	PUA12	Public Safety	PUA50412	Diploma of Public Safety (SES Operations Management)		
2016-17	PUA12	Public Safety	PUA50912	Diploma of Public Safety (Search and Rescue - Coordination)		
2016-17	PUA12	Public Safety	PUA60612	Advanced Diploma of Public Safety (Search and Rescue - Management)		
2016-17	PUA12	Public Safety	PUA60913	Advanced Diploma of Public Safety (Fire Investigation)		
2016-17	PUA12	Public Safety	PUASS00042	Operations Centre		
2016-17	PUA12	Public Safety	PUASS00048	Storm and Water Damage Response		
2016-17	PUA12	Public Safety	PUASS00044	Police electronic surveillance		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2016-17	PUA12	Public Safety	PUASS00030	Beach Operations Management		
2016-17	PUA12	Public Safety	PUASS00037	Intermediate Tree Operations		
2016-17	PUA12	Public Safety	PUASS00036	Incident Response Team Leader		
2016-17	PUA12	Public Safety	PUASS00038	Land Search Team		
2016-17	PUA12	Public Safety	PUASS00046	SES First Aid and Safety		
2016-17	PUA12	Public Safety	PUASS00049	Storm and Water Damage Response at Height		
2016-17	PUA12	Public Safety	PUASS00034	Flood Response Operations		
2016-17	PUA12	Public Safety	PUASS00047	SES Induction		
2016-17	PUA12	Public Safety	PUA33112	Certificate III in Public Safety (Biosecurity Response Operations)	Biosecurity response qualifications proposed to include additional unit(s) of competency aligned to Intergovernmental Agreement on Biosecurity (IGAB) and National Environmental Biosecurity Response Agreement (NEBRA) requirements. New Public Safety skill sets to be developed and included within PUA12 Public Safety Training Package Release 1.0	
2016-17	PUA12	Public Safety	PUA42912	Certificate IV in Public Safety (Biosecurity Response Leadership)		
2016-17	PUA12	Public Safety	PUA52412	Diploma of Public Safety (Biosecurity Response Management)		
2016-17	PUA12	Public Safety	PUASS000XX	Biosecurity Response Operator		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2016-17	PUA12	Public Safety	PUASS000XX	Biosecurity Response Leader		
2016-17	PUA12	Public Safety	PUASS000XX	Biosecurity Response Manager		
2016-17	PUA12	Public Safety	PUASS000XX	Biosecurity Incident Responder		
2016-17	PUA12	Public Safety	New Public Safety units of competency to be developed and included within PUA qualifications and/or skill sets		Up to two (2) PUA Units of competency	Biosecurity (PUABIO)
2017-18	PUA12	Public Safety	PUA20613	Certificate II in Public Safety (Firefighting and Emergency Operations)	All product to be transitioned to the Standards for Training Packages and included within PUA12 Public Safety Training Package Release 2.0	
2017-18	PUA12	Public Safety	PUA20713	Certificate II in Public Safety (Firefighting Operations)		
2017-18	PUA12	Public Safety	PUA21012	Certificate II in Public Safety (Aquatic Rescue)		
2017-18	PUA12	Public Safety	PUA30613	Certificate III in Public Safety (Firefighting and Emergency Operations)		
2017-18	PUA12	Public Safety	PUA30713	Certificate III in Public Safety (Firefighting Operations)		
