



PUBLIC SKILLS
AUSTRALIA

**Jobs and
Skills
Councils**

An Australian Government Initiative

Companion Volume

Implementation Guide

DEF Defence Training Package

Release 7.1

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About Public Skills Australia

Public Skills Australia is the Jobs and Skills Council (JSC) appointed by the Department of Employment and Workplace Relations (DEWR) for the Public Safety and Government industries.

The 4 key functions Public Skills Australia undertakes as a JSC include:

Workforce planning – identify, forecast and respond to the current, emerging and future workforce challenges and opportunities, including skills needs, impacting their industries.

Training product development – informed by comprehensive workforce analysis, develop responsive and flexible training products that have high educational standing and can be readily delivered by RTOs, including piloting emerging products and testing new approaches to meet RTO, industry and learners' needs.

Implementation, promotion and monitoring – working with industry and RTOs to ensure training delivery and assessment meets RTO practitioner, employer and learner needs, career pathways are mapped and promoted, and the impact of training is monitored to drive continuous improvement.

Industry stewardship – provide strategic advice on skills and workforce needs and the effectiveness of VET system policies and standards.¹

Public Skills Australia works collaboratively with the industry sectors in its remit:

- Correctional Services
- Defence
- Fire and Emergency Services
- Federal, State/Territory, and Local Government
- Police.

This *Companion Volume Implementation Guide (CVIG)* for the *DEF Defence Training Package* has been developed by Public Skills Australia in collaboration with the Defence sector in compliance with the *Training Package Organising Framework*.

Overview Information

This section of the *CVIG* provides an overview of this document and the *DEF Defence Training Package*.

The *CVIG* is updated when there is a new release of the *DEF Defence Training Package*.

Version Control and Modification History

Training packages are dynamic documents that are amended periodically to reflect current industry practices. Training packages are version controlled, so it is essential to always use the latest release. A full table of the version control and modification history of the *DEF Defence Training Package* can be found in [Attachment A](#).

¹ DEWR, Jobs and Skills Councils – Strengthening Australia's National Vocational Education and Training System Program (2022-2026), *Program Guidelines*.

The details of Release 7.1 are summarised below:

Release No.	Release date	Comments
7.1	June 2026	3 new Skill Sets • DEFSS00050 Cyber Risk Assessment Foundation • DEFSS00051 Cyber Risk Assessment Practitioner • DEFSS00052 Cyber Risk Response

Australian Qualifications Framework

The Australian Qualifications Framework (AQF)² provides a comprehensive, nationally consistent framework for all qualifications in post-compulsory education and training in Australia. In the vocational education and training (VET) sector, the AQF enables the national recognition of qualifications and statements of attainment.

There are 10 AQF levels; while the VET sector can offer qualifications at AQF Levels 1 to 8, the majority of qualifications offered in VET are at AQF levels 1 to 6.

AQF Level 1 – Certificate I

The purpose of the Certificate I qualification type is to qualify individuals with basic functional knowledge and skills to undertake work, further learning and community involvement.

AQF Level 2 – Certificate II

The purpose of the Certificate II qualification type is to qualify individuals to undertake mainly routine work and as a pathway to further learning.

AQF Level 3 – Certificate III

The purpose of the Certificate III qualification type is to qualify individuals who apply a broad range of knowledge and skills in varied contexts to undertake skilled work and as a pathway for further learning.

AQF Level 4 – Certificate IV

The purpose of the Certificate IV qualification type is to qualify individuals who apply a broad range of specialised knowledge and skills in varied contexts to undertake skilled work and as a pathway for further learning.

AQF Level 5 – Diploma

The purpose of the Diploma qualification type is to qualify individuals who apply integrated technical and theoretical concepts in a broad range of contexts to undertake advanced skilled or paraprofessional work and as a pathway for further learning.

AQF Level 6 – Advanced Diploma

The purpose of the Advanced Diploma qualification type is to qualify individuals who apply specialised knowledge in a range of contexts to undertake advanced skilled or paraprofessional work and as a

² Australian Qualifications Framework Second Edition January 2013, www.aqf.edu.au.

pathway for further learning.

The *DEF Defence Training Package* provides details of the units of competency that must be achieved to award AQF qualifications.

Industry competency is broadly the ability of the individual to perform certain tasks and duties to the standard of performance that is expected in the workplace. Competency standards cover all aspects of workplace performance and involve the individual:

- performing individual tasks
- managing a range of different tasks
- responding to contingencies or breakdowns
- dealing with the responsibilities of the workplace, including working with others.

Workplace competency is the ability to apply relevant skills and knowledge consistently over time, and in required workplace situations and environments. Determined by industry to meet industry skills needs, competency standards focus on what is expected of a competent individual in the workplace.

Mapping

Mapping information for the *DEF Defence Training Package* is in the *CVIG for the DEF Defence Training Package* spreadsheet, which maps the relationship in a release of the *DEF Defence Training Package* to its predecessor for qualifications, skill sets, and units of competency and their assessment requirements.

This information shows users what has changed; it will assist users to determine matters such as resourcing, impacts on training or job profiles, and any transition arrangements.

The equivalence table in the mapping spreadsheet provides information about the extent of changes according to specified categories as outlined in the [Training Package Organising Framework](#).

The mapping for the *CVIG for the DEF Defence Training Package* spreadsheet is included in the DEF release 7.1 Companion Volume Mapping file, see [Attachment B](#).

Qualification Mapping

The *Training Package Organising Framework* (Section 3.6) states:

3.6.4. The equivalence table must list the qualifications and clearly identify the equivalence status of each qualification according to the following categories:

- Equivalent – the occupational outcomes of the superseded and superseding qualifications are equivalent (refer Section 3.7)
- Not equivalent – the occupational outcomes of the superseded and superseding qualifications are not equivalent (refer Section 3.7)
- Newly created – the qualification has been created to address an emerging skill or occupational outcome required by industry
- Deleted – the qualification is deleted as the skill or occupational outcome is no longer required by industry (refer Section 5.2).

The *Training Package Organising Framework* (Section 3.7) states:

- 3.7.1. Where a qualification is superseded and the occupational outcome and/or the AQF level of the qualification has changed, the superseding qualification must be deemed 'Not Equivalent'.
- 3.7.2. The occupational outcome can be determined to have changed when the skills and knowledge required to achieve the occupational outcome of the superseded and superseding qualifications cannot be mapped to each other.
- 3.7.3. Determinations of 'Not Equivalent' may also be used to support licensing, regulatory, legislative or certification requirements.
- 3.7.4. Determinations of 'Not Equivalent' must be substantiated in the Training Product Submission as outlined in the Process Requirements. The detail of these changes must be included in the qualification mapping information located in the Companion Volume Implementation Guide (refer Section 3.6).

Unit of Competency Mapping

Unit of competency mapping information includes an equivalence table, information about the extent of changes (such as minor text revisions, or addition or removal of elements and performance criteria) and any changes to the unit's assessment requirements. This information will assist users identify how previous training and assessment materials can be adapted.

The *Training Package Organising Framework* (Section 2.7.) provides the following guidelines for determining the equivalence of units of competency:

- 2.7.1 Training package developers must provide unit mapping and a determination of equivalent or not equivalent status.
- 2.7.2 Unit mapping information must be included in the Companion Volume Implementation Guide. Information must be sufficient for users to identify changes and assist in determining resourcing, impacts on training, and transition arrangements.
- 2.7.3 If developing a cross-sector unit, the Companion Volume Implementation Guide must include detailed information on contextualisation of the unit for different industry sectors.
- 2.7.4 Unit mapping information must include an equivalence table, as well as information on the extent of changes (such as minor text revisions, or addition or removal of elements and/or performance criteria) and any changes to the unit's assessment requirements to assist users to identify how previous training and assessment materials can be adapted.
- 2.7.5 The equivalence table must list the units of competency and clearly identify the status of each unit according to the following categories:
 - Equivalent - the workplace outcomes of the superseded and superseding units are equivalent (refer Section 2.8)
 - Not Equivalent - the workplace outcomes of the superseded and superseding units are not equivalent (refer Section 2.8)
 - Newly created - the unit has been created to address an emerging skill or task required by industry
 - Deleted - the unit is deleted as the skill or task is no longer required by industry (refer Section 5.2).

Purpose-Driven Qualification Design

The *Training Package Organising Framework* (TPOF) and supporting policies, came into effect on 1 July 2025. This framework is underpinned by a purpose-driven approach to qualification design, ensuring that each qualification is intentionally developed to meet a clearly defined learner, industry or pathway outcome. Rather than applying a single, uniform model, TPOF 2025 recognises that qualifications serve different functions in the education and workforce ecosystem, and that these functions shape how content, breadth, specialisation and assessment are designed.

Qualification Purpose



Within this approach, qualifications may be developed to prepare learners for a specific job or occupation. These qualifications typically require a higher degree of specificity, with content directly aligned to occupational tasks, industry standards and workforce expectations. In some cases, licensing, regulatory or safety requirements may also dictate particular elements of the qualification.

Other qualifications are designed to prepare learners for multiple, related occupations, emphasising transferable skills that enable mobility across a family of roles. These qualifications offer a broader skill base while still maintaining relevance to a defined set of vocational outcomes. They support learners who may enter a variety of workplaces or progress across job roles as their careers develop.

There are also qualifications with a pathway or applied learning focus, aimed at developing cross sectoral, foundational and employability skills. These programs support further study, entry into diverse industries, or progression into higher level vocational or academic pathways. Their purpose is less about occupation specific performance and more about building capability, confidence and readiness for learning or work.

Importantly, purpose within TPOF 2025 exists on a continuum. A single qualification may serve more than one purpose, blending occupational specificity with transferable skills or pathway elements. The framework recognises this flexibility, ensuring that qualification design remains responsive to learner needs, industry expectations and the changing nature of work.

DEF Defence Training Package

The *DEF Defence Training Package* consists of the following components:

- qualifications
- skill sets
- units of competency and their assessment requirements.

The *Training Package Organising Framework* specifies mandatory conventions for the codes and titles of each component.

Qualifications

Qualifications list the units of competency that must be achieved for an AQF qualification to be awarded. The rules about combining units of competency to make up a valid AQF qualification are referred to as the packaging rules. The packaging rules must be followed to ensure the integrity of nationally recognised qualifications awarded. The packaging rules are defined in each qualification.

Codes and titles

The qualification template from the *Training Package Organising Framework* states:

Qualification code <i>Mandatory field</i>	The qualification code contains the three alpha characters identifying the Training Package, a numeric character identifying the AQF level, a two numeric character sequence identifier, and two numeric characters identifying the year the qualification was endorsed. It must comply with the length specified in the AVETMIS Standard.
Qualification title <i>Mandatory field</i>	A unique title that reflects the qualification outcome. It must comply with the length specified in the AVETMIS Standard (no more than 100 characters).

Each qualification has a specific code, such as *DEF41022 Certificate IV in Test and Evaluation*, where the:

- first 3 characters indicate the training package the qualification is in – for **DEF41022**, **DEF** indicates the qualification is in the **DEF Defence Training Package**
- first number indicates the AQF qualification level – for **DEF41022**, the **4** indicates the qualification is a Certificate IV
- second and third numbers indicate the qualification's position in the sequence of qualifications at that AQF qualification level – for **DEF41022**, the **10** indicates the qualification is the **tenth** qualification in the *DEF Defence Training Package* at the Certificate IV level
- fourth and fifth numbers indicate the year that the qualification was endorsed – for **DEF41022**, the **22** indicates the qualification was endorsed in **2022**.

The title of each qualification is unique and complies with the following framework:

- The qualification is identified as a Certificate I, Certificate II, Certificate III, Certificate IV, Diploma, Advanced Diploma, Vocational Degree, Graduate Certificate or Graduate Diploma.

- Certificates I to IV, Vocational Degrees and Graduate Certificates are followed by the word ‘in’, whereas Diplomas, Advanced Diplomas, and Graduate Diplomas are followed by the word ‘of’.
- The title refers to the qualification outcome – the *Certificate IV in Test and Evaluation* refers to attaining competencies to plan, prepare, conduct and report test and evaluation processes.

A full list of the qualifications in the *DEF Defence Training Package* can be found in [Attachment B](#).

Skill Sets

Skill sets are a single unit of competency or combinations of units of competency from an endorsed training package that link to a licensing or regulatory requirement or a defined industry need. This is outlined in the *Training Package Organising Framework*.

A skill set is awarded by issuing a statement of attainment.

Codes and Titles

Each skill set has a code that is automatically generated by training.gov.au (TGA) where the:

- first 3 characters identify the training package – **DEFSS00020** Defence Basic Geospatial Skill Set is in the *DEF Defence Training Package*
- next 2 characters (**SS**) indicate that it is a skill set – *DEFSS00020 Defence Basic Geospatial Skill Set*
- final numbers identify the skill set’s position in the sequence of skill sets – *DEFSS00020* Defence Basic Geospatial Skill Set is the **twentieth** skill set in the *DEF Defence Training Package*.

A full list of the skill sets in the *DEF Defence Training Package* can be found in [Attachment C](#).

Units of Competency

Units of competency are nationally agreed statements about the skills and knowledge needed to effectively perform in a particular workplace. They summarise work outcomes as defined by regulatory requirements and are agreed by industry. As such, they identify the skills and knowledge (as outcomes) that contribute to the whole job function, but they do not describe how to perform a particular role.

A unit of competency (i.e. specific work activity) can be relevant across a range of AQF qualifications and qualification levels. It is important to check the packaging rules – the core units and elective units – for each qualification to establish how units of competency can apply.

Codes and Titles

The unit of competency template from the *Training Package Organising Framework* states:

Unit code <i>Mandatory field</i>	The unit code contains the three alpha characters identifying the Training Package, followed by alpha and/or numeric characters. It must comply with the length specified in the AVETMIS Standard (no more than 12 characters).
Unit title <i>Mandatory field</i>	The title concisely describes the unit outcome. It must comply with the length specified in the AVETMIS Standard (no more than 100 characters)

A code is assigned to a unit of competency when either the training package is endorsed or when a new unit of competency is added to an existing endorsed training package.

