



Australian
Industry and
Skills Committee



POLICE COMMUNITY, LIAISON AND FORENSIC INVESTIGATION

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

POL Police 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

Following a request by Australia New Zealand Policing Advisory Agency (ANZPAA), the Public Safety IRC is proposing a project to revise the following five qualifications and 25 Units of Competency in the Police Training Package to ensure they reflect current industry practice and needs.

This work was flagged as early as August 2021 as needing to be progressed in 2022. Consultation and revision work on these qualifications with policing stakeholders has already been completed, therefore delaying the progression of these qualifications until 2023 will be a significant impediment to training providers across multiple jurisdictions.

Police require the qualifications and units be updated to address the following:

A review of the ***Certificate II in Community Engagement and Certificate III in Police Liaison*** qualifications is required given the highly visible nature of policing, particularly in the current environment, where police have been placed under increased public pressure and scrutiny for their enforcement of COVID-19 lockdowns, pandemic legislation and vaccine mandates, as well as policing the protests relating to the Black Lives Matter movement. Reports of police violence and the targeting of vulnerable and minority groups have also further eroded the public's trust and the perceived legitimacy of police action. **In the current climate, ensuring education and training around community engagement and police liaison is up to date, and reflects current organisational priorities, supports the legitimacy of policing, and allows police officers to effectively fulfil their role in the community is imperative to rebuild public trust and confidence in police.**

A review of the ***Certificate III in Aboriginal Community Policing*** is particularly important **given the recent focus on the Black Lives Matter movement, continued focus of Aboriginal Deaths in Custody and ensuring that Aboriginal Community Policing is reflective of current community and organisational practice and values.**

A review of the ***Diploma of Forensic Investigation*** and the ***Advanced Diploma of Forensic Investigation*** is required given the growing recognition, both in Australia and internationally, of the contribution of forensic science to the identification and correction of miscarriages of justice, as well as the need to ensure that the methods and technologies used are current and rigorous. Further, **these are important foundation qualifications in police investigations and are the basis for specialist qualifications in crime scene investigation, fingerprints, and forensic firearms. A delay in reviewing these qualifications could result in the review of other specialist Police qualifications also being delayed. This is in turn, could impede the progress of criminal investigations and place unnecessary pressure on police for 'swift justice'.**

ANZPAA hosts the Australasian Forensic Science Assessment Body (AFSAB), which delivers practitioner certification in Crime Scene, Fingerprint and Firearm analysis. AFSAB certification provides independent verification of forensic practitioner skills and competency. Currently, Police agencies in Australia require examiners to hold AFSAB certification before authorising them to report forensic findings. In addition, **the AFSAB Board has set the Diploma and Advanced Diploma as education prerequisites for new candidates applying for certification. Therefore, the Diploma and Advanced Diploma must reflect recent advancements in forensic science knowledge, technology, and operational practices.**

Policing by its very nature is dynamic, high risk and often dealing with unforeseen circumstances. It is imperative that police education and training provides current and contemporary qualifications to ensure safety of the community and police members themselves. The community engagement, police liaison and aboriginal community policing qualifications proposed for review in this Case for Change are essential for those jurisdictions who have roles directly aligned to these qualifications (e.g., Northern Territory and Queensland). Recruitment to these roles is a key aspect of policing vulnerable communities and without up-to-date qualifications for these roles, could present significant risk to the organisation and the communities themselves.

The forensic investigation qualifications proposed in this case for change are overdue for review in the interests of continuous improvement. Given new technologies and advancements in forensic investigation techniques, the scrutiny applied to forensic investigation and the reliance on forensic evidence in criminal investigations means that any delay to updating these qualifications could adversely impact on training providing contemporary and current skills and knowledge requirements.

2.2 Evidence for change

Certificate II in Community Engagement and Certificate III in Police Liaison

The *Certificate II in Community Engagement* and the *Certificate III in Police Liaison* provides the skills, knowledge and training police require to effectively engage and communicate with their communities.

