



Australian
Industry and
Skills Committee

DEFENCE WORK DIVING

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

Army Work Divers (AWD) carry out diving with surface supplied breathing apparatus and use pneumatic, hydraulic, and explosive power tools, thermal arc cutting and welding equipment, and construction techniques for underwater work in support of the army operations. In addition, AWDs are trained in search techniques and recovery. AWD must retain a current diving status by diving for a minimum of 180 minutes during every six months period, 60 minutes of which is to be at night or with zero visibility.

This Case for Change proposes the review of 18 Units of Competency relating to Defence Work Diving that were orphaned in 2017. The project will identify which of these units should be maintained and updated to the skills and knowledge requirements aligned to the skill needs of Defence, and which units should be deleted or housed in a new Skill Set(s).

Several Units of Competency for Defence Work Diving skills and knowledge that are currently listed in the national register are no longer used by Defence. These units were originally part of a Certificate IV in Defence Diving. The qualification was deleted in 2017 but the units were maintained by Defence as they were still being used in several Accredited Courses by organisations other than Defence. The review will determine the extent those units are being used, with potential to recommend they be deleted from the national register if no longer in use.

Implication for not implementing changes include:

- delays in developing new AWD procedures that impact on safety
- delays in developing new AWD procedures that impact Defence's ability to achieve operational objectives
- difficulties in meeting Defence and/or industry work diving operating standards
- increased operating costs based on inefficiencies associated with out of date practice
- difficulties meeting required Defence or other RTO quality standards
- barriers to Defence worker mobility for those transitioning to civilian work.

2.2 Evidence for change

This Case for Change has been requested by Defence to ensure skills and knowledge requirements in existing Units of Competency address current occupational requirements and industry standards for Defence work diving. The units of competency proposed for review will need to align with the revised Australian Standards 2815.

AS 2815 Standards are soon to be published in 2021. These were developed by the SF/17 Diving Committee of Standards Australia in conjunction with Australian Diver Accreditation Scheme (ADAS) and overseas diver training authorities. They define the minimum acceptable competency standards for the various levels of occupational divers. Units of Competency have been identified by ADAS as needing updates to address outdated terminology and technical terms.

Defence have determined therefore that this review will ensure the skills and knowledge requirements outlined in the 18 Units of Competency will address current occupational requirements for Defence diving work.

2.3 Consideration of existing products

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 the project will review the viability and relevance of Training Package products and remove 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. Defence consulted stakeholders from sections across its 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 was coordinated centrally through the Defence Education, Learning and Training Authority (DELTA) and communicated to 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 provide feedback so that they are consistent with industry practice and meet Defence capability requirements.

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 will be 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.

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

- 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 provide clear and useful information. It also includes clear guidance on the context of the range of job role environment applications in appendix form and has useful advice 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.

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
5	Defence Work Diving	Unit	DEFWDV001Y	Dive using self-contained underwater breathing apparatus in open water to 30 metres	NA	Update
5	Defence Work Diving	Unit	DEFWDV002Y	Support SCUBA diving operations from the surface	NA	Update
5	Defence Work Diving	Unit	DEFWDV003Y	Act as a standby diver	NA	Update
5	Defence Work Diving	Unit	DEFWDV004Y	Dive using surface-supplied breathing apparatus in open water to 30 metres	NA	Update
5	Defence Work Diving	Unit	DEFWDV005Y	Dive using closed-circuit breathing apparatus (N2O2) in open water to a maximum depth of 40 metres	NA	Update

5	Defence Work Diving	Unit	DEFWDV006Y	Dive using closed-circuit breathing apparatus (O2) in open water to a maximum depth of 10 metres	NA	Update
5	Defence Work Diving	Unit	DEFWDV007Y	Dive using closed-circuit breathing apparatus (HeO2) in open water to a maximum depth of 60 metres	NA	Update
5	Defence Work Diving	Unit	DEFWDV008Y	Employ hand tools in an underwater environment	NA	Update
5	Defence Work Diving	Unit	DEFWDV009Y	Conduct an underwater search of a ship's hull	NA	Update
5	Defence Work Diving	Unit	DEFWDV010Y	Employ power tools in an underwater environment	NA	Update
5	Defence Work Diving	Unit	DEFWDV011Y	Perform non-technical structural inspections underwater	NA	Update
5	Defence Work Diving	Unit	DEFWDV012Y	Perform underwater beach and waterway surveys	NA	Update
5	Defence Work Diving	Unit	DEFWDV013Y	Employ air-lift devices underwater	NA	Update
5	Defence Work Diving	Unit	DEFWDV014Y	Perform concreting in an underwater environment	NA	Update

5	Defence Work Diving	Unit	DEFWDV015Y	Employ explosive power tools in an underwater environment	NA	Update
5	Defence Work Diving	Unit	DEFWDV016Y	Perform underwater rigging work	NA	Update
5	Defence Work Diving	Unit	DEFWDV017Y	Employ thermal cutting and welding tools (non-load bearing) in an underwater environment	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)
	DEFWDV001Y Dive using self-contained underwater breathing apparatus in open water to 30 metres	Not reported	Not reported	1
	DEFWDV002Y Support SCUBA diving operations from the surface	Not reported	Not reported	1
	DEFWDV003Y Act as a standby diver	Not reported	Not reported	1
	DEFWDV004Y Dive using surface-supplied breathing apparatus in open water to 30 metres	Not reported	Not reported	1
	DEFWDV005Y Dive using closed-circuit breathing apparatus (N2O2) in open water to a maximum depth of 40 metres	Not reported	Not reported	1
	DEFWDV006Y Dive using closed-circuit breathing apparatus (O2) in open water to a maximum depth of 10 metres	Not reported	Not reported	1
	DEFWDV007Y Dive using closed-circuit breathing apparatus (HeO2) in open water to a maximum depth of 60 metres	Not reported	Not reported	1

	DEFWDV008Y Employ hand tools in an underwater environment	Not reported	Not reported	1
	DEFWDV009Y Conduct an underwater search of a ship's hull	Not reported	Not reported	1
	DEFWDV010Y Employ power tools in an underwater environment	Not reported	Not reported	1
	DEFWDV011Y Perform non-technical structural inspections underwater	Not reported	Not reported	1
	DEFWDV012Y Perform underwater beach and waterway surveys	Not reported	Not reported	1
	DEFWDV013Y Employ air-lift devices underwater	Not reported	Not reported	1
	DEFWDV014Y Perform concreting in an underwater environment	Not reported	Not reported	1
	DEFWDV015Y Employ explosive power tools in an underwater environment	Not reported	Not reported	1
	DEFWDV016Y Perform underwater rigging work	Not reported	Not reported	1
	DEFWDV017Y Employ thermal cutting and welding tools (non-load bearing) in an underwater environment	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