Each unit of competency has a specific code, such as DEFSIM020 Conduct simulator performance evaluation, where the:

- first 3 characters indicate the training package – for **DEFSIM020** Conduct simulator performance evaluation, **DEF** indicates the unit is in the *DEF Defence Training Package*
- next 3 characters indicate the competency field– for **DEFSIM020** Conduct simulator performance evaluation, **SIM** indicates the unit is in the **simulator** operations competency field
- numbers indicate the unit of competency’s position in the sequence within the training package – for **DEFSIM020** Conduct simulator performance evaluation, **020** indicates this is the **twentieth simulator operations** unit of competency in the *DEF Defence Training Package*.

A full list of the units of competency in the *DEF Defence Training Package* can be found in [Attachment D](#).

Assessment Requirements

Each unit of competency has its own assessment requirements that identify the performance evidence, knowledge evidence and assessment conditions.

The same code is used for the unit of competency and its associated assessment requirements.

Prerequisite Units of Competency

Some units of competency in the *DEF Defence Training Package* have prerequisite units of competency where competence must be deemed before progressing. The following table includes examples of units of competency that have prerequisite units.

Unit of competency	Prerequisite unit of competency
DEFPOL001 Apply the values and principles of Defence police	DEFGEN006 Work with equity and diversity
DEFPOL002 Conduct battlefield circulation and control operations	POLGEN019 Operate safely within a policing environment
	PUAOPE013A Operate communications systems and equipment
	PUAOPE014A Navigate to an incident

Imported Units of Competency and their Prerequisites

The *DEF Defence Training Package* includes imported units of competency from other training packages.

To determine if any special conditions apply to the assessment of imported units of competency, check the relevant assessment requirements of the source training package by accessing the national training register of VET (www.training.gov.au).

Where imported units of competency are chosen, care must be taken to ensure all prerequisite unit/s of competency are complied with.

A full list of the imported units of competency and their prerequisites can be found in [Attachment E](#).

Key Work and Training Requirements in the Industry

Defence consists of the Royal Australian Navy, the Australian Army, and the Royal Australian Air Force as well as members of the Australian Public Service (APS) in the Department of Defence. Its main role is to deter or defeat attacks on our territory, contribute to the stability and security of Australia's immediate region, and help meet our international obligations.

Defence has one single-enterprise Registered Training Organisation (RTO).

Many Defence career pathways are aligned with or transferable to civilian industries. There are more than 350 defined career streams within Defence, each one with designated patterns of education, training and experience. Many of these careers are directly comparable to careers in other industries.

The *DEF Defence Training Package* does not duplicate occupational outcomes from other nationally endorsed training packages, rather it provides recognition for Defence occupations that are undertaken in a Defence environment (such as combat-related occupations and explosive ordnance workers). Defence qualifications import units of competency from other training packages where necessary to train and sustain the required levels of Defence capability and achieve parity with broader Australian industry-skills outcomes, which is consistent with the federal government's VET policies.

Attracting and retaining skilled personnel continues to be a focus for Defence. The most common reasons for leaving Defence include location instability, impact on families, long separations, lack of employment opportunities for spouses in remote locations and job dissatisfaction. Attracting and retaining women, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse (CALD) backgrounds, and people with disabilities are also ongoing priorities for Defence.

Defence has identified that it must be flexible and promote positive employment conditions to remain an employer of choice in a competitive labour market and ensure that it attracts people with the required specialist skills.

While workforce development is a continual process in Defence with military personnel undertaking additional training to progress in rank, a focus has also been placed on workforce development within the Defence APS workforce. In addition to being a tool for learning and development, performance management and recruitment,

the *Defence APS Core Capability Framework* outlines career development opportunities for Defence APS employees. The Framework defines the skills, knowledge and behaviours that are required for each APS classification level and is structured around 7 key capability clusters: communication, teamwork, problem-solving, resourcefulness, planning and organisation, self-management, and learning.

As part of implementing the First Principles Review, the Department of Defence renamed the Defence Intelligence Information and Geospatial Organisation; from 1 July 2015, the agency became the Australian Geospatial Organisation, which marked its increased whole-of-government remit for broadened geospatial and intelligence analysis. Geospatial intelligence refers to intelligence that is gathered from the analysis of imagery and data as it relates to human activity and physical geography. It comprises imagery analysis, and geospatial analysis, information and services. The demand for aerial intelligence has grown significantly. Defence has included the use of drones in its critical capability to meet current and future requirements.

Regulation and Licensing Implications for Implementation

As detailed in the regulations that are relevant to their occupation, personnel employed in the Australian Defence Force (ADF) need to fulfil competency and training requirements. Personnel who are assessed as complying with these requirements are usually provided with the relevant certification or licence by the appropriate accrediting bodies.

These certificates are required by relevant state, territory or federal legislation, or international codes or conventions to ensure that a person can work in a specific occupation. Individuals seeking certification or licensing outcomes for specific occupations should confirm any regulatory requirements with the relevant federal government agency.

In relation to Defence aviation, the ADF owns and operates aircraft to defend Australia. The ADF has established a regulatory framework and the Defence Aviation Safety Authority for ADF aircraft in much the same way as the Civil Aviation Safety Authority regulates commercial aviation. It is also an approved Military Training Organisation; therefore, RTOs that deliver training for Defence must interpret the competencies in accordance with relevant Defence orders, instructions, publications and regulations, and military licences. Accreditation may also be required.

If RTOs delivering Defence training or conducting Defence assessment require any further information, they should access the National Skills Framework team within the Defence Education, Learning and Training Authority (DELTA) at the Australian Defence College.

Implementation Information

This section of the *CVIG for the DEF Defence Training Package* looks at information for RTOs interested in implementing components of the *DEF Defence Training Package*.

Selection of Training Pathways

Key features of the training package and the industry, impact the pathways that define a sequence of learning or experience that can be followed to attain competency. Pathways describe how training is undertaken and assessment conducted in an education or training program. They are **not mandatory**, and may vary depending on the qualification, the training program, the needs of the individual or the industry.

The *DEF Defence Training Package* is flexible; there are many ways pathways can be constructed to align with individual requirements and business needs. RTOs can work with their clients to apply the flexibility available in the packaging rules to ensure 'fit-for-purpose outcomes'.

Skill Set Pathway Advice

Each skill set has a 'pathways information' field that informs users about the relationship between the skill set and the training package.

When a unit of competency packaged in a skill set is also packaged in a qualification, the qualification packaging rules will indicate how a unit of competency attained through a skill set can be counted towards the units of competency that need to be attained to be awarded the qualification.

When a unit of competency packaged in a skill set is not packaged in a qualification, the qualification's packaging rules will clarify if the unit can be used towards the awarding of the qualification.

Based on each qualification's packaging rules, attainment of the *DEFSS00014 Enter Confined Space Skill Set* means that either or both DEFWHS units can be counted towards the number of:

- Group A elective units required for DEF20220 Certificate II in Explosive Ordnance Manufacture
- Group B elective units required for DEF30117 Certificate III in Field Petroleum Operations
- elective units required for DEF41122 Certificate IV in Explosive Ordnance Proof and Experimental.

Example 1

Skill set	Skill set pathways information	Qualification relationship
<i>DEFSS00014 Enter Confined Space Skill Set:</i> DEFWHS010 Identify confined space DEFWHS011 Enter confined space	The DEFSS00014 Enter Confined Space Skill Set is part of the DEF Defence Training Package.	Units of competency in this skill set are also packaged in the following qualifications: DEF20220 Certificate II in Explosive Ordnance Manufacture DEF30117 Certificate III in Field Petroleum Operations DEF41122 Certificate IV in Explosive Ordnance Proof and Experimental

Example 2

Skill set	Skill set pathways information	Qualification relationship
<i>DEFSS00031 Range Control Skill Set:</i> • DEFRNG022 Control training area and range activities • DEFRNG033 Inspect, maintain and monitor training area and range activities • DEFRNG034 Monitor training area and range activities • PUAFIR508 Develop and analyse the behaviour and suppression options for a wildfire	The DEFSS00031 Range Control Skill Set is part of the DEF Defence Training Package Release 5.0. These units may provide credit towards the DEF50722 Diploma of Range Control and Management.	Units of competency in this skill set are also packaged in the following qualification: • DEF50722 Diploma of Range Control and Management

Based on the packaging rules for *DEF50722 Diploma of Range Control and Management*, attainment of *DEFSS00031 Range Control Skill Set* means that any of these 4 units can be counted towards the Group A elective units required.

Example 3

Skill set	Skill set pathways information	Qualification relationship
<i>DEFSS00033 Diving Attendant Skill Set:</i> • DEFWDV018 Act as a standby diver • DEFWDV019 Support self-contained underwater breathing apparatus (SCUBA) diving operations from the surface	This skill set is part of the DEF Defence Training Package. The skill set can be a standalone outcome, or the units may contribute to the achievement of relevant qualifications.	Units of competency in this skill set are not packaged in a DEF Defence Training Package qualification. Pathways will depend on a qualification's packaging rules.

A pathway can be created from one area of Defence to another, based on a qualification's packaging rules. For example, the packaging rules for *DEF40417 Certificate IV in Defence Reporting* state that 4 elective units are required and that of these 4 elective units:

- '2 elective units need to be chosen from the general elective units listed
- the remaining 2 elective units can be chosen from either the elective units listed below, or elsewhere within this training package, or another endorsed training package, or accredited course'.

This means that someone who holds a *DEFSS00033 Diving Attendant Skill Set* can use one or both of the 2 DEFWDV units as the elective units for the *DEF40417 Certificate IV in Defence Reporting*.

Industry Sectors and Occupational Outcomes of Qualifications

Defence qualifications are designed to meet capability needs as well as workplace and occupational outcomes for the ADF, for both military and civilian personnel.

Detailed information about Defence specific occupations is available from:

- ADF Careers <https://www.adfcareers.gov.au>
- Defence APS Careers <https://www.defence.gov.au/jobs-careers>

Qualification Entry Requirements

Entry requirements are the knowledge, skills or experience required to enter a qualification. These requirements may be expressed in terms of a unit of competency from another qualification, or vocational expertise (including job roles), or both, and must be acquired prior entering a qualification.

To support and facilitate learners to attain qualifications and navigate pathways, the *DEF Defence Training Package* does not mandate entry requirements for Certificates II to IV, or for Diploma or Advanced Diploma qualifications; however, training organisations are responsible for ensuring that new learners have the required skills and knowledge to undertake a particular qualification or skill set. This is particularly appropriate when enrolling new learners in qualifications that are diploma-level or above.

Mandated Defence entry requirements can be found on the [Defence recruitment website](#) or by contacting the National Skills Framework team at the Australian Defence College.

Pathways Advice

Defence qualifications have been developed for Defence personnel; therefore, qualification pathways will depend on organisational policies.

People join Defence to fulfill a specific role (such as infantry soldier, explosive ordnance worker, electronic warfare operator or pilot) and will be trained in professional and military skills in concert with their trade skills. They will receive career-long training to develop these skills and will also receive management and leadership training as their career progresses, in areas such as procurement, contracting, risk management, planning, policy development, team development, or work health and safety (WHS). When transitioning into the higher education sector, Defence personnel can build on qualifications they have obtained in the VET sector. Defence units of competency and qualifications are specialist in nature, and while these areas have not previously been available within other education sectors, recent collaboration with the higher education sector has established pathways in some capability areas.

The attainment of a specialist qualifications may also support access to further work or qualification pathways. No qualifications in the *DEF Defence Training Package* are suitable for delivery through an Australian apprenticeship pathway.

Access and Equity

VET training and assessment includes adjusting the learning and assessment to meet the needs of individual learners. Keeping an open mind, using common sense, and tailoring training and assessment to meet individual circumstances should ensure that individuals achieve the standards that employers and RTOs expect.

Reasonable adjustments can be made to assist learners to access and participate in the VET system. Adjustments are reasonable if they achieve this purpose and consider factors such as:

- the nature of the learner's ability and disability
- the views of the learner
- the potential effect of the adjustment on the learner and others
- the costs and benefits of making the adjustment.

Reasonable adjustments need be only that – reasonable. It is about identifying what adjustments might be made and how they may be put in place. Assessment processes and techniques should be modified for distance-based learners, culturally appropriate, and suitable to the communication skill level and language, literacy and numeracy capacity of the learner and the work being performed.

An individual's access to the assessment process should not be adversely affected by restrictions that are placed on the location or context of assessment.

Foundation Skills

The Australian Government's Skills Reform *National Foundation Skills Framework 2022 to 2032* states:

Foundation skills are core skills or competencies that underpin workforce participation, productivity, and social inclusion. They include:

- English language, literacy, numeracy and digital (LLND) – listening, speaking, reading, writing, numeracy (the use of mathematical ideas) and digital literacy; and
- Employability skills, such as initiative and innovation, planning and organising, problem solving and teamwork.

In the *DEF Defence Training Package*, foundation skills are explicit in the performance criteria in each unit of competency; key words or phrases indicate the foundation skills that are essential to performance. It is important to note that foundation skills may not have the same meaning in every instance and need to be considered in the relevant job context.

The significance of each of these skills will also vary in respect to job roles and the strengths of individuals. It is important for users of the *DEF Defence Training Package* to contextualise the relevant foundation skills that are identified in the units of competency and assessment criteria.

From 1 July 2025, foundation skills are also specified at the qualification level. Using the Australian Core Skills Framework (ACSF), they indicate the outcomes a competent learner is expected to have upon completion of the qualification. This approach ensures foundation skills are embedded as part of the broader learning experience rather than treated as standalone components.

FSK Foundation Skills Training Package

The *FSK Foundation Skills Training Package* allows RTOs to choose and deliver foundation skills units, qualifications and skill sets that will enable learners to build the specific foundation skills that they need to achieve vocational competency.

The *FSK Foundation Skills Training Package* units of competency can provide additional information about the foundation skills needed to meet the requirements of a training package unit of competency. This information can be downloaded from the [National Register of VET](#).

Health and Safety Implications in the Industry

Relevant work health and safety (WHS)/occupational health and safety (OHS) legislation is referred to in units of competency. As a national employer, Defence is required to operate under national WHS legislation. This is reflected in *DEF Defence Training Package* units of competency.

In jurisdictions where the Model Work Health and Safety Act has not been implemented, RTOs are advised to contextualise the unit of competency by referring to the existing state or territory OHS legislative requirements.