Community engagement is a core function of policing and is an important aspect of all policing roles. Community engagement allows police officers to better understand the communities they work within to appreciate the challenges and issues they face. **It provides police officers with the tools and information they need to deliver high quality services, maintain public safety, and improve community outcomes. This has never been more evidenced than through the recent example of COVID-19 where police were required to work closely with communities in implementing and enforcing health directives. In particular, community engagement officers in jurisdictions where this qualification is aligned to a role would be significantly impacted by any delay in progressing updates to these qualifications.**

Police liaison work is also fundamental part of day-to-day policing. The qualification equips police officers with the skills and knowledge to work effectively with culturally diverse communities to foster cooperation and understanding, facilitate public safety activities and carry out crime prevention activities tailored to the local community.

These developments and requirements have determined the need to update the knowledge, skills and training required for the practice of community engagement and police liaison. The review will include eight Units of Competency to ensure they reflect current community engagement and police liaison practices.

POL30119 Certificate III in Aboriginal Community Policing

The *Certificate III in Aboriginal Community Policing* provides a training and assessment framework for the attainment of general skills in Aboriginal community policing. The qualification provides police officers with the skills necessary to complete routine activities and apply their cultural understanding within a police environment. **This qualification is specifically aligned to policing roles in jurisdictions such as the Northern Territory. Without an updated qualification which reflects current and contemporary practice, recruitment to these roles will be severely impacted, at a time where there is already general pressure on police recruitment.**

Developments and requirements have determined the need to update the knowledge, skills and training required for the practice of aboriginal community policing. The review will include five Units of Competency.

Diploma and Advanced Diploma of Forensic Investigation

The *Diploma of Forensic Investigation* and the *Advanced Diploma of Forensic Investigation* provides a training and assessment framework for forensic investigation capabilities, with the intention of supporting policing and criminal justice processes when conducting incident and criminal investigations. To ensure continuous improvement and robust operational practices, a sound understanding of the purpose and fundamental principles of forensic science is needed. The qualification allows for the attainment of general skills in forensic investigation, allowing police officers to employ specialised knowledge and skilled practice in forensic investigation within a police environment.

Forensic investigation is an integral part of policing and encompasses the responsibilities and duties of individuals undertaking forensic investigation for volume and non-complex crimes requiring the application

of fundamental forensic techniques, as well as more complex and serious crimes requiring more advanced forensic techniques.

Technological and scientific advancements have driven change in how forensic science has been used to solve or prevent crimes, and miscarriages of justice. These developments contribute to the need to update knowledge, skills and training required for the practice of forensic investigation.

Developments and requirements have determined the need to update the knowledge, skills and training required for the practice of forensic investigation. The review will include 12 Units of Competency to ensure they reflect current forensic investigation policing practices.

ANZPAA maintains a network of Specialist Advisory Groups (SAG) covering forensic disciplines, including crime scene, fingerprint, and firearm analysis. Group representatives, comprising forensic managers and senior experts, have recommended the revision of the current Diploma and Advanced Diploma as they do not adequately cover fundamental scientific principles, including the impact of cognitive bias and the use of balanced reporting frameworks.

2.3 Consideration of existing products

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

The existing Training Package products for these qualifications are contained in the POL Police Training Package and the existing Units of Competency are proposed to be updated to reflect changes to practice, technological developments and judicial and industry expectations. Given that most of these qualifications have not been reviewed since 2015, in the interests of continuous improvement and ensuring qualifications reflect current and contemporary practice, further delay to these qualifications would be disadvantageous to policing organisations who rely on these qualifications for specific policing roles. There are no other suitable units available in any other training package to meet these specific needs.

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

Given the specialised nature of policing, the policing industry requires the qualifications to be specific to occupational needs, fit for purpose and reflective of contemporary practice. This project is not proposing to rationalise or delete any units of competency at this stage. However, police periodically 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**.*

ANZPAA adheres to a consultative and collaborative review and development process, involving jurisdictional subject-matter experts and consultation with relevant stakeholder groups.

Police-specific stakeholders that actively participate in the consultation process for the review of this qualification and associated units are documented as per Police protocols, citing their Police departments and jurisdictions and not specific names.

