UET REFRESHER SKILLS

Case for Change

Name of allocated IRC: ESI Transmission, Distribution and Rail
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):	ESI Transmission, Distribution and Rail Industry Reference Committee
Name of SSO:	Australian Industry Standards

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

UET Electricity Supply Industry, Transmission, Distribution and Rail 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

Skills shortages, combined with increasing frequency of extreme weather events with the potential to cause natural disasters, are constantly impacting the Electricity Supply Industry in Australia. In 2009 the Energy Technical and Safety Leaders Group comprising Minister Ferguson, Federal Minister for Energy, the National Secretary of the Communications, Electrical and Plumbing Union (CEPU), Mr Peter Tighe, and the Chair of Energy Networks Association (ENA), Mr George Maltabarow, endorsed a Protocol committing every electricity network owner in Australia to utilisation of a suite of national competencies.

This suite of national competencies incorporates 11 Units of Competency that are used to refresh the skills the skills and knowledge or verify the competence of ESI TDR workers against current industry practices and ENA Guidelines.

The ESI TDR Industry has highlighted the use of these units as a verification of competence. They also enable the portability of workers, allowing energy industry organisations to assist each other in times of crisis in the restoration of electricity supply.

Industry users of the refresher Units of Competency have raised the following issues:

- The 11 refresher units have not been updated since April 2012 and require a review to ensure currency with ENA Guidelines and industry practices. The development of a new Unit of Competency for live low voltage energised work refresher training is also required to align against a new ENA guideline.

- There are 11 refresher units used for verifications of competence, but there is no initial training unit that is completed by workers. ESI TDR workers have noted that an initial unit is required to be achieved before the refresher unit is completed. This would mean the development of 12 new units of competency to cover the initial requirements with in-depth training and skills requirements, before a worker could complete a refresher unit.

Without up-to-date training for ESI TDR workers in Australia's energy industry organisations will be unable to support Government priorities for rapid, efficient and effective responses to national and natural disasters. The ability for ESI workers to move interstate and quickly provide mutual aid will be hindered by the need for workers to be trained to access networks if they can't use a suite of nationally agreed competencies. The safety of the workforce is highly important in the industry. Therefore, it is mandatory that refresher training is conducted annually to ensure competency is up to date in this dangerous work environment.

The Units of Competency have not been updated since 2012. In 2019 they were transitioned to the 2012 Standards for Training Packages as part of UET Training Package Release 1.0.

In 2021 a minor release updated imported units only to current versions.

2.2 Evidence for change

The ESI TDR IRC and Australian Industry Standards have received numerous enquiries and concerns relating to the content of the refresher units, including the following from an Industry Skills Advisory Council:

An industry request for the revision of the unit of competency UETTDRRF06. One major issue is around the identifying and labelling of isolation points. Some electrical utilities are very firmly of the opinion that they do NOT want to give their employees the idea that doing an isolation before commencing the rescue is an option. While some utilities 'may' do this, they believe the time taken to isolate would mean the victim is sustaining greater injury and that this is not in the victim's best interest.

The enrolment data for the Units of Competency shows how important this training is to the industry with a staggering 202,556 enrolments in UETTDRRF06 *Perform rescue from a live LV panel,* within a four-year period. A review of the 11 refresher units would ensure they are fit for purpose and meet industry practices and ENA guidelines including the new ENA DOC 044-2020 Guideline for Energised Low Voltage Work published in 2020.

The development of 12 units for the initial in-depth training of skills and knowledge, aligned to current ENA guidelines and industry practices, would mitigate the question raised by many in the industry - "if you are completing refresher training when did the worker complete the initial training."

2.3 Consideration of existing products

There are no initial training units in the ESI TDR training package that workers can complete prior to undertaking refresher training units. These skills are specific to the ESI TDR industry and as such no other training products were considered as appropriate to use. The industry considers that existing refresher units are not fit for purpose and need to be updated.

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

The Units of Competency proposed for review in this project cover specific technical skills and knowledge required by ESI Transmission, Distribution and Rail workers to work safely within different states and electricity organisations and networks in Australia. Unfortunately streamlining or rationalisation of this content is not possible given the nature of the work functions covered. The units of competency will be reviewed to consider the packaging into existing UET qualifications.

