



Australian
Industry and
Skills Committee



DEFENCE PREVENTIVE HEALTH

Case for Change

Name of allocated IRC: Public Safety

Name of the SSO: Australian Industry Standards

1. Administrative information

For a list of the products proposed to be reviewed as part of this project, please see Attachment A.

Name of IRC(s):

Public Safety

Name of SSO:

Australian Industry Standards

1.1 Name and code of Training Package(s) examined to determine change is required

DEF Defence Training package.

2. The Case for Change

For information on the job roles to be supported through the proposed qualifications updates, enrolments data, completion rates, and the number of RTOs delivering these qualifications please see Attachment B.

2.1 Rationale for change

Defence preventive health (also known as Preventive Medicine) personnel are an integral part of the Australia Defence Force (ADF) and are responsible for providing healthcare and support to maintain the health and wellbeing of Defence personnel. This Corps is made up of highly trained professionals who are often called upon to work in a variety of operational and non-operational conditions at home and abroad.

Disease and injury, referred to as 'non-battle casualties', traditionally accounts for the highest proportion of casualties in military operations. This has been validated in recent ADF operations. ADF personnel must achieve and maintain a high level of health and fitness to enable them to carry out their duties with the drive, determination, and efficiency to allow the ADF to carry out their duties. The principal causes of personnel loss during military operations include disease, accidental injury and wounds received in combat activities.

Defence Health Command requires the review of the Certificate III in Preventive Health, Certificate IV in Preventive Health and Diploma of Preventive Health, including sixteen Units of Competency. Defence also anticipates developing Skill Sets, if required.

The Training package products will be reviewed to ensure they align with Defence and other industry standards.

Other implication for not implementing changes include:

- barriers to the mobility of workers transitioning from Defence to civilian life
- difficulties in meeting Defence health Corps and industry operating standards
- delays in developing new procedures in preventative health measures
- increased operating costs based on inefficiencies associated with health risks
- difficulties meeting required Defence operational quality standards

2.2 Evidence for change

Changes to the nature of the skills involved in preventative medicine will need to be assessed and the associated products updated to ensure they are fit for purpose including:

- Human Resource Management - Health Teams coordination
- Water Supplies - providing advice on the safety and quality of all water supplies
- Food Safety - providing advice on the safety and quality of all food supplies
- Occupational Health and Safety - monitoring and evaluation of the working environment
- Disease Control - implementing measures for the prevention and control of communicable disease
- Waste Disposal and Pest Control
- Vector Control - providing management and programs for the effective control of vector borne diseases.
- Operational Health Support - providing advice and preventive medicine services for hygiene and sanitation in field operations.
- Disaster Support - providing advice and services to maintain public health standards in support of disaster preparedness and disaster recovery.

2.3 Consideration of existing products

Defence have determined that this review will ensure the skills and knowledge requirements outlined in the three qualifications will address current occupational requirements for preventative health practitioners. It includes the review of 16 Units of Competency in total.

This project proposes to review existing Defence Units of Competency only and not the creation of new products.

2.4 Approach to streamlining and rationalisation of the training products being reviewed

There are no Defence products identified at this stage for deletion however Defence systematically reviews the viability and relevance of Training Package products and removes them based on their capability needs.

3. Stakeholder consultation

3.1 Stakeholder consultation undertaken in the development of Case for Change

*For a full list of industry-specific stakeholders that actively participated in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**.*

Defence followed its own rigorous and highly structured communications strategy when undertaking the engagement process for this Case for Change. When undertaking stakeholder consultation Defence gets input and involvement within the various sections in the three services (Army, Navy and Airforce) and across multiple jurisdictions.

Branch owners and Leads of Subject of the relevant qualifications were consulted as part of this process who in turn have the delegation of authority to approve development changes on behalf of each of their sections. Feedback is then coordinated centrally through the Defence Education, Learning and Training Authority (DELTA) where it is communicated to the us at AIS.

3.2 Evidence of Industry Support

*For a list of the issues raised by stakeholders during consultation and the IRC's response to these, please see **Attachment D**.*

Defence Education, Learning and Training Authority (DELTA) coordinate Defence Training Package product changes through their own structured consultation process. Heads of sections and Learning Leads in the three Defence service areas of Army, Airforce and Navy are responsible for their own Training Package qualifications and maintain them so that they are consistent with industry practice and meet Defence capability requirements.