ANZPAA has a rigorous and well-established process when undertaking stakeholder consultation and involvement across multiple jurisdictions which includes:

Certificate II in Community Engagement, Certificate III in Police Liaison and Certificate III in Aboriginal Community Policing

- **Nominations:** As the Qualifications are aligned to specific policing roles in the QPS and NTPFES, nominations will be sought from the Office of the Commissioner in Queensland and the Northern Territory.
- **Working and Focus Group Teleconference:** Working Group members convene to discuss the products to determine the anticipated extent of review required
- **Working Group OOS Review:** Working Group members review the content and consult with their respective jurisdictions for feedback

- **Working Group Workshop:** QPS and NTPFES practitioners and subject matter experts review the content for the *Certificate II in Community Engagement* and *Certificate III in Police Liaison*. Separately, NTPFES practitioners and subject matter experts review the content for the *Certificate III in Aboriginal Community Policing*.
- **Focus Group Workshops/OOS Review:** QPS representatives review Working Group changes on the *Certificate III in Police Liaison* and provide corporate/strategic perspectives. A further workshop is convened to draft the new unit for the qualification.
- **Policing governance and approval process:**
 - **ANZPAA Training and Education Advisory Group (ATEAG):** Managers (or equivalent) responsible for jurisdictional education and training provide feedback and advice
 - **ANZPAA Police Profession Network (APPN):** Assistant Commissioners (or equivalent) responsible for education and training endorse the product changes and recommendations
 - **Australia New Zealand Council of the Police Profession (ANZCoPP):** Commissioners of Australia and New Zealand Police jurisdictions and Presidents of the Police Federation of Australia (PFA) and the New Zealand Police Association (NZPA) approve the product changes and recommendations

Diploma and Advanced Diploma of Forensic Investigation

- **Nominations:** Office of the Commissioner in each jurisdiction nominates members for a Working Group and a Focus Group
- **Working Group Teleconferences:** Working Group members convene to discuss the products to determine the anticipated extent of review required
- **Working Group Workshops:** Practitioners and subject matter experts review the content
- **Consultation:** Working Group members consult with respective jurisdictions to gather feedback in preparation for the Focus Group workshops
- **Focus Group Teleconferences:** Focus Group members convene to discuss the products and determine the anticipated extent of change
- **Focus Group Workshops:** Representatives' review Working Group changes and provide corporate/strategic perspectives
- **Jurisdictional Consultations:** Further consultations conducted with jurisdictions and stakeholder groups for feedback and endorsement
- **Policing governance and approval process:**
 - **ANZPAA Training and Education Advisory Group (ATEAG):** Managers (or equivalent) responsible for jurisdictional education and training provide feedback and advice
 - **ANZPAA Police Profession Network (APPN):** Assistant Commissioners (or equivalent) responsible for education and training endorse the product changes and recommendations
 - **Australia New Zealand Council of the Police Profession (ANZCoPP):** Commissioners of Australia and New Zealand Police jurisdictions and Presidents of the Police Federation of Australia (PFA) and the New Zealand Police Association (NZPA) approve the product changes and recommendations

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.

Stakeholders will be provided the opportunity to provide feedback and support for the proposed project during the Case for Change public consultation period **XXX 2022**.

Due to the sensitive nature and Not for Public Access (NFPA) status of the two Police Forensics qualifications and Units of Competency being reviewed, this information will not be included.

The proposed review is supported by the policing industry and has been approved by the Public Safety IRC.

ANZPAA also coordinates Police Training Package product changes through their own rigorous and structured consultation process outlined above and as evidenced in Attachment C with the comprehensive list of stakeholders consulted.

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**.*

As the Community Engagement and Police Liaison qualifications are aligned to specific roles in Queensland Police, policing subject matter experts/practitioners within that jurisdiction were consulted on changes required to those qualifications. Subject matter experts and practitioners from Northern Territory Police were also consulted on the Police Liaison qualification and the Aboriginal Community Policing qualification as they also align these qualifications to specific roles within their jurisdictions. This consultation is held online and allows for out of session feedback. Consultations will continue throughout the duration of the project to allow for the consideration of any public feedback received.

For the forensic investigation qualification, policing subject matter experts/practitioners, as well as executives involved in forensic investigation, as nominated through the Office of the Police Commissioner of each Australian jurisdiction, participate in a rigorous consultation process through a series of workshops and out of session feedback. With the COVID-19 restrictions, these workshops are held online, supporting the ability of police subject matter experts from all jurisdictions and varied locations to participate in the review and consultation process. These consultations will continue throughout the duration of the project to allow for the consideration of any public feedback received.