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**.*

Development of the Case for Change involved consultation with stakeholders via the following communication mechanisms:

- Stakeholder webinars
- Face to Face meetings (Virtual)
- AIS Website
- Stakeholder networks
- Teleconferences
- Emails

The work was outlined during a webinar which included representatives from all States/Territories and regional areas of those jurisdictions. Feedback on the proposed work was invited during the webinar.

The work was posted on the Engagement Hub of the AIS website and feedback invited.

Notification of the opportunity to provide feedback through the ESI TDR webinar, or in writing through the Engagement Hub, was provided to over 640 ESI TDR sector stakeholder subscribers including industry representatives from across the states/territories in rural, regional and remote areas.

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.

No objections to the review of the units were raised during the consultation process. There is strong support of the need for an up-to-date product for the ESI TDR industry.

The project work was outlined during a webinar conducted for the ESI TDR industry on 10 March 2021 which had 42 participants. Four questions about the work were posed in the Q & A section of the webinar. The proposed work was also detailed in the Engagement Hub of the AIS website for stakeholders to review and provide feedback, and no issues were raised in response.

Further feedback on the need to review the Units of Competency has been provided by previous ESI TDR Technical Advisory Committee members and through online/email enquiries.

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 industry regulators, associations, and the ESI TDR IRC.

A general invitation to participate on the project Technical Advisory Committee (TAC) will be sent to all ESI TDR subscribers. Targeted invitations will also be sent to known technical experts.

AIS, on behalf of the ESI TDR IRC, will promote the opportunity to contribute through stakeholder webinars, 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, phone, emails, video/teleconferencing
- Webinars
- Online feedback mechanisms
- STA direct engagement

A range of consultation strategies will be used so stakeholders in rural, regional and remote areas, and in smaller jurisdictions have multiple avenues to provide feedback.

This includes but is not limited to, online/video consultation, email correspondence and promotional activity via targeted communications including social media. 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.

4. Licencing or regulatory linkages

The Units of Competency that are proposed for review do not provide a licensed outcome, however application of the skills and knowledge described within the units may require a licence/registration to practice in the workplace. This is based on state and territory legislative and regulatory licensing requirements. When reviewing the products, regulators and industry will be involved to ensure that changes made will not impact on licencing/registration outcomes.

5. Project implementation

5.1 Prioritisation category

It is proposed that this review is progressed as a fast-track project and will be published together with another ESI TDR projects which industry needs fast-tracked.

The Units of Competency in the proposed project have not been reviewed since 2012 and do not meet current industry practices and ENA Guidelines, the ESI TDR IRC is strongly recommending a fast-track project to ensure that the Units of Competency meet safety and nationally agreed guidelines. With the increasing frequency of extreme weather events affecting the Energy Utilities industries, Australia's energy industry organisations are being increasingly called upon to assist each other.

It is a priority for workers to be trained with the latest skills and knowledge against national guidelines to ensure that in times of crisis and natural disasters skilled workers across Australia are available to be called upon.

5.2   Project milestones

Key project milestones include:

- AISC project approval – June 2021
- Technical Advisory Committee (TAC) formed – July 2021
- Draft 1 consultation – August – September 2021
- Stakeholder validation – September – October 2021
- Quality Assurance – October – November 2021
- Final consultation with states and territories – November - December 2021
- CfE submitted for approval – 31 December 2021

5.3   Delivery or implementation issues

No delivery or implementation issues have been identified to date.

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

The project submission will support industry's expectations for training delivery and provide a revised Companion Volume Implementation Guide (CVIG) to support delivery of the new products.

Fostering greater recognition of refresher skills sets for the portability of skills between jurisdictions within the ESI TDR Industry as well as the ESI generation and electrotechnology industries.

The project will also seek to remove barriers with the removing the weighting points and reducing prerequisite units where possible.

This Case for Change was agreed to by the Electricity Supply Industry, Transmission, Distribution and Rail IRC

Name of Chair	
Signature of Chair	
Date	

Attachment A: Training Package components to change

Australian Industry Standards Limited

Contact details: David Dixon - Chief Operating Officer

Date submitted: TBA

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
3	Refresher Skills	Unit	UETDRRFXX1	Initial Training Unit for - Apply ESI safety rules, codes of practice and procedures for work on or near electrical apparatus		New
3	Refresher Skills	Unit	UETDRRFXX2	Initial Training Unit for - Perform pole top rescue		New
3	Refresher Skills	Unit	UETDRRFXX3	Initial Training Unit for - Perform EWP rescue		New
3	Refresher Skills	Unit	UETDRRFXX4	Initial Training Unit for - Perform tower rescue		New
3	Refresher Skills	Unit	UETDRRFXX5	Initial Training Unit for - Perform rescue from switchyard structures at heights		New
3	Refresher Skills	Unit	UETDRRFXX6	Initial Training Unit for - Perform rescue from a live LV panel		New
3	Refresher Skills	Unit	UETDRRFXX7	Initial Training Unit for - Perform cable pit/trench/excavation rescue	N/A	New