Defence legal Learning Leads have determined that, based on changes in electronic forensics technology including software tools, Defence forensics experts will need to update to keep pace with the recent updates and changes to digital devices and storage systems.

Please see attachment D.

3.3 Proposed stakeholder consultation strategy for project

*Note: For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see **Attachment E**.*

Key Industry stakeholders have been identified in consultation with Defence and the Public Safety IRC.

AIS maintains a comprehensive database of industry contacts and stakeholders who receive targeted communications related to consultation on industry skills and training package development projects.

In addition, Defence-specific stakeholders in any consultation process are documented as per Defence security protocols sighting the Defence section areas only and not identifying names.

Standard online/video consultation, email correspondence and promotional activity are conducted via targeted communications including approved social media methods.

A recently developed [Engagement Hub](#) on the AIS website provides a one stop portal for information about how all stakeholders can participate and inform Training Package development work.

AIS, on behalf of the Public Safety IRC, will promote the opportunity to contribute through the AIS website, EDM's, AIS newsletter and public notifications. Stakeholders will also be notified of key milestones throughout the life of the project, including requests for feedback on draft materials as approved by Defence.

Stakeholder engagement and consultation will occur over the life of the project via a combination of the following methods as appropriate to Defence:

- Direct engagement: Face to face consultations, Site visits, Phone, emails, video/teleconferencing meetings
- Industry forums and conferences
- Webinars
- Online feedback mechanisms
- STA direct engagement

Participation in Defence projects is achieved centrally through the Defence Education, Learning and Training Authority (DELTA). Branch owners in each of the three Defence Services, Army, Navy and Airforce, are responsible for their relevant qualifications and are consulted as part of this process through DELTA which includes regional and remote centres.

4. Licencing or regulatory linkages

Defence does not require State based licences, however it does comply with national regulatory and licensing requirements where they apply.

5. Project implementation

5.1 Prioritisation category

This Case for Change proposes that this review be progressed as a routine project.

In accordance with the AISC Training Package Prioritisation Report and to coordinate the release of updated products, the Public Safety IRC recommends a routine update and implementation of this project.

5.2 Project milestones

Key project milestones include:

- AISC project approval – June 2021
- Draft 1 consultation – November 2021
- Stakeholder validation – –March 2022
- Quality Assurance – April/May 2022
- Final consultation with states and territories – June 2022
- CfE submitted for approval – 30 June 2022.

5.3 Delivery or implementation issues

Training implementation evaluation is conducted routinely by Defence and is considered an essential part of training and assessment cycle to be able to reflect, analyse, and improve its effectiveness and efficiency. Aspects raised by Defence and/ or stakeholders are included as part of the Training Package review.

Where appropriate, advice and suggestions will be provided in the Companion Volume Implementation Guide in addition to links to relevant resources

6. Implementing the Skills Minister's Priority reforms for Training Packages (2015 and October 2020)

Training delivery information will be provided within the supporting Companion Volume Implementation Guide (CVIG). This guide exists to provides clear and useful information for implementers and educators.

Supporting individuals to move more easily between related occupations is managed centrally by Defence in the defence context. Pathway information is not explicitly provided in the CVIG for security reasons however there is information in the CVIG to support the following:

- Access and equity are described and addressed with advice on reasonable adjustment for learners
- Foundation skills is identified and described against the Australian Core Skills Framework (ACSF) and skill cluster known as the foundation skills for work framework.

The current products may be suitable for use by multiple industry sectors and will provide improved opportunities for individuals operating in relevant sectors to transfer acquired skills and knowledge into multiple sectors and/or operating environments.

Greater recognition of skill sets and work with industry to support their implementation: This Case for Change proposes the review of qualification(s) however Defence actively look to add appropriate Skill Sets to support the skills capability of their staff.

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

Name of Chair

--

Signature of Chair

--

Date

--

Attachment A: Training Package components to change

SSO: Australian Industry Standards

Contact details: David Dixon - Chief Operating Officer

Date submitted: TBA

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review <i>(endorsement date, nature of this update transition, review, establishment)</i>	Change Required
3	Defence Preventative Health	Qualification	DEF30217Y	Certificate III in Preventive Health	NA	Update
3	Defence Preventative Health	Qualification	DEF40617Y	Certificate IV in Preventive Health	NA	Update
3	Defence Preventative Health	Qualification	DEF50617Y	Diploma of Preventive Health	NA	Update
3	Defence Preventative Health	Unit	DEFPHL001Y	Contribute to environmental health operations	NA	Update
3	Defence Preventative Health	Unit	DEFPHL002Y	Assist with quick assessment of disease outbreak	NA	Update