Consideration has already been given to capturing the views of stakeholders in metropolitan, regional and remote areas across all states and territories and specifically targeting the input of those jurisdictions that are heavily impacted by the changes to the relevant qualifications. These consultations will continue throughout the duration of the project to allow for the consideration of any public feedback received.

All the products are then consulted through an internal governance process with education and training specialists, officers in charge of education and training and Police Commissioners as outlined in section 3.1. All Australian jurisdictions are part of this review and consultation process.

AIS, on behalf of the Public Safety IRC, will promote the opportunity to contribute through the AIS website and engagement hub, 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.

Seven of the units of competency housed in the Diploma and Advanced Diploma of Forensic Investigation in this Case for Change are NFPA and will not be made available for review by STA, members of the public or by industry stakeholders without relevant authority required to review NFPA material. The Public Safety IRC reviewed and approved this Case for Change on **XXX 2022**.

4. Licencing or regulatory linkages

Police 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 fast-tracked project.

Given the changes to the proposed Industry Cluster structure and to coordinate the release of updated products, the Public Safety IRC recommends a fast-track update and implementation of this project.

5.2 Project milestones

- AISC project approval – April 2022
- Draft 1 consultation – April/May 2022
- Stakeholder validation – June 2022
- Quality Assurance – July 2022
- Final consultation with states and territories – August 2022
- CfE submitted for approval – 31 August 2022

5.3 Delivery or implementation issues

No delivery or implementation issues have been raised or identified by stakeholders.

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.

The qualifications will be developed to ensure they are applicable to roles related to Police community engagement and liaison, aboriginal community policing and forensic investigation in Australia. 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 is described and addressed with advice on reasonable adjustment for learners
- Foundation skills are identified and described against the Australian Core Skills Framework (ACSF) and skill cluster known as the foundation skills for work framework.

Due to the sensitive nature and NFPA status of the Forensic Investigation qualifications and units, this material is only used by the Police.

There will be no Skill Sets developed as part of this revision.

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

Name of Chair

Mark Burgess

Signature of Chair

m A Burgess

Date

17 March 2022

Attachment A: Training Package components to change

SSO: Australian Industry Standards

Contact details: David Dixon - General Manager Compliance & Assurance

Date submitted: XXX 2022

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Police Community, Liaison and Forensic Investigation	Qualification	POL21115Y	Certificate II in Community Engagement	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Qualification	POL30119Y	Certificate III in Aboriginal Community Policing	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Qualification	POL31215Y	Certificate III in Police Liaison	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Qualification	POL54115Y	Diploma of Forensic Investigation	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Qualification	POL64115Y	Advanced Diploma of Forensic Investigation	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX001Y	Perform basic administrative police duties	19/10/2015 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
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX002Y	Assist police with members of a culturally specific community	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX003Y	Participate in community engagement activities	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX004Y	Maintain operational safety in a policing environment	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX005Y	Promote public order through policing services	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX006Y	Administer legislation in a policing environment	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX007Y	Support road policing services	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX008Y	Facilitate public safety awareness activities	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX009Y	Represent policing in community engagement activities	19/10/2015 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
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX010Y	Deliver a simple work-based policing initiative	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLAUX018Y	Liaise with a culturally specific community	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLFOR023Y	Maintain a safe forensic working environment	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLFOR024Y	Detect, record and collect forensic evidence	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLFOR025Y	Process forensic evidence	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLFOR026Y	Prepare and present forensic evidence	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLFOR027Y	Assess and control incident/crime scene	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLGEN014Y	Minimise hazards in a policing environment	19/10/2015 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
1	Police Community, Liaison and Forensic Investigation	Unit	POLGEN029Y	Manage persons in care or custody	13/02/2018 Review	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA1Y	Not for Public Access Unit 1	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA2Y	Not for Public Access Unit 2	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA3Y	Not for Public Access Unit 3	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA4Y	Not for Public Access Unit 4	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA5Y	Not for Public Access Unit 5	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA6Y	Not for Public Access Unit 6	19/10/2015 Transition	Update
1	Police Community, Liaison and Forensic Investigation	Unit	POLNFPA7Y	Not for Public Access Unit 7	19/10/2015 Transition	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.

