



Australian
Industry and
Skills Committee



DEFENCE MORAL INJURY PROJECT

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: Public Safety

Name of SSO: Australian Industry Standards

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

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

Background to Moral Injury

This Case for Change is proposing a new Skill Set and three new Units of Competency. Moral Injury has traditionally been applied to military populations and in the clinical domain. There is growing attention to understanding trauma suffered by Defence personnel arising from moral injury.

Moral injury has been described as “a betrayal of what’s right, by someone who holds legitimate authority, in a high stakes situation”.

Moral injury has been further defined as “the existential, psychological, emotional and or spiritual trauma arising from a conflict, violation or betrayal, either by omission or commission, or break with one’s moral beliefs or code(s)”.

Institutional betrayal has been empirically linked to exacerbations in PTSD and other mental health conditions. In addition, institutional betrayal has been correlated with intensified suicidal ideation among military personnel.

Research has described a long and difficult journey of supporting the person’s help-seeking across six themes including traumatic exposures, bullying in the workplace, and lack of organisational support experienced by veterans, which can also cause significant family distress. Distress and moral injury are experienced not only by the service members but is transferred vicariously to their family within the mental health help-seeking journey.

This Case for Change is proposing to develop a new Skill Set and three new Units of Competency which will enable the development of skills in Moral Injury, Pastoral Narrative Disclosure (MI PND):

- **MI PND Basic:** Understand background and research in Moral Injury, Pastoral Narrative Disclosure (MI PND) Model.
- **MI PND Intermediate:** Demonstrate knowledge and understanding of the M3IQ-2 Screening to:
 - Analyse the possible level of Moral Injury in Defence members and their families to identify the options available and referral support available
 - Use theological and Human Science perspectives of Pastoral Narrative Disclosure Pastoral Narrative Disclosure Model
 - Demonstrate theological and human science perspectives about how to assist Defence members and their families who may be suffering from Moral Injury.
- **MI PND Advanced:** This unit describes the skills and knowledge required to conduct Pastoral Narrative Disclosure to assist Defence members and their families who may be suffering from Moral Injury.

2.2 Evidence for change

The current Royal Commission into ADF Suicide is a key driver for this evolving work. Moral injury capability is being introduced into Defence Chaplaincy to assist Defence members and their families to support personnel after the withdrawal from Afghanistan. Many Defence members are experiencing sadness and anger at these recent events.

The training of Chaplains in Moral Injury is fully supported by the Surgeon General ADF, and the Chief of Defence Force wants this capability at Final Operating Concept (FOC) as soon as possible.

2.3 Consideration of existing products

This Case for Change is proposing a new Skill Set and three new Units of Competency in the Defence Training Package which are not replicated elsewhere.

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

Units of Competency related to this project are an addition to the Defence package. However, Defence takes an active approach to streamlining and the rationalisation of the training products being reviewed including combining Units of Competency, deleting superfluous Units of Competency or 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**.*

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 consulted stakeholders from sections across its three services (Army, Navy and Airforce) and across multiple jurisdictions.

Branch owners of the relevant qualification were consulted as part of this process who in turn used the delegation of authority to approve the proposed Training Package development on behalf of each of their sections. Feedback was then 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.

Defence Learning Leads in the three service areas of Army, Airforce and Navy are responsible for identifying Training Package issues and proposing reviews and updates to qualifications and Skills Sets. This is to ensure 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**.*

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.

STA direct engagement will be conducted during their consultation period. This is a controlled access protocol where specific Defence approved conditions are met. This includes:

- Email agreement that the STA accept the conditions prior to the consultation
- Products are not circulated beyond the nominated STA staff member
- Products are not discriminated to stakeholders outside the STA

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 supporting the mobility of workers transitioning from Defence to civilian life.

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 – December 2021
- Draft 1 consultation – April 2022
- Stakeholder validation – June 2022
- Quality Assurance – August 2022
- Final consultation with states and territories – September 2022
- CfE submitted for approval – September 30, 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)

Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices

Training products will be clearly titled, with titles linked to job roles and/or to specific skills, enabling users without an in-depth understanding of the VET system to make more informed course choices.

A Companion Volume Implementation Guide will accompany Version 6.0 of the Defence Training Package to support implementation across a range of settings.

Assessment Requirements in units of competency will be written to ensure consistency. Where industry requires assessment to occur in a particular way for a given unit of competency, it will be clearly articulated in the Assessment Conditions.

Ensure the training system better supports individuals to move more easily between related occupations

Where applicable, training products will be reviewed to ensure that they support trainers and assessors to move between industry subsectors (for example, civilian and military operations).

The revised structure of the helicopter qualification will facilitate continued learning, professional development, and career pathways throughout the aviation industry sector through a focus on pathway qualifications and skill sets that recognise and promote continuous skill development.

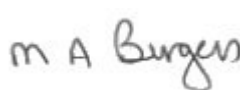
Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors

Ongoing project work will consider how defence components can best be used to provide training to learners in other sectors.

Foster greater recognition of skill sets and work with industry to support their implementation

The Public Safety IRC continue to look at Skill Sets that provide credit towards the attainment of Defence qualifications. This Case for Change proposes a Skill Set which will be available to Defence personnel only.

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

Name of Chair	Mark Burges
Signature of Chair	
Date	27 October 2021

Attachment A: Training Package components to change

SSO: Australian Industry Standards

Contact details: David Dixon - Chief Operating Officer

Date submitted: 01 November 2021

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	Defence Moral Injury	Qualification	DEF53415	Diploma of Institutional and Operational Chaplaincy	2015	Update
1	Defence Moral Injury	Skill Set	Draft SS code 1	Moral Injury Skill Set	NA	New
1	Defence Moral Injury	Unit	Draft Unit code 1	Assist personnel suffering from Moral Injury.	NA	New
1	Defence Moral Injury	Unit	Draft Unit code 2	Implement theological and human science perspectives	NA	New
1	Defence Moral Injury	Unit	Draft Unit code 3	Conduct moral injury pastoral narrative disclosure	NA	New

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)
272211 Minister of Religion	DEF53415 Diploma of Institutional and Operational Chaplaincy	Not reported	No 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	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
Industry Reference Committee (IRC) Representatives	NA	
Employers (Non-IRC)	NA	
Regulators	NA	
Registered Training Organisations (RTOs)	NA	
Training Boards/Other	NA	
State and Territory Training Authorities (STAs)	NA	
Unions	NA	

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)
Branch owners and Defence 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	State and Territory training authorities	State Training Authority	States
ASQA	N/A	Australian Skills Quality Authority	National Regulator	National
Public Safety Industry Reference Committee	N/A	Department of Defence representative	Military Employer/RTO	National