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
3	Refresher Skills	Unit	UETDRRFXX8	Initial Training Unit for - Perform EWP controlled descent escape	N/A	New
3	Refresher Skills	Unit	UETDRRFXX9	Initial Training Unit for - Apply access procedures to work on or near electrical network infrastructure	N/A	New
3	Refresher Skills	Unit	UETDRRFX10	Initial Training Unit for - Provide first aid in an ESI environment	N/A	New
3	Refresher Skills	Unit	UETDRRFX11	Initial Training Unit for - Testing of connections to low voltage electricity networks	N/A	New
3	Refresher Skills	Unit	UETDRRFX12	Initial Training Unit for - Energised Low Voltage Work	N/A	New
3	Refresher Skills	Unit	UETDRRFX13	Refresher – Working with Energised Low Voltage	N/A	New
3	Refresher Skills	Skill Set	UETSS00036Y	Apply Access Procedures to Work On or Near Electrical Network Infrastructure	25/Sep/2019 - Transition	Update
3	Refresher Skills	Skill Set	UETSS00037Y	Apply ESI Safety Rules, Codes of Practice & Procedures for Work On or Near Electrical Apparatus	25/Sep/2019 - Transition	Update

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
3	Refresher Skills	Skill Set	UETSS00038Y	Perform Cable Pit-Trench-Excavation Rescue	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00039Y	Perform Cable Pit-Trench-Excavation Rescue and CPR	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00041Y	Perform EWP Controlled Descent Escape	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00042Y	Perform EWP Rescue	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00043Y	Perform EWP Rescue and CPR	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00044Y	Perform Pole Top Rescue	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00045Y	Perform Pole Top Rescue and CPR	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00046Y	Perform Rescue from a Live LV Panel	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00047Y	Perform Rescue from a Live LV Panel and CPR	25/Sep/2019 - Transition	**Update**

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
3	Refresher Skills	Skill Set	UETSS00048Y	Perform Rescue from Switchyard Structures at Heights	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00049Y	Perform Switchyard Rescue at Heights and Provide First Aid	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00050Y	Perform Tower Rescue	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00051Y	Perform Tower Rescue and Provide First Aid	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00052Y	Provide First Aid in an ESI Environment	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Skill Set	UETSS00053Y	Testing of Connections to Low Voltage Electricity Networks	25/Sep/2019 - Transition	**Update**
3	Refresher Skills	Unit	UETTDRRF01Y	Apply ESI safety rules, codes of practice and procedures for work on or near electrical apparatus	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF02Y	Perform pole top rescue	24/Mar/2021 — Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF03Y	Perform EWP rescue	24/Mar/2021 – Review update imported superseded units only	**Update**

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
3	Refresher Skills	Unit	UETTDRRF04Y	Perform tower rescue	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF05Y	Perform rescue from switchyard structures at heights	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF06Y	Perform rescue from a live LV panel	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF07Y	Perform cable pit/trench/excavation rescue	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF08Y	Perform EWP controlled descent escape	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF09Y	Apply access procedures to work on or near electrical network infrastructure	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF10Y	Provide first aid in an ESI environment	24/Mar/2021 – Review update imported superseded units only	**Update**
3	Refresher Skills	Unit	UETTDRRF11Y	Testing of connections to low voltage electricity networks	24/Mar/2021 – Review update imported superseded units only	**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.

The units are currently packaged within skill Sets only. The review will look at incorporating the Units of Competency into qualifications.

Enrolment Data has been provided below for the Units of Competency. Job roles that use these units include all roles in the ESI TDR industry and some roles within ESI Generation and Electrotechnology.