2017-18	PUA12	Public Safety	PUA31312	Certificate III in Public Safety (Aquatic Search and Rescue)		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	PUA12	Public Safety	PUA31412	Certificate III in Public Safety (Community Safety)		
2017-18	PUA12	Public Safety	PUA33012	Certificate III in Public Safety (Emergency Communications Centre Operations)		
2017-18	PUA12	Public Safety	PUA40313	Certificate IV in Public Safety (Firefighting Supervision)		
2017-18	PUA12	Public Safety	PUA41012	Certificate IV in Public Safety (Leadership)		
2017-18	PUA12	Public Safety	PUA41112	Certificate IV in Public Safety (Community Safety)		
2017-18	PUA12	Public Safety	PUA42612	Certificate IV in Public Safety (Aquatic Search and Rescue Management)		
2017-18	PUA12	Public Safety	PUA42712	Certificate IV in Public Safety (Emergency Communications Centre Operations)		
2017-18	PUA12	Public Safety	PUA50513	Diploma of Public Safety (Firefighting Management)		
2017-18	PUA12	Public Safety	PUA51012	Diploma of Public Safety (Community Safety)		
2017-18	PUA12	Public Safety	PUA52312	Diploma of Public Safety (Emergency Management)		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	PUA12	Public Safety	PUA60112	Advanced Diploma of Public Safety (Emergency Management)		
2017-18	PUA12	Public Safety	PUA60513	Advanced Diploma of Public Safety (Firefighting Management)		
2017-18	PUA12	Public Safety	PUA60712	Advanced Diploma of Public Safety (Community Safety)		
2017-18	PUA12	Public Safety	PUASS00051	Vertical Rescue		
2017-18	PUA12	Public Safety	PUASS00035	Floodboat Response Operations		
2017-18	PUA12	Public Safety	PUASS00050	Structural Collapse		
2017-18	PUA12	Public Safety	PUASS00028	Basic Rescue		
2017-18	PUA12	Public Safety	PUASS00032	Beach Team Management		
2017-18	PUA12	Public Safety	PUASS00045	Road Accident Rescue		
2017-18	PUA12	Public Safety	PUASS00040	Oil Spill Response Team Leader		
2017-18	PUA12	Public Safety	PUASS00027	Alpine Search and Survival Operations		
2017-18	PUA12	Public Safety	PUASS00033	Community Engagement		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	PUA12	Public Safety	PUASS00031	Beach Safety and Risk Management		
2017-18	PUA12	Public Safety	PUASS00029	Basic Tree Operations		
2017-18	PUA12	Public Safety	PUASS00041	Operational Leadership		
2017-18	PUA12	Public Safety	PUASS00026	Air Search Observer		
2017-18	PUA12	Public Safety	PUASS00039	Oil Spill Responder		
2017-18	PUA	Public Safety	New Public Safety units of competency to be developed and included within various qualifications and/or skill sets		Six PUA units of competency	Operations (PUAOPE)
2017-18	PUA	Public Safety			Three PUA units of competency	Leadership (PUATEA)
2017-18	PUA	Public Safety			Three PUA units of competency	Search and Rescue (PUASAR)
2017-18	PUA	Public Safety			Three PUA units of competency	Workplace Emergency Response (PUAWER)
2017-18	PUA	Public Safety			Fifteen PUA units of competency	Fire (PUAFIR)
2017-18	PUA	Public Safety			Five PUA units of competency	Community Safety (PUACOM)