Resources and Equipment Relevant to the Training Package

The assessment conditions relevant to each unit of competency refer to the resources and equipment required for assessment to achieve the vocational outcomes of the *DEF Defence Training Package*.

Acceptable means of simulation assessment may be included; where a specific vehicle or piece of equipment is referred to, it must be used in the relevant assessment.

DEF Defence Training Package units refer generally to:

- a range of relevant exercises, case studies and/or simulations
- applicable documentation, including workplace procedures, regulations, codes of practice and operation manuals
- relevant materials, tools, equipment and personal protective equipment (PPE) currently used in industry

Specific assessment requirements and strategies are defined in the relevant units of competency where applicable.

RTOs can conduct training or assessment of only those qualifications or units of competency in the *DEF Defence Training Package* that are covered by their RTO scope of registration.

Legal Considerations for Learners in the Workplace and on Placements

Legal requirements that apply to specific industries and VET vary across each state or territory and the Commonwealth. These requirements can change. Current legislation and successor legislation is defined in:

- *Australian Capital Territory: Training and Tertiary Education Act 2003*
- *New South Wales: Apprenticeship and Traineeship Act 2001*
- *Northern Territory: Northern Territory Employment and Training Act 1991*
- *Queensland: Vocational Education, Training and Employment Act 2000*

- *South Australia: South Australia Skills Act 2008*
- *Tasmania: Vocational Education and Training Act 1994*
- *Victoria: Education and Training Reform Act 2006*
- *Western Australia: Vocational Education and Training Act 1996.*

Contact relevant state, territory or Commonwealth departments to determine specific legal requirements.

Supporting Learner Transition Between Education Sectors

There are no formal transition arrangements between the VET sector and the higher education sector for the *DEF Defence Training Package*.

Using DEF Defence Training Package Products

DEF Defence Training Package units of competency address skills requirements in many industry areas and can be included as electives in qualifications.

As *DEF Defence Training Package* units of competency are highly specialised, training providers should contact the Defence College for advice on implementation before offering these units of competency.

Attachment A: Version Control

The following table outlines the version control and modification history of the *DEF Defence Training Package*, with the most recently updated information provided first.

Release No.	Release date	Comments
7.1	June 2026	3 new Skill Sets - DEFSS00050 Cyber Risk Assessment Foundation - DEFSS00051 Cyber Risk Assessment Practitioner - DEFSS00052 Cyber Risk Response
7.0	May 2026	2 qualifications revised - DEF10126 Certificate I in Defence Skills - DEF20326 Certificate II in Defence Skills 1 new Skill Set - DEFSS00049 Foundational Military Skill Set 1 revised military unit of competency - DEFMIL009 Integrate into the Defence working environment
6.0	April 2025	1 new Defence Public Affairs Skill Set - DEFSS00048 Defence Public Affairs Skill Set 3 qualifications revised - DEF41122 Certificate IV in Explosive Ordnance Proof and Experimental - DEF42925 Certificate IV in Defence Public Affairs - DEF50525 Diploma of Defence Public Affairs 1 Defence public affairs qualification deleted - DEF30417 Certificate III in Defence Public Affairs 1 new explosive ordnance unit of competency - DEFEXO604 Conduct explosive ordnance test and evaluation processes 9 public affairs units of competency revised - DEFDPA001 Promote the organisation's mission and values - DEFDPA002 Identify material suitable for media publication - DEFDPA003 Conduct market profiling - DEFDPA004 Manage media requirements at major events - DEFDPA005 Develop and implement media plans - DEFDPA006 Develop and implement a public affairs strategic plan - DEFDPA007 Develop and implement effective communication strategies - DEFDPA008 Manage public affairs projects - DEFDPA009 Apply knowledge of public affairs in a service environment
5.3	November 2024	9 new skill sets DEFSS00039 Risk Assessment Skill Set

Release No.	Release date	Comments
		• DEFSS00040 Risk Management Skill Set • DEFSS00041 Provide Technical Advice Skill Set • DEFSS00042 Work Health and Safety (WHS) Fundamentals Skill Set • DEFSS00043 Defence Paralegal Research Skill Set • DEFSS00044 Defence Paralegal Communication Skill Set • DEFSS00045 Defence Paralegal Policy, Legislative and Regulatory Interpretation Skill Set • DEFSS00046 Paralegal Services in the Defence Environment Skill Set • DEFSS00047 Defence Paralegal Case Management Skill Set
5.2	March 2024	6 new work dive skill sets • DEFSS00033 Diving Attendant Skill Set • DEFSS00034 SCUBA Air Diver Skill Set • DEFSS00035 Underwater Searches Skill Set • DEFSS00036 Underwater Tools Operator Skill Set • DEFSS00037 Work Diver Clearance/Combat Diver Skill Set • DEFSS00038 Dive Supervisor Skill Set 37 explosive ordnance unit of competency assessment requirements revised • Assessment requirements for DEFEXO001 Work safely with explosive ordnance • Assessment requirements for DEFEXO005 Package explosives • Assessment requirements for DEFEXO006 Unpackage explosives • Assessment requirements for DEFEXO008 Conduct explosives inspection • Assessment requirements for DEFEXO012 Conduct electrical/electronic circuitry tests • Assessment requirements for DEFEXO013 Conduct external explosive ordnance maintenance • Assessment requirements for DEFEXO014 Gauge explosives • Assessment requirements for DEFEXO021 Breakdown explosive ordnance • Assessment requirements for DEFEXO022 Fuze and defuze explosive ordnance • Assessment requirements for DEFEXO023 Assemble and disassemble explosive components • Assessment requirements for DEFEXO041 Maintain grenades • Assessment requirements for DEFEXO042 Maintain mortar ammunition • Assessment requirements for DEFEXO043 Maintain actuating devices • Assessment requirements for DEFEXO044 Maintain pyrotechnics and countermeasures • Assessment requirements for DEFEXO045 Maintain guided weapons

Release No.	Release date	Comments
		• Assessment requirements for DEFEXO046 Maintain free flight rockets • Assessment requirements for DEFEXO047 Maintain gun ammunition • Assessment requirements for DEFEXO048 Maintain aerial delivered ordnance • Assessment requirements for DEFEXO049 Maintain mines • Assessment requirements for DEFEXO050 Maintain demolition stores • Assessment requirements for DEFEXO051 Maintain aircraft egress systems • Assessment requirements for DEFEXO052 Maintain cartridge operated fire extinguisher systems • Assessment requirements for DEFEXO065 Prepare and arm weapon systems • Assessment requirements for DEFEXO105 Contribute to disposal of explosive ordnance • Assessment requirements for DEFEXO106 Conduct explosive ordnance disposal operations • Assessment requirements for DEFEXO107 Conduct improvised explosive device disposal operations • Assessment requirements for DEFEXO108 Conduct military demolition operations • Assessment requirements for DEFEXO109 Lay and clear booby traps • Assessment requirements for DEFEXO110 Lay and clear mines • Assessment requirements for DEFEXO114 Develop explosive ordnance disposal techniques and render safe procedures • Assessment requirements for DEFEXO115 Supervise military explosive task • Assessment requirements for DEFEXO116 Control military explosive operations • Assessment requirements for DEFEXO117 Manage military explosive operations • Assessment requirements for DEFEXO126 Conduct post blast analysis • Assessment requirements for DEFEXO141 Prepare firing points • Assessment requirements for DEFEXO142 Undertake firings of small arms • Assessment requirements for DEFEXO143 Undertake firings of other calibre weapons
5.1	22 December 2022	2 financial management qualifications revised • DEF40817 Certificate IV in Defence Financial Administration • DEF50817 Diploma of Defence Financial Management
5.0	21 October 2022	9 qualifications revised • DEF43122 Certificate IV in Digital Forensics • DEF53122 Diploma of Digital Forensics • DEF40722 Certificate IV in Defence Paralegal Services

Release No.	Release date	Comments
		- DEF50422 Diploma of Defence Paralegal Services - DEF41022 Certificate IV in Test and Evaluation - DEF41122 Certificate IV in Explosive Ordnance Proof and Experimental - DEF50722 Diploma of Range Control and Management - DEF50922 Diploma of Test and Evaluation - DEF51022 Diploma of Explosive Ordnance Proof and Experimental 3 preventive health qualifications deleted - DEF30217 Certificate III in Preventive Health - DEF40617 Certificate IV in Preventive Health - DEF50617 Diploma of Preventive Health 2 new skill sets - DEFSS00031 Range Control Skill Set - DEFSS00032 Moral Injury Skill Set 10 digital forensics units of competency revised - DEFFOR012 Assess, control and examine digital incident scenes - DEFFOR013 Capture forensic digital photographs or video - DEFFOR014 Compile and submit digital forensic documentation - DEFFOR015 Conduct digital data search and analysis - DEFFOR016 Conduct initial digital investigation - DEFFOR017 Detect, collect and record digital evidence - DEFFOR018 Gather and analyse digital information - DEFFOR019 Give evidence of digital media crime - DEFFOR020 Inspect, maintain and test digital forensic equipment - DEFFOR021 Produce a digital media image for forensic purposes 14 paralegal units of competency revised - DEFDPL015 Address complex legal and ethical issues in a Defence environment - DEFDPL016 Conduct legal research - DEFDPL018 Manage and analyse a legal matter file - DEFDPL019 Obtain information from a client - DEFDPL023 Provide high-level support on administrative law matters - DEFDPL024 Provide high-level support on criminal law matters - DEFDPL025 Provide high-level support on legal assistance matters - DEFDPL026 Provide high-level support on operations law matters - DEFDPL027 Provide high-level support on service discipline matters - DEFDPL028 Provide paralegal support across Defence legal matters and tasks - DEFDPL029 Provide support in criminal law matters

Release No.	Release date	Comments
		• DEFDPL030 Provide support in Defence administrative law matters • DEFDPL031 Provide support in service discipline law matters • DEFDPL032 Work in a public service legal environment 4 test and evaluation units of competency revised • DEFTST010 Conduct test and evaluation processes • DEFTST013 Plan test and evaluation processes • DEFTST014 Prepare test and evaluation processes • DEFTST015 Produce test and evaluation reports 16 work dive units of competency revised • DEFWDV018 Act as a standby diver • DEFWDV019 Conduct an underwater search of a ship's hull • DEFWDV022 Dive using closed-circuit breathing apparatus (HeO₂) in open water to a maximum depth of 60 metres • DEFWDV023 Dive using closed-circuit breathing apparatus (N₂O₂) in open water to a maximum depth of 50 metres • DEFWDV024 Dive using closed-circuit breathing apparatus (O₂) in open water to a maximum depth of 10 metres • DEFWDV025 Dive using self-contained underwater breathing apparatus in open water to a maximum depth of 30 metres • DEFWDV026 Dive using surface-supplied breathing apparatus (SSBA) in open water to 30 metres • DEFWDV027 Employ air-lift devices under water • DEFWDV028 Employ explosive power tools in an underwater environment • DEFWDV029 Employ hand tools in an underwater environment • DEFWDV030 Employ power tools in an underwater environment • DEFWDV031 Employ thermal cutting and welding tools (non-load bearing) in an underwater environment • DEFWDV034 Perform non-technical structural inspections underwater • DEFWDV035 Perform underwater rigging work • DEFWDV036 Perform underwater surveys • DEFWDV039 Support self-contained underwater breathing apparatus (SCUBA) diving operations from the surface 6 range control units of competency revised • DEFRNG021 Conduct range inspections • DEFRNG022 Control training area and range activities • DEFRNG033 Inspect, maintain and monitor training area and range activities

Release No.	Release date	Comments
		• DEFRNG034 Monitor training area and range activities • DEFRNG038 Provide technical advice on ranges and training areas • DEFRNG039 Site range complexes 4 range control units of competency superseded • DEFRNG006 Conduct range inspections • DEFRNG013 Control training area and range activities • DEFRNG014 Monitor training area and range activities • DEFRNG015 Inspect, maintain and monitor training area and range activities 3 new moral injury units of competency • DEFCHP007 Assist personnel with Moral Injury through Pastoral Narrative Disclosure (PND) • DEFCHP008 Prepare to implement Moral Injury Pastoral Narrative Disclosure (PND) • DEFCHP009 Conduct Moral Injury Pastoral Narrative Disclosure (PND) 16 units of competency deleted • DEFFOR007 Set up, operate and maintain a portable audio recorder • DEFPHL001 Contribute to environmental health operations • DEFPHL002 Assist with quick assessment of disease outbreak • DEFPHL003 Operate environmental measuring devices • DEFPHL004 Undertake a vector borne diseases surveillance program • DEFPHL005 Assist with field hygiene and sanitation • DEFPHL006 Monitor water handling and distribution practices • DEFPHL007 Conduct chlorine dosing of water at the point of supply • DEFPHL008 Coordinate environmental health operations • DEFPHL009 Conduct a quick assessment of disease outbreak • DEFPHL010 Conduct a field hygiene survey • DEFPHL011 Perform environmental health planning • DEFPHL012 Manage environmental health operations • DEFPHL013 Manage a deployed capability • DEFPHL014 Investigate and control outbreak of disease • DEFWDV014 Perform concreting in an underwater environment 1 qualification revised • DEF53415 Diploma of Institutional and Operational Chaplaincy 3 test and evaluation units of competency revised • DEFTST004 Evaluate testing • DEFTST006 Analyse test data

