



Australian Government

POLGEN009 Contribute to and implement policing strategy and policy

Release: 1

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Modification History

Release	Comments
1	This unit was released in POL Police Training Package release 1.0 and meets the Standards for Training Packages.

Application

This unit describes the capabilities required to contribute to and implement strategies and policies related to policing. It further supports the skills required to develop complex documents and business plans and influence the organisation's strategic direction.

This unit applies to those working as police managers responsible for the development and implementation of strategies and policies.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to, particularly those related to strategic business directives.

Those undertaking this role would demonstrate strong autonomy, while performing sophisticated tasks including making strategic decisions and providing leadership to the jurisdiction in a broad range of contexts. They would provide advice and influence executive decision making internally and externally.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Competency Field

General

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.
1. Conceptualise complex documents	1.1 Determine stakeholder needs, the purpose and format of the document in order to provide a framework/structure for the document.

	1.2 Conduct research to identify sources that will inform the purpose of the document. 1.3 Evaluate the quality and authenticity of information to ensure integrity and validity of document. 1.4 Analyse collated information to develop key messages. 1.5 Identify potential issues through the consideration of complex levels of meaning in key messages. 1.6 Explore personal interpretations, assumptions, beliefs and values to ensure the objectivity of the document. 1.7 Assess the potential impact of the document on stakeholders and agency. 1.8 Adhere to quality assurance practices and organisational protocols when finalising document. 1.9 Seek feedback actively for reflection/continuous improvement purposes.
2. Develop and review a business plan	2.1 Identify core functions, strategic objectives and priorities to inform development of business plan. 2.2 Analyse the business environment and factors that may impact on business plan to direct the business plan. 2.3 Review existing policies and practices to identify strengths, weaknesses, opportunities and threats. 2.4 Develop stretch targets and contingency plans through review and environmental scanning. 2.5 Consult with stakeholders to benchmark business plan objectives and validate business plan. 2.6 Estimate resource allocation to establish resource priorities. 2.7 Develop a communication strategy in order to facilitate consensus. 2.8 Assign activities, persons responsible, resources, milestones and timeframes for implementation purposes. 2.9 Review implementation of business plan in order to make adjustments. 2.10 Assess feedback critically on business plan to inform future plans.
3. Develop and monitor policing initiatives	3.1 Identify causes and factors that impact on public safety in order to develop policing initiatives. 3.2 Recognise patterns and trends that impact on key business activities within policing. 3.3 Analyse and evaluate drivers of crime to inform preventative actions and initiatives. 3.4 Analyse intelligence and information to monitor the effectiveness of policing initiatives. 3.5 Collaborate with stakeholders to promote and support policing

	initiates.
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Foundation Skills

The foundation skills demands of this unit have been mapped for alignment with the Australian Core Skills Framework (ACSF). The following tables outline the performance levels indicated for successful attainment of the unit.

ACSF levels indicative of performance:																								
1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Learning					Reading					Writing					Oral communication					Numeracy				
Performance variables:																								
1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Support					Context					Text complexity					Task complexity									

Further information on ACSF and the foundation skills underpinning this unit can be found in the Foundation Skills Guide on the GSA website.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=98c3984e-2cf1-48a8-8ed1-85e4b92e7351>

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