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)
	UETSS00036Y Apply Access Procedures to Work On or Near Electrical Network Infrastructure	NA	NA	42
	UETSS00037Y Apply ESI Safety Rules, Codes of Practice & Procedures for Work On or Near Electrical Apparatus	NA	NA	42
	UETSS00038Y Perform Cable Pit-Trench-Excavation Rescue	NA	NA	15
	UETSS00039Y Perform Cable Pit-Trench-Excavation Rescue and CPR	NA	NA	13

	UETSS00041Y Perform EWP Controlled Descent Escape	NA	NA	70
	UETSS00042Y Perform EWP Rescue	NA	NA	70
	UETSS00043Y Perform EWP Rescue and CPR	NA	NA	65
	UETSS00044Y Perform Pole Top Rescue	NA	NA	62
	UETSS00045Y Perform Pole Top Rescue and CPR	NA	NA	56
	UETSS00046Y Perform Rescue from a Live LV Panel	NA	NA	302
	UETSS00047Y Perform Rescue from a Live LV Panel and CPR	NA	NA	292
	UETSS00048Y Perform Rescue from Switchyard Structures at Heights	NA	NA	21
	UETSS00049Y Perform Switchyard Rescue at Heights and Provide First Aid	NA	NA	18
	UETSS00050Y Perform Tower Rescue	NA	NA	40

	UETSS00051Y Perform Tower Rescue and Provide First Aid	NA	NA	20
	UETSS00052Y Provide First Aid in an ESI Environment	NA	NA	61
	UETSS00053Y Testing of Connections to Low Voltage Electricity Networks	NA	NA	29
	UETTDRRF01 Apply ESI safety rules, codes of practice and procedures for work on or near electrical apparatus	29,342		42
	UETTDRRF02 Perform pole top rescue	32,033		62
	UETTDRRF03 Perform EWP rescue	29,546		70
	UETTDRRF04 Perform tower rescue	2,586		40
	UETTDRRF05 Perform rescue from switchyard structures at heights	1,756		21
	UETTDRRF06 Perform rescue from a live LV panel	202,556		302
	UETTDRRF07 Perform cable pit/trench/excavation rescue	1,155		15

	UETTDRRF08 Perform EWP controlled descent escape	22,008		70
	UETTDRRF09 Apply access procedures to work on or near electrical network infrastructure	20350		42
	UETTDRRF10 Provide first aid in an ESI environment	53,569		61
	UETTDRRF11 Testing of connections to low voltage electricity networks	21,344		29

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

Active participation has included 43 stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Employers (Non-IRC)
- Peak Industry Bodies
- Unions
- Regulators
- RTOs
- Other/Consultants

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
Industry Reference Committee (IRC) Representatives		
Peak Industry Bodies	An industry request for the revision of the unit of competency UETTDRRF06. One major issue is around the identifying and labelling of isolation points. Some electrical utilities are very firmly of the opinion that they do NOT want to give their employees the idea that doing an isolation before commencing the rescue is an option. While some utilities 'may' do this, they believe the time taken to isolate would mean the victim is sustaining greater injury and that this is not in the victim's best interest.	The IRC agree that the refresher units require an urgent review to align them with industry practices and ENA guidelines.
Employers (Non-IRC)		
Regulators		
Registered Training Organisations (RTOs)	What is the status with the prerequisite of CPR for the refresher units based on the changes within the HLT package and the new CPR unit not being equivalent to the current HLTAID001 as referenced within the current refresher units.	The IRC have updated to the current version of the HLT Unit but also note that this needs to be reviewed as part of the case for change
	Some refresher training is non-accredited and based on individual State or MEC requirements. Is the intention to	These are already aligned.

		align refresher training with nationally accredited units?	A review is needed for the refresher units on how they can be re-written to incorporate the industry needs.
		The status of the prerequisite of CPR for the refresher units based on the changes within the HLT package and the new CPR unit not being equivalent to the current HLTAID001 as referenced within the current refresher units. The HLTAID001 will be removed from scope after teach out Oct 21."	The IRC have updated to the current version of the HLT Unit but also note that this needs to be reviewed as part of the case for change
Training Boards/Other			
State and Territory Training Authorities (STAs)		The HLT first aid units are problematic as they are currently orphaned and not in a qualification	As part of the review of the Refresher units the IRC will address the issue of orphan units, by considering the packaging of them within a qualification.
Unions			
Please add other categories as appropriate			

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 43 stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Employers (Non-IRC)
- Peak Industry Bodies
- Unions
- Regulators
- RTOs
- Other/Consultants