Release No.	Release date	Comments
		DEFTST007 Apply knowledge of test and evaluation processes
4.3	23 March 2022	5 revised qualifications Imported units added, removed and updated
4.2	11 January 2022	3 revised qualifications - DEF10117 Certificate I in Defence Skills - DEF21115 Certificate II in Military Skills - DEF51115 Diploma of Leadership 1 revised unit of competency - DEFMIL008 Display the attributes of Defence personnel
4.1	26 May 2021	4 qualifications revised - DEF30217 Certificate III in Preventive Health - DEF30317 Certificate III in Air Dispatch - DEF40317 Certificate IV in Psychological Support - DEF40617 Certificate IV in Preventive Health
4.0	10 February 2021	2 simulator maintenance qualifications revised - DEF40520 Certificate IV in Simulator Maintenance - DEF50420 Diploma of Simulator Maintenance Management 1 skill set revised - DEFSS00014 Enter Confined Space Skill Set 3 new skill sets - DEFSS00028 Laser Safety Officer Skill Set - DEFSS00029 Ionising Radiation Safety Officer Skill Set - DEFSS00030 Radiofrequency Radiation Safety Officer Skill Set 3 new simulator operations units of competency - DEFSIM010 Apply knowledge of simulator systems and architecture - DEFSIM012 Fault find and repair simulator motion systems - DEFSIM013 Manage simulator accreditation or in service testing 9 simulator operations units of competency revised - DEFSIM011 Fault find and repair simulator control systems - DEFSIM014 Work effectively with simulator systems - DEFSIM015 Fault find and repair simulator power distribution and control systems - DEFSIM016 Fault find and repair simulator computer systems and peripheral hardware - DEFSIM017 Fault find and repair simulator image generator and visual display systems

Release No.	Release date	Comments
		• DEFSIM018 Fault find and repair simulator sound systems • DEFSIM019 Fault find and repair simulator weapons systems • DEFSIM020 Conduct simulator performance evaluation • DEFSIM021 Operate the simulator for testing purposes 20 units of competency revised • DEFEVL001 Develop an evaluation program • DEFEVL002 Evaluate and report collected information • DEFEVL003 Maintain and enhance professional practice • DEFEVL004 Evaluate a training and assessment system • DEFEVL005 Evaluate a community based program • DEFEVL006 Evaluate business performance • DEFGEN005 Develop relationships with other organisations • DEFGEN007 Conduct risk assessment in a Defence environment • DEFGEN012 Provide technical advice • DEFWHS001 Identify and monitor radiation hazards • DEFWHS002 Develop noise management plans • DEFWHS003 Apply radio frequency radiation safety procedures • DEFWHS005 Apply ionising radiation safety procedures • DEFWHS007 Work safely with lasers • DEFWHS008 Apply laser safety procedures • DEFWHS010 Identify confined space • DEFWHS011 Enter confined space • DEFWHS012 Test confined space environment • DEFWHS013 Control entry to confined spaces • DEFWHS014 Monitor and report on hazardous substances safety 2 qualifications deleted • DEF43315 Certificate IV in Work Health Safety • DEF54315 Diploma of Evaluations 7 units of competency deleted • DEFMIL122 Operate anti-personnel weapon • DEFMIL062 Conduct field survey to determine fixation and orientation • DEFSIM004 Fault find and repair simulator motion and control loading systems • DEFSIM008 Work effectively with simulator systems • DEFWHS015 Conduct a work health and safety audit • DEFWHS016 Conduct work health and safety inspections • DEFWHS017 Apply knowledge of WHS legislation

Release No.	Release date	Comments
3.0	26 October 2020	5 new units of competency • DEFEXO018 License explosive facilities and potential explosion sites • DEFEXO019 Refurbish explosives packaging • DEFRNG016 Coordinate training area and range activities • DEFRNG017 Develop and maintain training area and range standing orders • DEFRNG018 Monitor and control training area and range visits 114 units of competency revised • DEFCHP001 Provide pastoral care • DEFCHP002 Provide ethical and pastoral advice • DEFCHP003 Plan the delivery of chaplaincy support • DEFCHP004 Conduct and facilitate religious observances and activities • DEFCHP005 Perform as an effective member of the Chaplains' branch • DEFCHP006 Perform the duties of a chaplain in a deployed environment • DEFCMM001 Maintain security in a Defence communications and information systems environment • DEFCMM004 Conduct operator level maintenance in a Defence environment • DEFCMM005 Transmit and receive messages via voice systems • DEFEXO001 Work safely with explosive ordnance • DEFEXO002 Respond to fire • DEFEXO003 Establish and maintain the safety and security of explosive warehouses and workshops • DEFEXO005 Package explosives • DEFEXO006 Unpackage explosives • DEFEXO007 Monitor explosive ordnance environmental conditions • DEFEXO008 Conduct explosives inspection • DEFEXO009 Conduct broken seal inspection • DEFEXO012 Conduct electrical/electronic circuitry tests • DEFEXO013 Conduct external explosive ordnance maintenance • DEFEXO014 Gauge explosives • DEFEXO015 Follow security procedures • DEFEXO021 Breakdown explosive ordnance • DEFEXO022 Fuze and defuze explosive ordnance • DEFEXO023 Assemble and disassemble explosive components • DEFEXO041 Maintain grenades • DEFEXO042 Maintain mortar ammunition • DEFEXO043 Maintain actuating devices

Release No.	Release date	Comments
		• DEFEXO044 Maintain pyrotechnics and countermeasures • DEFEXO045 Maintain guided weapons • DEFEXO046 Maintain free flight rockets • DEFEXO047 Maintain gun ammunition • DEFEXO048 Maintain aerial delivered ordnance • DEFEXO049 Maintain mines • DEFEXO050 Maintain demolition stores • DEFEXO051 Maintain aircraft egress systems • DEFEXO052 Maintain cartridge operated fire extinguisher systems • DEFEXO061 Render explosive ordnance inert • DEFEXO062 Operate a small quantity explosives facility • DEFEXO063 Operate a large quantity explosives facility • DEFEXO064 Load and unload platforms • DEFEXO065 Prepare and arm weapon systems • DEFEXO066 Inspect explosive facilities • DEFEXO068 Establish and operate an explosive field storage site • DEFEXO069 Plan loading of dangerous goods • DEFEXO070 Conduct technical explosive investigations • DEFEXO071 Test for the presence of explosive substances • DEFEXO081 Apply a knowledge of the service environment • DEFEXO082 Apply a knowledge of explosives • DEFEXO083 Apply explosive ordnance design principles • DEFEXO084 Apply knowledge of explosive chemistry • DEFEXO085 Apply knowledge of explosive physics • DEFEXO086 Apply knowledge of explosive materials • DEFEXO087 Assess the safety and suitability for service of explosives • DEFEXO088 Conduct explosive capability analysis • DEFEXO089 Assess specific explosives as being safe and suitable for transport • DEFEXO101 Dispose of explosives • DEFEXO102 Destroy unexploded ordnance • DEFEXO103 Dispose of non-explosive dangerous goods • DEFEXO104 Operate an in-service remote positioning vehicle • DEFEXO105 Contribute to disposal of explosive ordnance • DEFEXO106 Conduct explosive ordnance disposal operations • DEFEXO107 Conduct improvised explosive device disposal operations • DEFEXO108 Conduct military demolition operations

Release No.	Release date	Comments
		• DEFEXO109 Lay and clear booby traps • DEFEXO110 Lay and clear mines • DEFEXO111 Conduct underwater explosive demolitions • DEFEXO112 Detect, record and collect evidence • DEFEXO113 Remove explosive ordnance from damaged aircraft • DEFEXO114 Develop explosive ordnance disposal techniques and render safe procedures • DEFEXO115 Supervise military explosive task • DEFEXO116 Control military explosive operations • DEFEXO117 Manage military explosive operations • DEFEXO121 Assess explosive firings • DEFEXO122 Plan explosive trials • DEFEXO123 Conduct explosive trials • DEFEXO124 Perform explosive tests, measurements and analysis • DEFEXO125 Determine the properties of explosives • DEFEXO126 Conduct post blast analysis • DEFEXO127 Predict and confirm explosive effects • DEFEXO128 Conduct explosive firings • DEFEXO129 Develop unique explosives • DEFEXO141 Prepare firing points • DEFEXO142 Undertake firings of small arms • DEFEXO143 Undertake firings of other calibre weapons • DEFEXO144 Conduct static tests • DEFEXO145 Conduct dynamic small arms tests • DEFEXO146 Conduct dynamic other calibre tests • DEFEXO147 Conduct environmental tests • DEFEXO148 Prepare explosives for proof tests • DEFEXO149 Prepare explosives for metal hardening • DEFEXO150 Acquire data related to velocity • DEFEXO151 Acquire data related to pressure • DEFEXO152 Acquire data related to time • DEFEXO153 Acquire data related to environment • DEFEXO154 Acquire data related to imagery • DEFEXO155 Provide survey data for proof and experimental firing • DEFEXO156 Operate small watercraft • DEFEXO210 Manage explosive ordnance engineering and logistics processes

Release No.	Release date	Comments
		• DEFEXO215 Operate lighterage equipment • DEFEXO509 Perform purging • DEFEXO510 Maintain small arms ammunition • DEFEXO603 Conduct explosive ordnance trials • DEFGEN001 Work in a team • DEFGEN002 Work independently • DEFGEN003 Lead a team • DEFGEN006 Work with equity and diversity • DEFGEN008 Treat risk within Defence at an operational level • DEFGEN010 Supervise equity and diversity in the workplace • DEFGEN011 Interpret policy, legislation and regulations • DEFLAW008 Conduct a Defence administrative inquiry • DEFLAW013 Conduct basic fact finding • DEFRNG001 Provide technical advice on ranges and training areas • DEFRNG009 Supervise contractors • DEFSEN001 Operate a radar system 2 qualifications deleted • DEF33115 Certificate III in Sensor Operations • DEF45115 Certificate IV in Range Control 19 units of competency deleted • DEFLAW001 Provide advice on service discipline law • DEFLAW002 Perform the duties of a unit discipline officer • DEFLAW003 Provide advice on service administrative law • DEFLAW004 Conduct an arrest • DEFLAW005 Conduct a unit level investigation and prefer charges • DEFLAW006 Conduct summary authority proceedings • DEFLAW009 Make a Defence administrative decision • DEFLAW010 Perform the duties of an appointing officer • DEFLAW011 Perform the duties of a defending officer at service tribunals • DEFLAW012 Perform the duties of a prosecuting officer at service tribunals • DEFLAW115 Apply service discipline law • DEFRNG007 Conduct training area inspections • DEFSEN002 Operate a sonar system • DEFSEN003 Operate a torpedo fire control system • DEFSEN004 Operate an electronic support suite • DEFSEN005 Operate decoy systems

Release No.	Release date	Comments
		• DEFSEN006 Optimise and monitor sensor display • DEFSEN007 Provide general support to combat systems operations • DEFSEN008 Support the compilation of the tactical picture
2.3	6 March 2020	5 units of competency revised • DEFPBC001 Employ the fundamentals of a Performance Based Contract • DEFPBC002 Establish the basis of a Performance Based Contract • DEFPBC003 Establish a Performance Based Contract performance measures hierarchy • DEFPBC004 Establish the contract details of a Performance Based Contract • DEFPBC005 Operate a Performance Based Contract
2.2	5 August 2019	1 qualification revised • DEF10117 Certificate I in Defence Skills 3 units of competency revised • DEFMIL007 Participate in ceremonial activities • DEFMIL008 Display the attributes of Defence personnel • DEFMIL009 Integrate into the Defence working environment
2.1	11 July 2018	2 new geospatial skill sets • DEFSS00020 Basic Geospatial Skill Set • DEFSS00021 Intermediate Geospatial Skill Set 4 new geospatial units of competency • DEFGEO001 Support geospatial operations • DEFGEO002 Apply geospatial visualisation • DEFGEO003 Provide geospatial support to operations • DEFGEO004 Provide geospatial technical advice Imported units updated
2.0	17 August 2017	3 new qualifications 47 new units of competency 2 new skill sets 1 qualification revised • DEF51115 Diploma of Leadership Transition of DEF12 Defence Training Package Release 2.0 components • 18 qualifications revised • 107 units of competency revised • 6 skill sets revised Transition of DEF12 Defence Training Package Release 1.0 component • 1 unit of competency revised

Release No.	Release date	Comments
1.0	22 October 2015	Primary Release

Attachment B: Mapping

Mapping information can be found in the [spreadsheet](#) for the CVIG for the *DEF Defence Training Package*.

Attachment C: Qualifications

The following AQF qualifications are in the *DEF Defence Training Package*.

AQF 1	
DEF10126	Certificate I in Defence Skills

AQF 2	
DEF20120	Certificate II in Explosive Ordnance
DEF20220	Certificate II in Explosive Ordnance Manufacture
DEF20326	Certificate II in Defence Skills

AQF 3	
DEF30117	Certificate III in Field Petroleum Operations
DEF30120	Certificate III in Explosive Ordnance Maintenance
DEF30220	Certificate III in Explosive Ordnance Manufacture
DEF30317	Certificate III in Air Dispatch
DEF30320	Certificate III in Explosive Ordnance Operations
DEF30420	Certificate III in Explosive Ordnance Proof and Experimental

AQF 4	
DEF40120	Certificate IV in Explosive Ordnance Maintenance
DEF40217	Certificate IV in Intelligence Operations
DEF40220	Certificate IV in Explosive Ordnance Manufacture
DEF40317	Certificate IV in Psychological Support
DEF40320	Certificate IV in Explosive Ordnance Operations
DEF40417	Certificate IV in Defence Reporting
DEF40520	Certificate IV in Simulator Maintenance
DEF40722	Certificate IV in Defence Paralegal Services
DEF40817	Certificate IV in Defence Financial Administration
DEF40917	Certificate IV in Performance Based Contracting
DEF41022	Certificate IV in Test and Evaluation
DEF41122	Certificate IV in Explosive Ordnance Proof and Experimental
DEF42925	Certificate IV in Defence Public Affairs
DEF43122	Certificate IV in Digital Forensics

AQF 5	
DEF50120	Diploma of Explosive Ordnance Manufacture
DEF50217	Diploma of Enterprise Architecture Practice
DEF50317	Diploma of Compliance
DEF50320	Diploma of Explosives
DEF50420	Diploma of Simulator Maintenance Management
DEF50422	Diploma of Defence Paralegal Services
DEF50525	Diploma of Defence Public Affairs
DEF50722	Diploma of Range Control and Management
DEF50817	Diploma of Defence Financial Management
DEF50922	Diploma of Test and Evaluation
DEF51022	Diploma of Explosive Ordnance Proof and Experimental
DEF51115	Diploma of Leadership
DEF53122	Diploma of Digital Forensics
DEF53415	Diploma of Institutional and Operational Chaplaincy

AQF 8	
DEF80120	Graduate Diploma of Explosives
DEF80220	Graduate Certificate in Explosives

Attachment D: Skill Sets

The following Skill Sets are in the *DEF Defence Training Package*.