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)
4413, Police	POL21115Y Certificate II in Community Engagement	N/A	N/A	2
4413, Police	POL30119Y Certificate III in Aboriginal Community Policing	N/A	N/A	1
4413, Police	POL31215Y Certificate III in Police Liaison	N/A	N/A	1
4413, Police	POL54115Y Diploma of Forensic Investigation	N/A	N/A	3
4413, Police	POL64115Y Advanced Diploma of Forensic Investigation	N/A	N/A	1
N/A	POLAUX001Y Perform basic administrative police duties	N/A	N/A	N/A
N/A	POLAUX002Y Assist police with members of a culturally specific community	N/A	N/A	N/A

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)
N/A	POLAUX003Y Participate in community engagement activities	N/A	N/A	N/A
N/A	POLAUX004Y Maintain operational safety in a policing environment	N/A	N/A	N/A
N/A	POLAUX005Y Promote public order through policing services	N/A	N/A	N/A
N/A	POLAUX006Y Administer legislation in a policing environment	N/A	N/A	N/A
N/A	POLAUX007Y Support road policing services	N/A	N/A	N/A
N/A	POLAUX008Y Facilitate public safety awareness activities	N/A	N/A	N/A
N/A	POLAUX009Y Represent policing in community engagement activities	N/A	N/A	N/A
N/A	POLAUX010Y Deliver a simple work-based policing initiative	N/A	N/A	N/A

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)
N/A	POLAUX018Y Liaise with a culturally specific community	N/A	N/A	N/A
N/A	POLFOR023Y Maintain a safe forensic working environment	N/A	N/A	N/A
N/A	POLFOR024Y Detect, record and collect forensic evidence	N/A	N/A	N/A
N/A	POLFOR025Y Process forensic evidence	N/A	N/A	N/A
N/A	POLFOR026Y Prepare and present forensic evidence	N/A	N/A	N/A
N/A	POLFOR027Y Assess and control incident/crime scene	N/A	N/A	N/A
N/A	POLGEN014Y Minimise hazards in a policing environment	N/A	N/A	N/A
N/A	POLGEN029Y Manage persons in care or custody	N/A	N/A	N/A
N/A	POLNFPA1 Not for Public Access Unit 1	N/A	N/A	N/A

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)
N/A	POLNFPA2 Not for Public Access Unit 2	N/A	N/A	N/A
N/A	POLNFPA3 Not for Public Access Unit 3	N/A	N/A	N/A
N/A	POLNFPA4 Not for Public Access Unit 4	N/A	N/A	N/A
N/A	POLNFPA5 Not for Public Access Unit 5	N/A	N/A	N/A
N/A	POLNFPA6 Not for Public Access Unit 6	N/A	N/A	N/A
N/A	POLNFPA7 Not for Public Access Unit 7	N/A	N/A	N/A

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

Police-specific stakeholders that actively participated in the consultation process for the review of this qualification and associated units are documented as per Police protocols, citing their Police departments, jurisdictions and rank and not specific names.

List of stakeholders that actively participated in stakeholder consultation for the POL Community, Liaison and Forensic Investigation projects:

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Community Engagement/Police Liaison				
N/A	Acting Senior Research Officer	Police - First Nations & Multicultural Affairs Unit	Employer	QLD
N/A	A/Inspector	Police - Education and Training Service, People Capability Command	Employer	QLD
N/A	State PLO Coordinator	Police – First Nations & Multicultural Affairs Unit	Employer	QLD
N/A	Assessment Coordinator	Police – Education and Training	Employer	QLD
N/A	Acting Senior Sergeant	Police – Education and Training	Employer	QLD
N/A	Inspector	Police – Education and Training	Employer	QLD
N/A	A/College Manager	Police – Learning Develop Specialist for Cadets	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT

N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
Aboriginal Community Policing				
N/A	A/College Manager	Police – Learning Develop Specialist for Cadets	Employer	NT
N/A	Learning and Development Specialist	Police – Learning and Development Specialist Induction	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
Diploma of Forensic Investigation/Advanced Diploma of Forensic Investigation				
N/A	Acting Senior Forensic Officer	Police – Crime Scenes	Employer	AFP/ACT
N/A	Trainer	Police - Forensics Training Team	Employer	AFP/ACT
	Leading Senior Constable	Police - NSW – Forensics Specialist	Employer	NSW

N/A	Manager	Police – Science and Technology	Employer	NSW
N/A	National Fingerprint Training Officer	Police – National Fingerprint Service Centre	Employer	NZ
N/A	Manager	Police - National Fingerprint Service Centre	Employer	NZ
N/A	Team Leader	Police – Crime Scene Examination Unit	Employer	NT
N/A	Director	Police – Forensic Services Branch	Employer	NT
N/A	Acting Senior Sergeant, Senior Training Officer	Police – Forensic Services Group	Employer	QLD
N/A	Inspector, Forensics Manager	Police – Forensic Sciences Group	Employer	QLD
N/A	Sergeant	Police - Training and Development Section, Forensic Services	Employer	SA
N/A	Inspector	Police – Forensic Services	Employer	TAS
N/A	Senior Sergeant	Police – Education and Training Group	Employer	VIC
N/A	Sergeant	Police – Vic – Forensic Specialist	Employer	VIC
N/A	Chief Forensic Scientist	Police – Forensic Services Department	Employer	VIC

N/A	Sergeant, Forensic Training	Police – Forensics Division	Employer	WA
N/A	Inspector	Police – WA – Forensic Specialist	Employer	WA
N/A	A/Inspector Forensic Field Operations	Police – Forensics Division	Employer	WA
N/A	Inspector	Police – Forensic Divisional Office	Employer	WA
N/A	Commissioners of Australia and New Zealand Police jurisdictions and Presidents of the Police Federation of Australia (PFA) and the New Zealand Police Association (NZPA)	Australia New Zealand Council of the Police Profession (ANZCoPP)	Peak Body	Australia/New Zealand
N/A	Managers (or equivalent) responsible for jurisdictional education and training	ANZPAA Training and Education Advisory Group (ATEAG)	Peak Body	Australia/New Zealand
N/A	Assistant Commissioners (or equivalent) responsible for education and training	ANZPAA Police Profession Network (APPN)	Peak Body	Australia/New Zealand
Public Safety IRC				
Ed Starinkas	ACFO Training Development	Fire Rescue Victoria	RTO	VIC
Carola Washbourne	Subject matter expert	Emergency Management	Industry Representative	VIC
Ian Gabites	Subject matter expert	Volunteer Firefighting	Industry Representative	TAS
Jack Dawes	Senior Policy Officer	Department of Agriculture, Water and the Environment	Industry and Agriculture	ACT

Jacqueline Durand	Assistant Director, Policy and Projects	Australia New Zealand Policing Advisory Agency (ANZPAA)	Peak Body	VIC
David Everitt	Strategic Leader	Defence Force Welfare Association	Defence Association	SA
Lynda Douglas	Director National Skills Framework	Defence Education, Learning and Training Authority (DELTA)	RTO	ACT
Mark Burgess	Chair of Public Safety Industry Reference Committee	Police Federation of Australia	Police Association	ACT
Paul Wallworth	Acting Manager People and Organisation Development	Australian Council of State & Territory Emergency Services (ACSES)	RTO	VIC
Sandra Lunardi	Director, Industry Workforce Management, AFAC	Australasian Fire and Emergency Service Authorities Council (AFAC)	Fire and Emergency Service Association	VIC
Stephen Leahy	Subject matter expert	Marine Search and Rescue	Association	NSW

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		
Employers (Non-IRC)		
Regulators		
Registered Training Organisations (RTOs)		
State Industry Training Bodies/Boards/Councils		
State and Territory Training Authorities (STAs)		
Unions		

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

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
N/A	Acting Senior Research Officer	Police - First Nations & Multicultural Affairs Unit	Employer	QLD
N/A	A/Inspector	Police - Education and Training Service, People Capability Command	Employer	QLD
N/A	State PLO Coordinator	Police – First Nations & Multicultural Affairs Unit	Employer	QLD
N/A	Assessment Coordinator	Police – Education and Training	Employer	QLD
N/A	Acting Senior Sergeant	Police – Education and Training	Employer	QLD
N/A	Inspector	Police – Education and Training	Employer	QLD
N/A	A/College Manager	Police – Learning Develop Specialist for Cadets	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT