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	PUA	Public Safety			Twenty PUA units of competency	Emergency Management (PUAEMR)
2018-19	PUA	Public Safety	No Public Safety products currently identified for review or development during 2018-19.			
2019-20	PUA	Public Safety	No Public Safety products currently identified for review or development during 2019-20.			
Defence						
2016-17	DEF12	Defence	All remaining DEF12 Defence Training Package products to be transitioned to the Standards for Training Packages and incorporated into the DEF Defence Training Package Release 2.0. Qualifications and/or skill sets listed below include proposed new training package products.			
2016-17	DEF	Defence	DEF55115	Diploma of Range Management	Three DEF units of competency	Range Management (DEFRNG)
2016-17	DEF	Defence	DEF4XXXX	Certificate IV in Defence Financial Administration	Twenty-seven DEF units of competency	Financial Management (DEFFIN)
2016-17	DEF	Defence	DEF5XXXX	Diploma of Defence Financial Management	One DEF units of competency	Defence General (DEFGEN)
2016-17	DEF	Defence	DEF4XXXX	Certificate IV in Performance Based Contracting	Five DEF units of competency	Performance Based Contracting (DEFPBC)

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2016-17	DEF	Defence	New skill set to be included within the DEF Defence Training Package Release 2.0		DEFSS000XX	Performance Based Contract Practitioner skill set
2016-17	DEF	Defence	DEF42812	Certificate IV in Defence Paralegal Services	Two DEF units of competency	Defence Paralegal (DEFPL)
2016-17	DEF	Defence	DEF52612	Diploma of Defence Paralegal Services		
2016-17	DEF	Defence	DEF33012	Certificate III in Defence Public Affairs	One DEF units of competency	Defence Public Affairs (DEFPA)
2016-17	DEF	Defence	DEF42912	Certificate IV in Defence Public Affairs		
2016-17	DEF	Defence	DEF52712	Diploma of Defence Public Affairs		
2016-17	DEF	Defence	DEF20912	Certificate II in Communications Operations	Qualifications to be removed from the National Register Where Defence has identified that vocational capability is to be maintained, this will be achieved through Defence skill sets.	
2016-17	DEF	Defence	DEF31012	Certificate III in Maritime Operations		
2016-17	DEF	Defence	DEF31112	Certificate III in Driving in a Threat Environment		
2016-17	DEF	Defence	DEF32712	Certificate III in Intelligence Operations		
2016-17	DEF	Defence	DEF33112	Certificate III in Military Land Engineering		
2016-17	DEF	Defence	DEF33212	Certificate III in Military Land Operations		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2016-17	DEF	Defence	DEF41412	Certificate IV in Defence Diving		
2016-17	DEF	Defence	DEF42612	Certificate IV in Military Land Operations		
2016-17	DEF	Defence	DEF42712	Certificate IV in Military Land Engineering		
2016-17	DEF	Defence	DEF52312	Diploma of Work Health Safety		
2016-17	DEF	Defence	DEF60912	Advanced Diploma of Defence Public Affairs		
2017-18	DEF	Defence	DEF4XXXX	Certificate IV in Cyberspace Capability	Up to twenty-four DEF units of competency	Cyberspace (DEFCYB)
2017-18	DEF	Defence	DEF5XXXX	Diploma of Cyberspace Capability	Up to eighteen DEF units of competency	Cyberspace (DEFCYB)
2017-18	DEF	Defence	DEFSS000XX (Multiple)	Defence skill set	Defence Geospatial skill sets Geospatial Foundation Knowledge Geospatial Client Relations Geospatial Data Acquisition Geospatial Data Production Geospatial Data Maintenance Geospatial Image Data	