Code	Title
DEFSS00008	Communication Operations Skill Set
DEFSS00009	Physical Training Skill Set
DEFSS00010	Maritime Operations Skill Set
DEFSS00011	Survival Skill Set
DEFSS00012	Defence Chaplain Skill Set
DEFSS00013	Defence Heavy Vehicle Recovery Skill Set
DEFSS00014	Enter Confined Space Skill Set
DEFSS00015	Field Kitchen Assistant Skill Set
DEFSS00016	Field Kitchen Manager Skill Set
DEFSS00017	Military Policing Skill Set
DEFSS00018	Performance Based Contracting Practitioner Skill Set
DEFSS00019	Range Control Skill Set
DEFSS00020	Basic Geospatial Skill Set
DEFSS00021	Intermediate Geospatial Skill Set
DEFSS00022	Handle Explosive Ordnance and Dangerous Goods Skill Set
DEFSS00023	Transport Explosive Ordnance Phase One Skill Set
DEFSS00024	Manage Explosive Ordnance Facilities Skill Set
DEFSS00025	Explosive Ordnance Engineering Skill Set
DEFSS00026	Explosive Ordnance Supervisor Skill set
DEFSS00027	Explosive Ordnance Manager Skill Set
DEFSS00028	Laser Safety Officer Skill Set
DEFSS00029	Ionising Radiation Safety Officer Skill Set
DEFSS00030	Radiofrequency Radiation Safety Officer Skill Set
DEFSS00031	Range Control Skill Set
DEFSS00032	Moral Injury Skill Set
DEFSS00033	Diving Attendant Skill Set
DEFSS00034	SCUBA Air Diver Skill Set
DEFSS00035	Underwater Searches Skill Set
DEFSS00036	Underwater Tools Operator Skill Set
DEFSS00037	Work Diver Clearance/Combat Diver Skill Set
DEFSS00038	Dive Supervisor Skill Set
DEFSS00039	Risk Assessment Skill Set
DEFSS00040	Risk Management Skill Set
DEFSS00041	Provide Technical Advice Skill Set

DEFSS00042	Work Health and Safety (WHS) Fundamentals Skill Set
DEFSS00043	Defence Paralegal Research Skill Set
DEFSS00044	Defence Paralegal Communication Skill Set
DEFSS00045	Defence Paralegal Policy, Legislative and Regulatory Interpretation Skill Set
DEFSS00046	Paralegal Services in the Defence Environment Skill Set
DEFSS00047	Defence Paralegal Case Management Skill Set
DEFSS00048	Defence Public Affairs Skill Set
DEFSS00049	Foundational Military Skill Set
DEFSS00050	Cyber Risk Assessment Foundation Skill Set
DEFSS00051	Cyber Risk Assessment Practitioner Skill Set
DEFSS00052	Cyber Risk Response Skill Set

Attachment E: Units of Competency

The following units of competency and their assessment requirements are in the *DEF Defence Training Package*.

Code	Title
DEFADI001	Hook up external lift loads
DEFADI002	Assist in establishing and clearing a cargo drop zone
DEFADI003	Rig and dispatch air-drop loads
DEFADI004	Work safely and efficiently in and around rotary wing aircraft
DEFADI005	Work safely and effectively in and around aircraft on the airside
DEFADI006	Prepare and rig platform air-drop loads
DEFADI007	Load and secure cargo during fixed wing air-land tasks
DEFCHP001	Provide pastoral care
DEFCHP002	Provide ethical and pastoral advice
DEFCHP003	Plan the delivery of chaplaincy support
DEFCHP004	Conduct and facilitate religious observances and activities
DEFCHP005	Perform as an effective member of the Chaplains' branch
DEFCHP006	Perform the duties of a chaplain in a deployed environment
DEFCHP007	Assist personnel with Moral Injury through Pastoral Narrative Disclosure (PND)
DEFCHP008	Prepare to implement Moral Injury Pastoral Narrative Disclosure (PND)
DEFCHP009	Conduct Moral Injury Pastoral Narrative Disclosure (PND)
DEFCMD001	Marshal aircraft
DEFCMM001	Maintain security in a Defence communications and information systems environment
DEFCMM002	Transmit and receive messages utilising Defence messaging systems
DEFCMM003	Transmit and receive data via information exchange systems
DEFCMM004	Conduct operator level maintenance in a Defence environment
DEFCMM005	Transmit and receive messages via voice systems
DEFCMM006	Support the operation of a communications and information system facility
DEFCPL001	Evaluate and review safety cases
DEFCPL002	Apply knowledge of regulatory systems
DEFCPL003	Apply knowledge of risk assessment
DEFCPL004	Apply knowledge of risk management
DEFCPL005	Apply knowledge of safety case development process
DEFCPL006	Provide specialist safety case advice
DEFCPL007	Implement and manage technical regulatory framework compliance
DEFCPL008	Plan and establish technical regulatory framework compliant management systems

Code	Title
DEFCPL009	Apply knowledge of work health and safety legislation for safety cases
DEFDCD001	Function in the Australian aerospace environment
DEFDPA001	Promote the organisation's mission and values
DEFDPA002	Identify material suitable for media publication
DEFDPA003	Conduct market profiling
DEFDPA004	Manage media requirements at major events
DEFDPA005	Develop and implement media plans
DEFDPA006	Develop and implement a public affairs strategic plan
DEFDPA007	Develop and implement effective communication strategies
DEFDPA008	Manage public affairs projects
DEFDPA009	Apply knowledge of public affairs in a service environment
DEFDPL015	Address complex legal and ethical issues in a Defence environment
DEFDPL016	Conduct legal research
DEFDPL018	Manage and analyse a legal matter file
DEFDPL019	Obtain information from a client
DEFDPL023	Provide high-level support on administrative law matters
DEFDPL024	Provide high-level support on criminal law matters
DEFDPL025	Provide high-level support on legal assistance matters
DEFDPL026	Provide high-level support on operations law matters
DEFDPL027	Provide high-level support on service discipline matters
DEFDPL028	Provide paralegal support across Defence legal matters and tasks
DEFDPL029	Provide support in criminal law matters
DEFDPL030	Provide support in Defence administrative law matters
DEFDPL031	Provide support in service discipline law matters
DEFDPL032	Work in a public service legal environment
DEFEAP001	Use an enterprise architecture framework
DEFEAP002	Demonstrate compliance with an enterprise architecture framework
DEFEAP003	Use enterprise architecture tools
DEFEVL001	Develop an evaluation program
DEFEVL002	Evaluate and report collected information
DEFEVL003	Maintain and enhance professional practice
DEFEVL004	Evaluate a training and assessment system
DEFEVL005	Evaluate a community based program
DEFEVL006	Evaluate business performance

Code	Title
DEFEXO001	Work safely with explosive ordnance
DEFEXO002	Respond to fire
DEFEXO003	Establish and maintain the safety and security of explosive warehouses and workshops
DEFEXO005	Package explosives
DEFEXO006	Unpackage explosives
DEFEXO007	Monitor explosive ordnance environmental conditions
DEFEXO008	Conduct explosives inspection
DEFEXO009	Conduct broken seal inspection
DEFEXO012	Conduct electrical/electronic circuitry tests
DEFEXO013	Conduct external explosive ordnance maintenance
DEFEXO014	Gauge explosives
DEFEXO015	Follow security procedures
DEFEXO016	Conduct explosives packaging inspection
DEFEXO017	Examine and certify free from explosives
DEFEXO018	License explosive facilities and potential explosion sites
DEFEXO019	Refurbish explosives packaging
DEFEXO021	Breakdown explosive ordnance
DEFEXO022	Fuze and defuze explosive ordnance
DEFEXO023	Assemble and disassemble explosive components
DEFEXO041	Maintain grenades
DEFEXO042	Maintain mortar ammunition
DEFEXO043	Maintain actuating devices
DEFEXO044	Maintain pyrotechnics and countermeasures
DEFEXO045	Maintain guided weapons
DEFEXO046	Maintain free flight rockets
DEFEXO047	Maintain gun ammunition
DEFEXO048	Maintain aerial delivered ordnance
DEFEXO049	Maintain mines
DEFEXO050	Maintain demolition stores
DEFEXO051	Maintain aircraft egress systems
DEFEXO052	Maintain cartridge operated fire extinguisher systems
DEFEXO061	Render explosive ordnance inert
DEFEXO062	Operate a small quantity explosives facility
DEFEXO063	Operate a large quantity explosives facility

Code	Title
DEFEXO064	Load and unload platforms
DEFEXO065	Prepare and arm weapon systems
DEFEXO066	Inspect explosive facilities
DEFEXO068	Establish and operate an explosive field storage site
DEFEXO069	Plan loading of dangerous goods
DEFEXO070	Conduct technical explosive investigations
DEFEXO071	Test for the presence of explosive substances
DEFEXO081	Apply a knowledge of the service environment
DEFEXO082	Apply a knowledge of explosives
DEFEXO083	Apply explosive ordnance design principles
DEFEXO084	Apply knowledge of explosive chemistry
DEFEXO085	Apply knowledge of explosive physics
DEFEXO086	Apply knowledge of explosive materials
DEFEXO087	Assess the safety and suitability for service of explosives
DEFEXO088	Conduct explosive capability analysis
DEFEXO089	Assess specific explosives as being safe and suitable for transport
DEFEXO101	Dispose of explosives
DEFEXO102	Destroy unexploded ordnance
DEFEXO103	Dispose of non-explosive dangerous goods
DEFEXO104	Operate an in-service remote positioning vehicle
DEFEXO105	Contribute to disposal of explosive ordnance
DEFEXO106	Conduct explosive ordnance disposal operations
DEFEXO107	Conduct improvised explosive device disposal operations
DEFEXO108	Conduct military demolition operations
DEFEXO109	Lay and clear booby traps
DEFEXO110	Lay and clear mines
DEFEXO111	Conduct underwater explosive demolitions
DEFEXO112	Detect, record and collect evidence
DEFEXO113	Remove explosive ordnance from damaged aircraft
DEFEXO114	Develop explosive ordnance disposal techniques and render safe procedures
DEFEXO115	Supervise military explosive task
DEFEXO116	Control military explosive operations
DEFEXO117	Manage military explosive operations
DEFEXO121	Assess explosive firings

Code	Title
DEFEXO122	Plan explosive trials
DEFEXO123	Conduct explosive trials
DEFEXO124	Perform explosive tests, measurements and analyses
DEFEXO125	Determine the properties of explosives
DEFEXO126	Conduct post blast analysis
DEFEXO127	Predict and confirm explosive effects
DEFEXO128	Conduct explosive firings
DEFEXO129	Develop unique explosives
DEFEXO141	Prepare firing points
DEFEXO142	Undertake firings of small arms
DEFEXO143	Undertake firings of other calibre weapons
DEFEXO144	Conduct static tests
DEFEXO145	Conduct dynamic small arms tests
DEFEXO146	Conduct dynamic other calibre tests
DEFEXO147	Conduct environmental tests
DEFEXO148	Prepare explosives for proof tests
DEFEXO149	Prepare explosives for metal hardening
DEFEXO150	Acquire data related to velocity
DEFEXO151	Acquire data related to pressure
DEFEXO152	Acquire data related to time
DEFEXO153	Acquire data related to environment
DEFEXO154	Acquire data related to imagery
DEFEXO155	Provide survey data for proof and experimental firing
DEFEXO156	Operate small watercraft
DEFEXO210	Manage explosive ordnance engineering and logistics processes
DEFEXO215	Operate lighterage equipment
DEFEXO509	Perform purging
DEFEXO510	Maintain small arms ammunition
DEFEXO603	Conduct explosive ordnance trials
DEFEXO604	Conduct explosive ordnance test and evaluation processes
DEFFIN001	Promote public sector financial management compliance
DEFFIN002	Perform strategic financial management in the public sector environment
DEFFIN003	Ensure financial data quality
DEFFIN004	Support strategic financial management in the public sector environment

Code	Title
DEFFIN005	Understand and comply with a financial management framework
DEFFIN006	Perform financial management of public sector assets
DEFFIN007	Analyse and report on organisational operating costs
DEFFIN008	Provide financial management for materiel acquisition projects
DEFFIN009	Perform taxation management
DEFFIN010	Manage banking services
DEFFIN011	Perform administration and management of financial systems
DEFFIN012	Develop financial policies and procedures
DEFFIN013	Provide advice on complex policy matters
DEFFIN014	Coordinate public sector finance skill development
DEFFIN015	Support the management of the public sector finance function
DEFFIN016	Perform financial administration of assets
DEFFIN017	Administer compliance systems
DEFFIN018	Prepare reports on organisational operating costs
DEFFIN019	Provide financial support to materiel acquisition projects
DEFFIN020	Perform taxation administration in the public sector environment
DEFFIN021	Provide administration of banking services in the public sector environment
DEFFIN022	Perform administration of financial systems
DEFFIN023	Contribute to management of the public sector finance function
DEFFIN024	Support the development and management of budgets
DEFFIN025	Process financial transactions
DEFFIN026	Manage public sector financial compliance and assurance
DEFFIN027	Support public sector financial compliance and assurance management
DEFFIN028	Oversee public sector financial transaction processing
DEFFIN029	Provide validation and assurance of costs
DEFFIT001	Conduct a group fitness appraisal
DEFFIT002	Develop a group fitness program
DEFFIT003	Conduct individual fitness assessments
DEFFIT004	Instruct a workplace physical training session
DEFFOR012	Assess, control and examine digital incident scenes
DEFFOR013	Capture forensic digital photographs and video
DEFFOR014	Compile and submit digital forensic documentation
DEFFOR015	Conduct digital data search and analysis
DEFFOR016	Conduct initial digital investigation