3	Defence Preventative Health	Unit	DEFPHL003Y	Operate environmental measuring devices	NA	Update
3	Defence Preventative Health	Unit	DEFPHL004Y	Undertake a vector borne diseases surveillance program	NA	Update
3	Defence Preventative Health	Unit	DEFPHL005Y	Assist with field hygiene and sanitation	NA	Update
3	Defence Preventative Health	Unit	DEFPHL006Y	Monitor water handling and distribution practices	NA	Update
3	Defence Preventative Health	Unit	DEFPHL007Y	Conduct chlorine dosing of water at the point of supply	NA	Update
3	Defence Preventative Health	Unit	DEFPHL008Y	Coordinate environmental health operations	NA	Update
3	Defence Preventative Health	Unit	DEFPHL009Y	Conduct a quick assessment of disease outbreak	NA	Update
3	Defence Preventative Health	Unit	DEFPHL010Y	Conduct a field hygiene survey	NA	Update
3	Defence Preventative Health	Unit	DEFPHL011Y	Perform environmental health planning	NA	Update

3	Defence Preventative Health	Unit	DEFPHL012Y	Manage environmental health operations	NA	Update
3	Defence Preventative Health	Unit	DEFPHL013Y	Manage a deployed capability	NA	Update
3	Defence Preventative Health	Unit	DEFPHL014Y	Investigate and control outbreak of disease	NA	Update

Attachment B: Job role, enrolment information, the number of RTOs currently delivering these qualifications

Please set out the job roles to be supported through the updated qualifications, enrolment data over the past three years in which data is available for each qualification, completion rates for each qualification, and the number of RTOs delivering these qualifications.

Note: Defence AVETMIS statistics are not made public and not available in this Case for Change.

Job role	Qualification to be updated to support the job role	Enrolment data (for the past three years)	Completion rates (for the past three years)	Number of RTOs delivering (for the past three years)
254499 - Nursing Officer (Defence Force)	DEF30217Y Certificate III in Preventive Health	Not reported	Not reported	1
254499 - Nursing Officer (Defence Force)	DEF40617Y Certificate IV in Preventive Health	Not reported	Not reported	1
	DEF50617Y Diploma of Preventive Health	Not reported	Not reported	1
	DEFPHL001Y Contribute to environmental health operations	Not reported	Not reported	1
	DEFPHL002Y Assist with quick assessment of disease outbreak	Not reported	Not reported	1
	DEFPHL003Y Operate environmental measuring devices	Not reported	Not reported	1
	DEFPHL004Y Undertake a vector borne diseases surveillance program	Not reported	Not reported	1

	DEFPHL005Y Assist with field hygiene and sanitation	Not reported	Not reported	1
	DEFPHL006Y Monitor water handling and distribution practices	Not reported	Not reported	1
	DEFPHL007Y Conduct chlorine dosing of water at the point of supply	Not reported	Not reported	1
	DEFPHL008Y Coordinate environmental health operations	Not reported	Not reported	1
	DEFPHL009Y Conduct a quick assessment of disease outbreak	Not reported	Not reported	1
	DEFPHL010Y Conduct a field hygiene survey	Not reported	Not reported	1
	DEFPHL011Y Perform environmental health planning	Not reported	Not reported	1
	DEFPHL012Y Manage environmental health operations	Not reported	Not reported	1
	DEFPHL013Y Manage a deployed capability	Not reported	Not reported	1
	DEFPHL014Y Investigate and control outbreak of disease	Not reported	Not reported	1

Attachment C: List of stakeholders that actively participated in the consultation process of the Case for Change

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Branch owners and Leads of Subject	N/A	Defence	Military	National
Defence Education, Learning and Training Authority (DELTA)	NA	Australian Defence College Canberra	Military	National
State Training Authorities	N/A	All State and Territory training authorities	State Training Authority	States

Attachment D: Issues Raised by Stakeholders during consultation on the development of the Case for Change

Stakeholder Type	Issues Raised	IRC's Response to Issues Raised
Defence	No issues were raised during consultation on the development of the Case for Change	N/A

Attachment E: List of stakeholders to be contacted as part of the development of the Case for Endorsement

The Case for Endorsement development will involve contacting relevant stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Australian Defence College
- Employers (Non-IRC)
- Unions
- Regulators
- State Training Authorities
- RTOs
- Other/Consultants