

PROJECT NAME

Develop a nationally Consistent Approach to AIIMS Professional Development and Accreditation



Progress Report No: 1
Date: 26 July 2010
Prepared by: Sandra Lunardi

SUMMARY

Financials	<input type="checkbox"/>
Schedule	<input type="checkbox"/>
Issues & Risks	<input type="checkbox"/>

What has been delivered since last report:

A national approach to AIIMS professional development and accreditation requires confirmation and endorsement of the requisite skills and knowledge (and leadership behaviours) of incident management personnel.

In 2009/10 AFAC, under the auspices of Government Skills Australia, managed the industry-wide review of the operations units within the Public Safety Training Package. The Public Safety Operations Technical Reference Group, comprising representation from Fire, Police, SES and Defence developed all of the units of competency for each of the functions within an Incident Management Team (IMT) (including Information Officer) for a Level 1, 2 or 3 incident. Units have also been developed for the role of the strategic Safety Advisor, who is required to provide advice to an Incident Controller on safety, health and welfare risks, issues and further two separate units for the role of the field-based Safety Advisor (rural/land management) and Safety Officer (urban environment).

The new Public Safety units developed for each of the AIIMS IMT roles and for the role of Safety Advisors and Safety Officers provide clear definition of the functions performed within AIIMS and the specific roles and responsibilities of personnel working within the incident control structure. These units are designed to support a competency-based approach to filling the AIIMS roles within the IMT and are designed to reinforce the principles of AIIMS and consistent use of terminology. In developing these units every opportunity was taken to incorporate lessons learned from enquiries and the BCRC research.

A draft mapping report between the new Public Safety competencies and the AIIMS roles has been drafted. This mapping document will be revised upon completion of the review of the industry-wide management and leadership units and will be reviewed by the Operations Groups to ensure that the document meets industry requirements.

What is being planned for next period:

Research is about to commence in the following areas and will be supplemented by workshops to establish:

1. what training strategies and development programs are used by agencies to develop incident managers and IMTs
2. what lessons that can be learned from the BCRC research (into IMTs, high performing teams and leadership behaviours required for IMT roles) and recent coronial inquests and enquiries
3. potential gaps in professional development for individual and collective IMT roles
4. strategies used to determine Incident managers as capable to fulfil an AIIMS role
5. what can be learned from 'like' organisations, e.g. Defence
6. what AFAC members mean and require of an accreditation system
7. what the AFAC members want in terms of 'standardisation'
8. level of real support for this concept.

Issues:

This project needs to be closely aligned to the AFAC project to 'Investigate the need for Industry Operational Doctrine'. Operational doctrine is defined as 'that which you are taught'. The final outcome of AIIMS Professional Development and Accreditation must be consistent with an agreed industry doctrine for operations.

Consultation:

The development of the AIIMS role-based units of competency for each of the functions within an Incident Management Team (IMT) (including Information officer) for a Level 1, 2 or 3 incident have involved all of the Public Safety Industry Advisory Committee members.

All AFAC members have been consulted in the development, review and validation of these competencies; detailed records are available on feedback received and action taken. The competencies have been available for public comment for seven weeks on the Government Skills Australia web site; this has provided members of the public with an opportunity to provide comment through this forum.

Financials

Phase	Planned Budget:	Actual To Date:	Estimate At Completion:
1	\$0	\$0	\$0
2	\$<10,000	\$0	\$<10,000
Total	\$<10,000	\$0	\$<10,000

Schedule

Phase	Milestones	Status	Base Start	Actual Start	Base Finish	Actual Finish
1	1. Complete review and development of new Public Safety competencies for each of the AIIMS IMT roles.	Completed	May 2009	July 2010	April 2010	June 2010
1	2. Complete draft mapping report between the new Public Safety competencies and the AIIMS roles. Note: Draft cannot be completed until the review of the Public Safety management and Leadership units are finalised.	Draft completed	Sept 2009	October 2009	March 2011	
2	3. Conduct research to confirm industry practice for developing personnel to perform AIIMS roles, gaps in professional development, opportunities for addressing identified needs and confirming industry requirements and commitment for a national 'accreditation system' for AIIMS personnel.		Sept 2010		January 2011	
2	4. Prepare a report detailing the findings and containing a series of recommendations for implementation		March 2011		April 2011	

Variations to the project:

At this stage there are no variations to the project.

Project Management Contact

Project Owner: TBC – this person should be an Operational Executive

Project Manager: Sandra Lunardi, Manager Learning and Development

Project Team: Gary Featherston, Urban Operations Manager

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