Code	Title
DEFFOR017	Detect, collect and record digital evidence
DEFFOR018	Gather and analyse digital information
DEFFOR019	Give evidence of digital media crime
DEFFOR020	Inspect, maintain and test digital forensic equipment
DEFFOR021	Produce a digital media image for forensic purposes
DEFGEN001	Work in a team
DEFGEN002	Work independently
DEFGEN003	Lead a team
DEFGEN004	Manage personal performance
DEFGEN005	Develop relationships with other organisations
DEFGEN006	Work with equity and diversity
DEFGEN007	Conduct risk assessment in a Defence environment
DEFGEN008	Treat risk within Defence at an operational level
DEFGEN009	Analyse causes and identify countermeasures for injuries in physical activities
DEFGEN010	Supervise equity and diversity in the workplace
DEFGEN011	Interpret policy, legislation and regulations
DEFGEN012	Provide technical advice
DEFGEN013	Provide Initial Response to Combat Casualty
DEFGEN014	Act as a range safety officer on a permanent range
DEFGEN015	Conduct basic range practices on a permanent range
DEFGEN016	Administer personnel
DEFGEN017	Identify material suitable for publication within Defence
DEFGEN018	Conduct an interview to support written material
DEFGEN019	Write material suitable for publication within Defence
DEFGEN020	Edit provided copy
DEFGEN021	Take photographs suitable for publication within Defence
DEFGEN022	Obtain images suitable for publication within Defence
DEFGEN023	Capture video images
DEFGEN024	Supervise engineering and logistic tasks
DEFGEN025	Control engineering and logistic processes
DEFGEN026	Manage engineering and logistic operations
DEFGEN027	Manage equity and diversity
DEFGEN028	Assist in managing production processes
DEFGEN029	Lead successful workplace relations

Code	Title
DEFGEN307	Maintain logistic support in an adverse environment
DEFGEN308	Provide specialist technical regulatory framework advice
DEFGEN310	Establish technical risk management systems
DEFGEN311	Implement and manage technical risk management
DEFGEN313	Establish technical data and information management systems
DEFGEO001	Support geospatial operations
DEFGEO002	Apply geospatial visualisation
DEFGEO003	Provide geospatial support to operations
DEFGEO004	Provide geospatial technical advice
DEFINT001	Supervise intelligence operations
DEFINT002	Plan and lead a counter-surveillance operation
DEFINT003	Edit intelligence material for security purposes
DEFINT015	Locate electromagnetic emissions
DEFINT016	Log target communications
DEFINT017	Analyse information for situational value
DEFINT018	Collect radio frequency emissions
DEFLAW008	Conduct a Defence administrative inquiry
DEFLAW013	Conduct basic fact finding
DEFMIL001	Use personal camouflage and concealment in a threat environment
DEFMIL002	Operate night fighting equipment
DEFMIL003	Operate a service rifle
DEFMIL004	Operate a light support weapon
DEFMIL005	Operate a service hand grenade
DEFMIL006	Operate in a threat environment
DEFMIL007	Participate in ceremonial activities
DEFMIL008	Display the attributes of Defence personnel
DEFMIL009	Integrate into the Defence working environment
DEFMIL010	Operate a 22 gauge rifle
DEFMIL011	Conduct individual and collective ceremonial drill
DEFMIL021	Observe and monitor hostile areas to detect targets
DEFMIL022	Operate remote sensors to detect targets
DEFMIL023	Operate a radar to locate targets
DEFMIL024	Conduct military searches
DEFMIL025	Operate Defence communications equipment

Code	Title
DEFMIL026	Perform an individual static line parachute descent
DEFMIL027	Perform a team free fall parachute descent
DEFMIL028	Navigate in remote and unmodified landscapes
DEFMIL029	Supervise combat operations
DEFMIL030	Use individual protective equipment in a CBRN threat environment
DEFMIL041	Operate and maintain an armoured vehicle
DEFMIL042	Operate and maintain armoured vehicle weapon systems
DEFMIL043	Supervise an armoured vehicle and crew
DEFMIL061	Operate indirect fire weapons
DEFMIL063	Produce meteorological data
DEFMIL064	Destroy hostile air targets using line of sight ground based air defence weaponsystems
DEFMIL065	Observe targets and direct single asset firepower on a single target
DEFMIL066	Observe targets and direct multi asset firepower on multiple targets
DEFMIL067	Maintain radar systems at field operator level
DEFMIL068	Select sites for deployment in a threat environment
DEFMIL069	Supervise indirect fire weapons
DEFMIL070	Observe targets and engage with joint asset firepower from any agency
DEFMIL071	Supervise the destruction of hostile air targets using line of sight ground based AD weapon systems
DEFMIL081	Assist in the construction of minefields
DEFMIL082	Perform military high-risk search
DEFMIL083	Collect environmental information
DEFMIL084	Operate an inland tug boat
DEFMIL085	Construct equipment bridging
DEFMIL086	Supervise engineering operations
DEFMIL087	Supervise the construction of short term roads or tracks
DEFMIL088	Coordinate area and route search, and clearance of explosive ordnance
DEFMIL089	Shift loads manually utilising non-motorised equipment
DEFMIL090	Assist in the preparation, construction, operation and maintenance of afield water-point
DEFMIL091	Prepare, operate and maintain small watercraft
DEFMIL092	Assist in the construction of wet gap crossings
DEFMIL093	Assist in the construction of dry gap crossings
DEFMIL094	Assist in the preparation, construction and maintenance of roads and tracks
DEFMIL095	Assist in the construction and maintenance of field structures
DEFMIL096	Prepare and operate a field water-point

Code	Title
DEFMIL097	Operate an inland modular raft or ferry
DEFMIL111	Undertake reconnaissance tasks
DEFMIL112	Undertake surveillance tasks
DEFMIL113	Operate a service pistol
DEFMIL114	Operate a sustained fire machine gun
DEFMIL115	Operate sustained fire machine guns on operations
DEFMIL116	Operate a shotgun
DEFMIL117	Throw grenades on operations
DEFMIL118	Operate a grenade launcher
DEFMIL119	Operate a mortar
DEFMIL120	Operate a direct fire support weapon
DEFMIL121	Operate direct fire support weapon systems on operations
DEFMIL123	Employ hand operated pyrotechnics
DEFMIL124	Destroy targets using a direct fire guided weapons system
DEFMIL125	Operate a service rifle on operations
DEFMIL126	Operate a light support weapon on operations
DEFMIL127	Conduct range practices
DEFMIL128	Manage range practices and qualifications
DEFMIL129	Observe and direct machine gun fire
DEFMIL130	Supervise sniper operations
DEFMIL131	Undertake stability actions
DEFMIL132	Undertake defensive actions
DEFMIL133	Undertake offensive actions
DEFMIL134	Undertake sniper tasks
DEFMIL135	Supervise the operation of mortars
DEFMIL136	Supervise the operation of direct fire support weapons
DEFMIL137	Apply non-lethal unarmed self-defence techniques
DEFMIL138	Supervise a section during defensive operations
DEFMIL139	Supervise a section during offensive operations
DEFMIL140	Supervise platoon level defensive operations
DEFMIL141	Supervise platoon level offensive operations
DEFMIL142	Support sub-unit level defensive operations
DEFMIL143	Support sub-unit level offensive operations
DEFMIL144	Apply lethal close quarter fighting techniques

Code	Title
DEFMIL145	Supervise the application of non-lethal unarmed self-defence techniques
DEFMIL146	Supervise the application of lethal close quarter fighting techniques
DEFMIL147	Establish and operate a field kitchen
DEFMIL148	Assist with the establishment and operation of a field kitchen
DEFPBC001	Employ the fundamentals of a Performance Based Contract
DEFPBC002	Establish the basis of a Performance Based Contract
DEFPBC003	Establish a Performance Based Contract performance measures hierarchy
DEFPBC004	Establish the contract details of a Performance Based Contract
DEFPBC005	Operate a Performance Based Contract
DEFPET001	Conduct field refuelling operations from a bulk fuel installation
DEFPET002	Conduct field refuelling operations using drum stock
DEFPET003	Test fuel hoses
DEFPET004	Assist in the construction and maintenance of a non-permanent bulkfuel installation
DEFPET005	Assist in the construction and operation of a non-permanent inlandpipeline system
DEFPET006	Assist in the operation of the tank fabric collapsible marine system
DEFPET007	Assist in the operation of the towed flexible barge system
DEFPOL001	Apply the values and principles of Defence police └ DEFGEN006 Work with equity and diversity
DEFPOL002	Conduct battlefield circulation and control operations └ POLGEN019 Operate safely within a policing environment └ PUAOPE013A Operate communications systems and equipment └ PUAOPE014A Navigate to an incident
DEFPOL003	Participate in population protection and control
DEFPSY001	Assist in the conduct of a psycho-social selection activity
DEFPSY002	Conduct a mental health screening interview
DEFPSY003	Conduct a psychometric testing activity
DEFRNG005	Manage emergency operations
DEFRNG006	Conduct range inspections
DEFRNG008	Manage training area and range contamination
DEFRNG009	Supervise contractors
DEFRNG010	Monitor and implement environmental plans and procedures
DEFRNG012	Manage training areas and ranges
DEFRNG013	Control training area and range activities
DEFRNG014	Monitor training area and range activities
DEFRNG015	Inspect, maintain and monitor training area and range activities

Code	Title
DEFRNG016	Coordinate training area and range activities
DEFRNG017	Develop and maintain training area and range standing orders
DEFRNG018	Monitor and control training area and range visits
DEFRNG021	Conduct range inspections
DEFRNG022	Control training area and range activities
DEFRNG033	Inspect, maintain and monitor training area and range activities
DEFRNG034	Monitor training area and range activities
DEFRNG038	Provide technical advice on ranges and training areas
DEFRNG039	Site range complexes
DEFSEA001	Assist in seamanship operations
DEFSEA002	Assist in boarding operations
DEFSEA003	Control persons using non-firearms options
DEFSEA004	Defend persons using firearms
DEFSEA005	Maintain weapons and associated equipment
DEFSEA006	Track and engage targets
DEFSEA007	Assist in ship navigation
DEFSEA008	Operate a chaff firing system
DEFSEA009	Operate a visual target designation system
DEFSEN001	Operate a radar system
DEFSIM010	Apply knowledge of simulator systems and architecture
DEFSIM011	Fault find and repair simulator control systems
DEFSIM012	Find fault and repair simulator motion systems
DEFSIM013	Manage simulator accreditation or in service testing
DEFSIM014	Work effectively with simulator systems
DEFSIM015	Fault find and repair simulator power distribution and control systems
DEFSIM016	Fault find and repair simulator computer systems and peripheral hardware
DEFSIM017	Fault find and repair simulator image generator and visual display systems
DEFSIM018	Fault find and repair simulator sound systems
DEFSIM019	Fault find and repair simulator weapons systems
DEFSIM020	Conduct simulator performance evaluation
DEFSIM021	Operate the simulator for testing purposes
DEFSUR001	Catch aquatic animals in a survival situation
DEFSUR002	Construct improvised weapons and equipment in a survival situation
DEFSUR003	Employ visual emergency signalling techniques in a survival situation

Code	Title
DEFSUR004	Erect a survival shelter using natural resources in a survival situation
DEFSUR005	Maintain physical and emotional health and fitness in a survival environment
DEFSUR006	Navigate using celestial aids
DEFSUR007	Preserve and cook foodstuffs in a survival situation
DEFSUR008	Produce fire using improvised means in a survival situation
DEFSUR009	Trap and kill animals in a survival situation
DEFSUR010	Locate, treat and manage water in a survival situation
DEFSUR011	Survive at sea
DEFTRP001	Operate a vehicle in an environment of threat
DEFTRP002	Operate a vehicle at night
DEFTRP003	Operate a vehicle over difficult terrain
DEFTRP004	Operate a vehicle using night fighting equipment (NFE)
DEFTRP005	Operate a multi-axle trailer
DEFTST004	Evaluate testing
DEFTST006	Analyse test data
DEFTST007	Apply knowledge of test and evaluation processes
DEFTST010	Conduct test and evaluation processes
DEFTST013	Plan test and evaluation processes
DEFTST014	Prepare test and evaluation processes
DEFTST015	Produce test and evaluation reports
DEFVEH001	Conduct recovery vehicle operations in a field environment
DEFVEH002	Extract disabled equipment using winching techniques in a field environment
DEFWDV018	Act as a standby diver
DEFWDV019	Conduct an underwater search of a ship's hull
DEFWDV022	Dive using closed-circuit breathing apparatus (HeO ₂) in open water to a maximum depth of 60 metres
DEFWDV023	Dive using closed-circuit breathing apparatus (N ₂ O ₂) in open water to a maximum depth of 50 metres
DEFWDV024	Dive using closed-circuit breathing apparatus (O ₂) in open water to a maximum depth of 10 metres
DEFWDV025	Dive using self-contained underwater breathing apparatus in open water to 30 metres
DEFWDV026	Dive using surface-supplied breathing apparatus (SSBA) in open water to 30 metres
DEFWDV027	Employ air-lift devices under water
DEFWDV028	Employ explosive power tools in an underwater environment
DEFWDV029	Employ hand tools in an underwater environment
DEFWDV030	Employ power tools in an underwater environment
DEFWDV031	Employ thermal cutting and welding tools (non-load bearing) in an underwater environment

Code	Title
DEFWDV034	Perform non-technical structural inspections under water
DEFWDV035	Perform underwater rigging work
DEFWDV036	Perform underwater surveys
DEFWDV039	Support self-contained underwater breathing apparatus (SCUBA) diving operations from the surface
DEFWHS001	Identify and monitor radiation hazards
DEFWHS002	Develop noise management plans
DEFWHS003	Apply radio frequency radiation safety procedures
DEFWHS004	Develop radio frequency radiation safety plans
DEFWHS005	Apply ionising radiation safety procedures
DEFWHS006	Develop ionising radiation safety plans
DEFWHS007	Work safely with lasers
DEFWHS008	Apply laser safety procedures
DEFWHS009	Develop laser safety plans
DEFWHS010	Identify confined space
DEFWHS011	Enter confined space
DEFWHS012	Test confined space environment
DEFWHS013	Control entry to confined spaces
DEFWHS014	Monitor and report on hazardous substances safety

Attachment E: Imported Units

Where an imported superseded unit of competency is packaged in a qualification, the imported unit of competency will be reviewed the next time the qualification is reviewed.