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	DEF	Defence			Up to eighteen DEF units of competency (DEFGEO)	Geospatial (DEFGEO)
2018-19	DEF	Defence	DEF32412	Certificate III in Air Dispatch	Qualifications will transition to the Standards for Training Packages during 2016-17. Defence to undertake capability reviews of Defence related occupations during 2017-18, with potential qualification redevelopment during 2018-19.	
2018-19	DEF	Defence	DEF32612	Certificate III in Field Petroleum Operations		
2018-19	DEF	Defence	DEF32812	Certificate III in Preventive Health		
2018-19	DEF	Defence	DEF42312	Certificate IV in Preventive Health		
2018-19	DEF	Defence	DEF43012	Certificate IV in Psychological Support		
2018-19	DEF	Defence	DEF22115	Certificate II in Explosive Ordnance	Qualifications will undergo detailed review during 2018-19 as a result of training package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements.	
2018-19	DEF	Defence	DEF22215	Certificate II in Explosive Ordnance Manufacture		
2018-19	DEF	Defence	DEF32115	Certificate III in Explosive Ordnance Manufacture		
2018-19	DEF	Defence	DEF32215	Certificate III in Explosive Ordnance Proof and Experimental		
2018-19	DEF	Defence	DEF32315	Certificate III in Explosive Ordnance Maintenance		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2018-19	DEF	Defence	DEF72115	Graduate Certificate in Explosive Ordnance		
2018-19	DEF	Defence	DEF82115	Graduate Diploma of Explosive Ordnance		
2019-20	DEF	Defence	DEF21115	Certificate II in Military Skills	Qualifications will undergo detailed review during 2019-20 as a result of training package review requirements, Defence capability reviews, wider industry practices, or Defence legislative requirements.	
2019-20	DEF	Defence	DEF33115	Certificate III in Sensor Operations		
2019-20	DEF	Defence	DEF43115	Certificate IV in Electronic Forensics		
2019-20	DEF	Defence	DEF43215	Certificate IV in Simulator Maintenance		
2019-20	DEF	Defence	DEF43315	Certificate IV in Work Health Safety		
2019-20	DEF	Defence	DEF45115	Certificate IV in Range Control		
2019-20	DEF	Defence	DEF51115	Diploma of Leadership		
2019-20	DEF	Defence	DEF53115	Diploma of Electronic Forensics		
2019-20	DEF	Defence	DEF53215	Diploma of Simulator Maintenance		
2019-20	DEF	Defence	DEF53415	Diploma of Institutional and Operational Chaplaincy		
2019-20	DEF	Defence	DEF54315	Diploma of Evaluations		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
Police						
2016-17	POL	Police	PUA61112	Advanced Diploma of Public Safety (Improvised Hazardous Device Operations – Technician or Response)	To be transitioned to the Standards for Training Packages and included within the Police Training Package as POL60117 Advanced Diploma of Police Bomb Technical Response	
2016-17	POL	Police	POL50115	Diploma of Policing	Qualifications and skill set will undergo detailed review during 2016-17 as a result of training package review requirements, Police Capability reviews, wider industry practices, or state/territory legislative requirements.	
2016-17	POL	Police	POL65115	Advanced Diploma of Police Investigation		
2016-17	POL	Police	POL60115	Advanced Diploma of Police Supervision		
2016-17	POL	Police	POL84215	Graduate Certificate in Forensic Firearms Examination		
2016-17	POL	Police	POLSS00001	Advanced Police Investigation		
2017-18	POL	Police	POL52115	Diploma of Police Intelligence Practice	Qualifications and skill set will undergo detailed review during 2017-18 as a result of training package review requirements, Police capability reviews, wider industry practices, or state/territory legislative requirements.	
2017-18	POL	Police	POL62215	Advanced Diploma of Police Intelligence Operations		
2017-18	POL	Police	POL84315	Graduate Certificate in Crime Scene Investigation		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2017-18	POL	Police	POL84215	Graduate Certificate in Forensic Fingerprint Investigation		
2017-18	POL	Police	POL80115	Graduate Certificate in Police Management		
2017-18	POL	Police	POL58115	Diploma of Police Search and Rescue - Coordination		
2017-18	POL	Police	POL68115	Advanced Diploma of Police Search and Rescue – Management		
2017-18	POL	Police	POLSS00002	Police Intelligence Team Leader		
2018-19	POL	Police	POL54115	Diploma of Forensic Investigation	Qualifications will undergo detailed review during 2018-19 as a result of training package review requirements, police capability reviews, wider industry practices, or state/territory legislative requirements.	
2018-19	POL	Police	POL64115	Advanced Diploma of Forensic Investigation		
2018-19	POL	Police	POL66115	Advanced Diploma of Police Negotiation		
2018-19	POL	Police	POL62415	Advanced Diploma of Surveillance		
2018-19	POL	Police	POL62615	Advanced Diploma of Police Close Personal Protection		
2018-19	POL	Police	POL62315	Advanced Diploma of Police Witness Protection		

Planned review year	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2018-19	POL	Police	POL62115	Advanced Diploma of Human Source Management		
2018-19	POL	Police	POL62515	Advanced Diploma of Undercover Operations		
2019-20	POL	Police	POL21115	Certificate II in Community Engagement	Qualifications will undergo detailed review during 2019-20 as a result of training package review requirements, police capability reviews, wider industry practices, or state/territory legislative requirements.	
2019-20	POL	Police	POL31215	Certificate III in Police Liaison		
2019-20	POL	Police	POL31115	Certificate III in Aboriginal Community Policing		
2019-20	POL	Police	POL41115	Certificate IV in Aboriginal Community Policing		
2019-20	POL	Police	POL41215	Certificate IV in Protective Services		
2019-20	POL	Police	POL87115	Graduate Certificate in Police Prosecution		

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AIS provide services to 11 allocated IRCs which cover the Gas, Electricity, Electrotechnology, Corrections, Public Safety (including Police, Fire Services, Defence), Water, Aviation, 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.

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- 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

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AUSTRALIAN INDUSTRY STANDARDS

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