N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	A/College Manager	Police – Learning Develop Specialist for Cadets	Employer	NT
N/A	Learning and Development Specialist	Police – Learning and Development Specialist Induction	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	Instructor	Police – Cadet Team	Employer	NT
N/A	A/College Manager	Police – Learning Develop Specialist for Cadets	Employer	NT
N/A	Acting Senior Forensic Officer	Police – Crime Scenes	Employer	AFP/ACT
N/A	Trainer	Police - Forensics Training Team	Employer	AFP/ACT
N/A	Leading Senior Constable	Police - NSW – Forensics Specialist	Employer	NSW
N/A	Manager	Police – Science and Technology	Employer	NSW
N/A	National Fingerprint Training Officer	Police – National Fingerprint Service Centre	Employer	NZ

N/A	Manager	Police - National Fingerprint Service Centre	Employer	NZ
N/A	Team Leader	Police – Crime Scene Examination Unit	Employer	NT
N/A	Director	Police – Forensic Services Branch	Employer	NT
N/A	Acting Senior Sergeant, Senior Training Officer	Police – Forensic Services Group	Employer	QLD
N/A	Inspector, Forensics Manager	Police – Forensic Sciences Group	Employer	QLD
N/A	Sergeant	Police - Training and Development Section, Forensic Services	Employer	SA
N/A	Inspector	Police – Forensic Services	Employer	TAS
N/A	Senior Sergeant	Police – Education and Training Group	Employer	VIC
N/A	Sergeant	Police – Vic – Forensic Specialist	Employer	VIC
N/A	Chief Forensic Scientist	Police – Forensic Services Department	Employer	VIC
N/A	Sergeant, Forensic Training	Police – Forensics Division	Employer	WA
N/A	Inspector	Police – WA – Forensic Specialist	Employer	WA

N/A	A/Inspector Forensic Field Operations	Police – Forensics Division	Employer	WA
N/A	Inspector	Police – Forensic Divisional Office	Employer	WA
N/A	Commissioners of Australia and New Zealand Police jurisdictions and Presidents of the Police Federation of Australia (PFA) and the New Zealand Police Association (NZPA)	Australia New Zealand Council of the Police Profession (ANZCoPP)	Peak Body	Australia/New Zealand
N/A	Managers (or equivalent) responsible for jurisdictional education and training	ANZPAA Training and Education Advisory Group (ATEAG)	Peak Body	Australia/New Zealand
N/A	Assistant Commissioners (or equivalent) responsible for education and training	ANZPAA Police Profession Network (APPN)	Peak Body	Australia/New Zealand
Ed Starinskas	ACFO Training Development	Fire Rescue Victoria	RTO	VIC
Carola Washbourne	Subject matter expert	Emergency Management	Industry Representative	VIC
Ian Gabites	Subject matter expert	Volunteer Firefighting	Industry Representative	TAS
Jack Dawes	Senior Policy Officer	Department of Agriculture, Water and the Environment	Industry and Agriculture	ACT
Jacqueline Durand	Assistant Director, Policy and Projects	Australia New Zealand Policing Advisory Agency (ANZPAA)	Peak Body	VIC
David Everitt	Strategic Leader	Defence Force Welfare Association	Defence Association	SA

Lynda Douglas	Director National Skills Framework	Defence Education, Learning and Training Authority (DELTA)	RTO	ACT
Mark Burgess	Chair of Public Safety Industry Reference Committee	Police Federation of Australia	Police Association	ACT
Paul Wallworth	Acting Manager People and Organisation Development	Australian Council of State & Territory Emergency Services (ACSES)	RTO	VIC
Sandra Lunardi	Director, Industry Workforce Management, AFAC	Australasian Fire and Emergency Service Authorities Council (AFAC)	Fire and Emergency Service Association	VIC
Stephen Leahy	Subject matter expert	Marine Search and Rescue	Association	NSW