Code	Title	Status
AHCPMG307	Apply animal trapping techniques	Current
AVIM0008	Operate a simulator	Current
AVIM0009	Facilitate training in a synthetic environment	Current
AVIW0020	Refuel aircraft	Current
BSBADM101	Use business equipment and resources	Superseded
BSBAUD411	Participate in quality audits	Current
BSBAUD412	Work within compliance frameworks	Current
BSBAUD511	Initiate quality audits	Current
BSBAUD512	Lead quality audits	Current
BSBAUD513	Report on quality audits	Current
BSBAUD514	Interpret compliance requirements	Current
BSBAUD515	Evaluate and review compliance	Current
BSBCMM201	Communicate in the workplace	Superseded
BSBCMM211	Apply communication skills	Current
BSBCMM401	Make a presentation	Superseded
BSBCMM411	Make presentations	Current
BSBCMM511	Communicate with influence	Current
BSBCRT412	Articulate, present and debate ideas	Current
BSBFIM501	Manage budgets and financial plans	Superseded
BSBFIN501	Manage budgets and financial plans	Current
BSBHRM413	Support the learning and development of teams and individuals	Current
BSBHRM523	Coordinate the learning and development of teams and individuals	Current
BSBINM201	Process and maintain workplace information	Superseded
BSBINM301	Organise workplace information	Superseded
BSBINM303	Handle receipt and despatch of information	Superseded
BSBINM501	Manage an information or knowledge management system	Superseded
BSBINS201	Process and maintain workplace information	Current
BSBINS301	Develop and use information literacy skills	Current
BSBINS303	Use knowledge management systems	Current
BSBINS401	Analyse and present research information	Current

Code	Title	Status
BSBINS501	Implement information and knowledge management systems	Current
BSBITU304	Produce spreadsheets	Superseded
BSBITU401	Design and develop complex text documents	Superseded
BSBITU402	Develop and use complex spreadsheets	Superseded
BSBLDR411	Demonstrate leadership in the workplace	Current
BSBLDR414	Lead team effectiveness	Current
BSBLDR521	Lead the development of diverse workforces	Current
BSBLDR522	Manage people performance	Current
BSBLEG315	Assist in planning activities in a legal services environment	Current
BSBLEG423	Conduct simple legal research	Current
BSBLEG424	Support the drafting of complex legal documents	Current
BSBLEG521	Conduct and apply legal research	Current
BSBLEG530	Apply legal principles in wills and probate matters	Current
BSBMED305	Apply the principles of confidentiality, privacy and security within the medical environment	Current
BSBMGT403	Implement continuous improvement	Superseded
BSBMKG555	Write persuasive copy	Current
BSBOPS101	Use business resources	Current
BSBOPS401	Coordinate business resources	Current
BSBOPS402	Coordinate business operational plans	Current
BSBOPS403	Apply business risk management processes	Current
BSBOPS404	Implement customer service strategies	Current
BSBOPS502	Manage business operational plans	Current
BSBOPS504	Manage business risk	Current
BSBOPS505	Manage organisational customer service	Current
BSBPEF202	Plan and apply time management	Current
BSBPEF402	Develop personal work priorities	Current
BSBPEF501	Manage personal and professional development	Current
BSBPMG416	Apply project procurement procedures	Superseded
BSBPMG418	Apply project stakeholder engagement techniques	Superseded
BSBPMG420	Apply project scope management techniques	Current
BSBPMG424	Apply project human resources management approaches	Current
BSBPMG425	Apply project information management and communications techniques	Current

Code	Title	Status
BSBPMG428	Apply project life cycle management processes	Current
BSBPMG430	Undertake project work	Current
BSBPMG519	Manage project stakeholder engagement	Superseded
BSBPMG530	Manage project scope	Current
BSBPMG531	Manage project time	Current
BSBPMG532	Manage project quality	Current
BSBPMG534	Manage project human resources	Current
BSBPMG536	Manage project risk	Current
BSBPMG538	Manage project stakeholder engagement	Current
BSBPMG540	Manage project integration	Current
BSBPUR402	Negotiate contracts	Superseded
BSBSTR401	Promote innovation in team environments	Current
BSBSTR402	Implement continuous improvement	Current
BSBSTR501	Establish innovative work environments	Current
BSBSTR502	Facilitate continuous improvement	Current
BSBSTR601	Manage innovation and continuous improvement	Current
BSBSUS211	Participate in sustainable work practices	Current
BSBSUS401	Implement and monitor environmentally sustainable work practices	Superseded
BSBSUS411	Implement and monitor environmentally sustainable work practices	Current
BSBTEC101	Operate digital devices	Current
BSBTEC201	Use business software applications	Current
BSBTEC203	Research using the internet	Current
BSBTEC303	Create electronic presentations	Current
BSBTEC401	Design and produce complex text documents	Current
BSBTEC402	Design and produce complex spreadsheets	Current
BSBTWK201	Work effectively with others	Current
BSBTWK502	Manage team effectiveness	Current
BSBTWK503	Manage meetings	Current
BSBTWK601	Develop and maintain strategic business networks	Current
BSBWHS201	Contribute to health and safety of self and others	Superseded
BSBWHS211	Contribute to the health and safety of self and others	Current
BSBWHS311	Assist with maintaining workplace safety	Current
BSBWHS401	Implement and monitor WHS policies, procedures and programs to meet	Superseded

Code	Title	Status
	legislative requirements	
BSBWHS411	Implement and monitor WHS policies, procedures and programs	Current
BSBWHS414	Contribute to WHS risk management	Current
BSBWHS521	Ensure a safe workplace for a work area	Current
BSBWOR301	Organise personal work priorities and development	Superseded
BSBWOR501	Manage personal work priorities and professional development	Superseded
BSBWRT311	Write simple documents	Current
BSBWRT401	Write complex documents	Superseded
BSBWRT411	Write complex documents	Current
BSBXCS302	Identify and report online threats	Current
BSBXCS303	Securely manage personal identifiable information and workplace information	Current
CHCCCS019	Recognise and respond to crisis situations	Current
CHCCOM002	Use communication to build relationships	Current
CHCLEG001	Work legally and ethically	Current
CHCMHS001	Work with people with mental health issues	Current
CPCWHS1001	Prepare to work safely in the construction industry	Current
CPPFES2005	Demonstrate first attack firefighting equipment	Current
CPPSIS3020	Perform basic surveying computations	Superseded
CPPSIS4022	Store and retrieve spatial data	Superseded
CPPSIS4024	Source and assess spatial data	Superseded
CUAAIR411	Plan and conduct interviews	Current
CUAMPF211	Perform simple musical pieces	Current
CUAPHI313	Process photo images	Current
CUAPHI411	Capture images in response to a brief	Current
CUAPOS412	Manage media assets	Current
CUAPPR403	Store and maintain finished creative work	Current
FNSASIC301	Establish client relationship and analyse needs	Superseded
FNSCRD415	Manage overdue customer accounts	Current
FNSCUS402	Resolve disputes	Superseded
FNSORG501	Develop and manage a budget	Current
HLTAID011	Provide First Aid	Current
ICTICT206	Install software applications	Superseded
ICTICT214	Operate application software packages	Current

Code	Title	Status
ICTICT302	Install and optimise operating system software	Superseded
ICTICT303	Connect internal hardware components	Superseded
ICTICT304	Implement system software changes	Superseded
ICTICT429	Determine and confirm client business requirements	Current
ICTICT430	Apply software development methodologies	Current
ICTICT519	Develop detailed component specifications from project specifications	Current
ICTNWK311	Install and test network protocols	Current
ICTNWK429	Install hardware to networks	Current
ICTNWK430	Deploy software to networked computers	Current
ICTPRG302	Apply introductory programming techniques	Current
ICTPRG548	Develop high-level object-oriented class specifications	Current
ICTSAD501	Model data objects	Current
ICTSAD502	Model data processes	Current
ICTSAS203	Connect hardware peripherals	Superseded
ICTSAS213	Maintain the integrity of ICT systems	Current
ICTTEN202	Use hand and power tools	Current
ICTTEN208	Use electrical skills when working with telecommunications networks	Current
MEM15002A	Apply quality systems	Superseded
MEM30031	Operate computer-aided design (CAD) system to produce basic drawing elements	Current
MEMPE002	Use electric welding machines	Current
MSL974019	Perform chemical tests and procedures	Superseded
MSL974023	Capture and manage scientific images	Current
MSMENV272	Participate in environmentally sustainable work practices	Current
MSMOPS400	Optimise process/plant area	Current
MSMOPS401	Trial new process or product	Current
MSMPCII295	Operate manufacturing equipment	Current
MSMPCII297	Make an object from cloth using an existing pattern	Current
MSMPCII298	Make an object from metal	Current
MSMSUP102	Communicate in the workplace	Current
MSMSUP210	Process and record information	Current
MSMSUP240	Undertake minor maintenance	Current
MSMSUP292	Sample and test materials and product	Current

Code	Title	Status
MSMSUP390	Use structured problem-solving tools	Current
MSMWHS200	Work safely	Current
MSMWHS210	Undertake first response to non-fire incidents	Current
MSMWHS300	Facilitate the implementation of WHS for a work group	Current
MSS015022	Develop strategies for more sustainable use of resources	Superseded
MSS402001	Apply competitive systems and practices	Superseded
MSS402002	Sustain process improvements	Superseded
MSS402010	Manage the impact of change on own work	Superseded
MSS402020	Apply quick changeover procedures	Superseded
MSS402021	Apply Just in Time procedures	Superseded
MSS402030	Apply cost factors to work practices	Superseded
MSS402031	Interpret product costs in terms of customer requirements	Superseded
MSS402040	Apply 5S procedures	Superseded
MSS402050	Monitor process capability	Superseded
MSS402051	Apply quality standards	Superseded
MSS402061	Use SCADA systems in operations	Superseded
MSS402080	Undertake root cause analysis	Superseded
MSS402081	Contribute to the application of a proactive maintenance strategy	Superseded
MSS402083	Use planning software systems in operations	Superseded
MSS403001	Review competitive systems and practices	Superseded
MSS403005	Facilitate use of a Balanced Scorecard for performance improvement	Superseded
MSS403010	Facilitate change in an organisation implementing competitive systems and practices	Superseded
MSS403021	Facilitate a Just in Time system	Superseded
MSS403032	Analyse manual handling processes	Superseded
MSS403040	Facilitate and improve implementation of 5S	Superseded
MSS403085	Ensure process improvements are sustained	Superseded
MSS403086	Improve cost factors in work practices	Superseded
MSS403087	Mistake proof an operational process	Superseded
MSS404054	Apply statistics to operational processes	Superseded
MSS404060	Facilitate the use of planning software systems in a work area or team	Superseded
MSS404061	Facilitate the use of SCADA systems in a team or work area	Superseded
MSS404084	Undertake process capability improvements	Superseded

Code	Title	Status
MSS404085	Undertake proactive maintenance analyses	Superseded
MSS404086	Assist in implementing a proactive maintenance strategy	Superseded
MSS405001	Develop competitive systems and practices for an organisation	Superseded
MSS405004	Develop business plans in an organisation implementing competitive systems and practices	Superseded
MSS405008	Analyse and map a value stream	Superseded
MSS405009	Manage a value stream	Superseded
MSS405020	Develop quick changeover procedures	Superseded
MSS405021	Develop a Just in Time system	Superseded
MSS405030	Optimise cost of a product or service	Superseded
MSS405031	Undertake value analysis of product or process costs in terms of customer requirements	Superseded
MSS405040	Manage 5S system in an organisation	Superseded
MSS405054	Determine and improve process capability	Superseded
MSS405063	Develop the application of enterprise control systems in an organisation	Superseded
MSS405064	Determine and establish information collection requirements and processes	Superseded
MSS405075	Facilitate the development of a new product	Superseded
MSS405081	Develop a proactive maintenance strategy	Superseded
MSS405086	Develop sustainable energy practices	Superseded
MSS407003	Analyse process changes	Superseded
MSS407012	Lead a process to determine and solve root cause for a complex problem	Superseded
MSS408005	Develop knowledge systems and learning processes for an organisation	Superseded
MSS408006	Develop and refine systems for improvement in operations	Superseded
MSS408007	Develop problem solving capability of an organisation	Superseded
PMAOPS101	Read dials and indicators	Current
PMAOPS105	Select and prepare materials	Current
PMAOPS201	Operate fluid flow equipment	Current
PMAOPS204	Select and use utilities and services	Current
PMAOPS205	Operate heat exchangers	Current
PMAOPS216	Operate local control system	Current
PMAOPS222	Operate and monitor pumping systems and equipment	Current
PMAOPS300	Operate a production unit	Superseded
PMAOPS305	Operate process control systems	Superseded
PMAOPS307	Transfer bulk fluids into/out of storage facility	Superseded

Code	Title	Status
PMAOPS410	Operate remote production facilities	Current
PMAOPS411	Manage plant shutdown and restart	Current
PMASUP440	Commission/recommission plant	Current
PMASUP540	Analyse equipment performance	Current
PMAWHS310	Investigate incidents	Current
POLFOR024	Detect, record and collect forensic evidence	Current
PSPETH007	Uphold and support the values and principles of public service	Current
PSPGEN003	Deliver a service to clients	Superseded
PSPGEN011	Build and maintain internal networks	Superseded
PSPGEN023	Deliver and monitor service to clients	Superseded
PSPGEN024	Use resources to achieve work unit goals	Superseded
PSPGEN027	Gather and analyse information	Superseded
PSPGEN033	Use advanced workplace communication strategies	Superseded
PSPGEN034	Compose complex workplace documents	Superseded
PSPGEN038	Identify and treat risks	Superseded
PSPGEN039	Develop internal and external networks	Superseded
PSPGEN044	Develop client services	Superseded
PSPGEN049	Undertake negotiations	Superseded
PSPGEN053	Provide leadership	Superseded
PSPGEN054	Use complex workplace communication strategies	Superseded
PSPGEN070	Persuade and influence opinion	Superseded
PSPGEN090	Engage with stakeholders	Current
PSPGEN096	Use workplace communication strategies	Current
PSPGEN101	Use complex workplace communication strategies	Current
PSPGEN105	Gather and analyse information	Current
PSPGEN106	Conduct research and analysis	Current
PSPGEN109	Apply public sector financial policies and processes	Current
PSPGEN120	Provide Strategic direction	Current
PSPGEN129	Access and use resources	Current
PSPGEN130	Use resources to achieve work unit goals	Current
PSPGEN131	Coordinate resource allocation and usage	Current
PSPGEN132	Manage resources	Current
PSPGEN138	Organise workplace information	Current

Code	Title	Status
PSPGEN140	Use advanced workplace communication strategies	Current
PSPGEN141	Compose complex workplace documents	Current
PSPGEN142	Refine complex workplace documents	Current
PSPGEN144	Work in a public sector environment	Current
PSPGEN145	Work effectively in the organisation	Current
PSPGEN147	Build and maintain internal networks	Current
PSPGEN148	Develop internal and external networks	Current
PSPGEN150	Establish and maintain strategic networks	Current
PSPGSD002	Administer government service delivery requirements	Superseded
PSPINV001	Plan and initiate an investigation	Current
PSPINV003	Finalise an investigation	Current
PSPINV004	Conduct an investigation	Current
PSPLEG006	Encourage compliance with legislation in the public sector	Current
PSPLEG007	Promote compliance with legislation in the public sector	Current
PSPLEG008	Manage compliance with legislation in the public sector	Current
PSPPCM001	Carry out basic procurement	Superseded
PSPPCM004	Plan procurement	Current
PSPPCM005	Develop and distribute requests for offers	Current
PSPPCM006	Select providers and develop contracts	Current
PSPPCM007	Manage contracts	Current
PSPPCM008	Manage contract performance	Current
PSPPCM011	Plan to manage a contract	Current
PSPPCM012	Plan for procurement outcomes	Current
PSPPCM028	Carry out basic procurement	Current
PSPPCY014	Support policy information	Current
PSPPCY006	Develop organisation policy	Deleted
PSPPCY008	Develop public policy	Deleted
PSPSEC007	Develop and advise on government security procedures	Current
PSPSEC012	Develop security risk management plans	Current
PSPSEC022	Implement security risk treatments	Current
PUACOM001C	Communicate in the workplace	Superseded
PUACOM002	Provide services to clients	Current
PUACOM003	Manage information	Current

Code	Title	Status
PUACOM003B	Manage information	Superseded
PUACOM005	Foster a positive organisational image in the community	Current
PUACOM005B	Foster a positive organisational image in the community	Superseded
PUACOM006B	Plan and conduct a public awareness program	Superseded
PUACOM007	Liaise with other organisations	Current
PUACOM007B	Liaise with other organisations	Superseded
PUACOM011B	Develop community awareness networks	Superseded
PUACOM012B	Liaise with media at a local level	Superseded
PUAEMR001	Establish context for emergency risk assessment	Current
PUAEMR002	Assess emergency risk	Current
PUAEMR003	Develop treatment options for emergency risk	Current
PUAEMR004	Manage risk treatment implementation	Current
PUAEMR005	Treat operational risk	Current
PUAEMR006	Assess operational risk	Current
PUAEMR009	Facilitate emergency risk assessment	Current
PUAEMR011	Manage and evaluate emergency management exercises	Superseded
PUAEMR013	Design emergency management exercises	Superseded
PUAEMR030	Manage and evaluate emergency management exercises	Superseded
PUAEMR031	Design emergency management exercises	Superseded
PUAFER004	Respond to facility emergencies	Current
PUAFIR508	Develop and analyse the behaviour and suppression options for a wildfire	Current
PUAFIR512	Develop and analyse the behaviour and suppression options for a Level 2 wildfire	Superseded
PUAMAN002	Administer allocation of resources	Current
PUAMAN002B	Administer work group resources	Superseded
PUAMAN004B	Manage procurement	Superseded
PUAOPE013	Operate communications systems and equipment	Current
PUAOPE015	Conduct briefings and debriefings	Current
PUAOPE015A	Conduct briefings and debriefings	Superseded
PUAPRO001	Promote a learning environment in the workplace	Current
PUATEA002	Work autonomously	Current
PUATEA002B	Work autonomously	Superseded
PUATEA003	Lead, manage and develop teams	Current

Code	Title	Status
PUATEA003B	Lead, manage and develop teams	Superseded
RIISTD201D	Read and interpret maps	Superseded
SISOBWG001	Bushwalk in tracked environments	Current
SISOFLD003	Select, set up and operate a temporary or overnight site	Current
SISOFLD006	Navigate in tracked environments	Current
SISOFLD007	Navigate in difficult tracked environments	Current
SISXMG001	Develop and maintain stakeholder relationships	Superseded
SITEEVT010	Manage on-site event operations	Superseded
SITTVA010	Fill LPG gas cylinders	Current
TAEDEL301	Provide work skill instruction	Superseded
TAEDEL401	Plan, organise and deliver group-based learning	Superseded
TAEDEL402	Plan, organise and facilitate learning in the workplace	Superseded
TAEDEL404	Mentor in the workplace	Superseded
TLIA0004	Complete receival and despatch documentation	Current
TLIA2011	Package goods	Superseded
TLIA2012	Pick and process orders	Superseded
TLIA2013	Receive goods	Superseded
TLIA2021	Despatch stock	Superseded
TLIA2022	Participate in stocktakes	Superseded
TLIA3015	Complete receival/despatch documentation	Superseded
TLIA3023	Coordinate stocktakes	Superseded
TLIA5029	Plan and manage storage of dangerous goods and hazardous substances	Current
TLIB0012	Maintain and use hand tools	Current
TLIB3006	Carry out inspection of vehicles designed to carry special loads	Deleted
TLIB5010	Plan and implement maintenance schedules	Current
TLIC3063	Operate vehicle carrying special loads	Current
TLID0006	Move materials mechanically using automated equipment	Current
TLID0008	Shift loads using bridge or gantry crane	Current
TLID0014	Load and unload explosives/dangerous goods	Current
TLID0015	Load and unload goods/cargo	Current
TLID0016	Operate a forklift	Current
TLID0018	Prepare for transport of dangerous goods	Current
TLID0020	Shift materials safely using manual handling methods	Current

Code	Title	Status
TLID0021	Store and handle dangerous goods and hazardous substances	Current
TLID1001	Shift materials safely using manual handling methods	Superseded
TLID2010	Operate a forklift	Superseded
TLID2012	Operate specialised load shifting equipment	Superseded
TLID2016	Load and unload explosives/dangerous goods	Superseded
TLID2047	Prepare cargo for transfer with slings	Current
TLID3015	Identify and label explosives/dangerous goods	Current
TLID3024	Use specialised liquid bulk transfer equipment (gravity/pressurised)	Current
TLID3027	Prepare for transport of dangerous goods	Superseded
TLIE0008	Calculate mass, area and quantify dimensions	Current
TLIE2007	Use communications systems	Current
TLIE3002	Estimate/calculate mass, area and quantify dimensions	Superseded
TLIE3004	Prepare workplace documents	Current
TLIF0012	Implement and coordinate accident-emergency procedures	Current
TLIF1002	Conduct housekeeping activities	Superseded
TLIF2012	Apply safe procedures when handling/transporting dangerous goods or explosives	Current
TLIF4007	Implement and coordinate accident-emergency procedures	Superseded
TLIO1002	Follow security procedures when working with passengers and personnel	Current
TLIR4001	Monitor supplier performance	Superseded
TLIX4016	Implement and monitor materiel sustainment plans	Superseded
TLIX4028	Apply knowledge of logistics	Current
TLIX4029	Apply knowledge of integrated logistics support	Superseded
TLIX4031	Apply knowledge of configuration management	Deleted
TLIX4032	Apply knowledge of technical regulatory framework	Superseded
TLIX5020	Develop and review configuration management plans	Superseded
TLIX5021	Manage configuration management processes	Superseded
TLIX5036	Manage and monitor technical data and information systems	Superseded

Attachment F: Implementation Advice

DEF PARALEGAL	
DEFDPL015 Address complex legal and ethical issues in a Defence environment	
Relevant legislation and policies may include:	• <i>Defence Force Discipline Act 1982</i> • Defence Security Policy Framework (DSPF) • <i>Privacy Act 1988</i> • <i>Archives Act 1983</i> • <i>Freedom of Information Act 1982</i> • <i>Records Management Policy Manual (RECMAN)</i> • Work, Health and Safety (WHS) legislation • <i>Public Governance and Accountability (PGPA) legislation</i>
DEFDPL016 Conduct legal research	
Relevant legislation and manuals may include:	• <i>Defence Force Discipline Act 1982</i> • Defence Security Policy Framework (DSPF) • <i>Privacy Act 1988</i> • <i>Archives Act 1983</i> • <i>Freedom of Information Act 1982</i> • Records Management Policy Manual (RECMAN) • Work, Health and Safety (WHS) legislation • Public Governance and Accountability (PGPA) legislation • Defence Media and Communication Policy • ADF pay and conditions manual (PACMAN) • <i>Military Personnel Manual (MILPERSMAN)</i>
DEFDPL026 Provide high-level support on operations law matters	
Operations law	The domestic, foreign and international law associated with the planning and execution of military operations in peacetime or hostilities; therefore, the legal matters are complex and subject to multi-jurisdictional legislative and regulatory requirements.
DEFDPL027 Provide high-level support on service discipline matters	
Relevant manuals and legislation may include:	• Law Manual 2020 • Summary Discipline Manual 2020 • Superior Tribunal Manual 2020 • <i>Public Governance and Accountability Act 2013</i> • Court Procedures Rules 2006 • Federal Court Rules • ADF Pay and Conditions Manual (PACMAN) • Military Personnel Manual (MILPERSMAN)

Legal and military justice entities may include:	• Office of the Director of Military Prosecutions (ODMP) • Registrar of Military Justice (RMJ) • Judge Advocate General (JAG) • Defence Counsel Services (DCS) • Defence Legal Division (DL) • Inspector General of the Australian Defence Forces (IGADF)
DEFDPL028 Provide paralegal support across Defence legal matters and tasks	
Relevant legislation may include:	• <i>Defence Force Discipline Act 1982</i> • <i>Privacy Act 1988</i> • <i>Public Governance, Performance and Accountability Act 2013</i> • Coroners Acts • Court Procedures Rules • Federal Court Rules • <i>Freedom of Information Act 1982</i> • <i>Crimes Act 1914</i> • <i>Public Interest Disclosure Act 2013</i> • Work Health and Safety (WHS) legislation • <i>Casualty Manual (CASMAN)</i>
DEFDPL030 Provide support in Defence administrative law matters	
Administrative sanction processes may include:	• preparing, reviewing and compiling enclosures for Notice to Show Cause and Termination • documents that may be imposed from an Admin Inquiry outcome but are separate • adhering to delegation and time limitation requirements applicable to show course notices, responses, recommendations and implementation of final action • advice for command on responding to a Redress of Grievance
Military administrative law references may include:	• Administrative Inquiries Manual • Guide to Good Decision Making in Defence • Chief of Army (CA) Instruments of Authorisation • Chief of Defence Force (CDF) Delegations • Complaints and Alternative Resolutions Manual • Military Personnel Policy Manual • Defence (Inquiry) Regulations 2018 • Chief of Army Directives • Forces Command (FORCOMD) Legal Technical Guidance
DEFDPL031 Provide support in service discipline law matters	
Procedural references may	• Defence Legal Technical Guidance material

include:	• <i>Defence Force Discipline Act 1982</i> • Commanders' Guide to Discipline 2020 • Summary Authority Rules 2019
Discipline manuals may include:	• Discipline Officer Manual 2019 • Summary Discipline Manual 2020 • DFDA Law Manual 2020 • Superior Tribunal Manual 2020
DEFDPL032 Work in a public service legal environment	
Relevant legislation and manuals may include:	• <i>Defence Force Discipline Act 1982</i> • Defence Security Policy Framework (DSPF) • <i>Privacy Act 1988</i> • <i>Archives Act 1983</i> • Records Management Policy Manual (RECMAN) • Work, Health and Safety (WHS) legislation • Public Governance and Accountability legislation • <i>Public Service Act 1999</i> • Defence Enterprise Agreement

DEF FORENSICS	
DEFFOR012 Assess, control and examine digital incident scenes	
Physical evidence may include both digital and analogue recording and communications equipment, including:	hard drives, recording media, flash drives, tape drives, random-access memory (RAM), read-only memory (ROM), basic input/output system (BIOS) and other peripherals
DEFFOR013 Capture forensic digital photographs or video	
Photographic equipment may include:	digital cameras, film cameras, accessories such as lenses (normal, wide angle, telephoto and zoom), flashes and filters, videographic equipment, tripod, equipment bag, memory cards and batteries
DEFFOR014 Compile and submit digital media forensic documentation	
Documentation relating to digital forensic investigations may include:	completing forms, compiling reports and returns, compiling statements, affidavits and statutory declarations, compiling statements of evidence, compiling exhibit registers and logs, and completing the day-to-day paperwork required in the area of digital forensics
DEFFOR015 Conduct digital data search and analysis	
Physical evidence may include:	both digital and analogue recordings, communications equipment including hard drives, recording media, flash drives, tape drives, random-access memory (RAM), read-only memory (ROM), basic input/output system (BIOS) and other peripherals In addition, artefacts are any kind of tangible electronic byproducts that are produced during user or system activity.
DEFFOR016 Conduct initial digital investigation	
Digital evidence may include:	computer hard drives, recording media, flash drives, tape drives or digital and analogue recording and communications equipment
DEFFOR017 Detect, collect and record digital evidence	
Activities may include:	detecting, collecting, recording and packaging both digital and analogue recording and communications equipment including hard drives, recording media, flash drives, tape drives, random-access memory (RAM), read-only memory (ROM), basic input/output system (BIOS) and other peripherals
DEFFOR018 Gather and analyse digital information	
Portable media refers to:	external hard drives, SIM cards, recording media, flash drives, tape drives and other peripherals
DEFFOR019 Give evidence of digital media crime	
Proceedings may include:	- criminal, coronial, civil or military courts - Defence or workers' compensation tribunals - human rights, equal opportunity or royal commissions - administrative reviews or parliamentary hearings

DEF FORENSICS	
DEFFOR020 Inspect, maintain and test digital forensic equipment	
Digital forensic equipment may include:	computer, recording, communications and organisational specialist equipment
Inspection, maintenance and testing of digital forensic equipment:	is an essential component of digital forensics that ensures the digital forensic equipment is available and fit for purpose
DEFFOR021 Produce a digital media image for forensic purposes	
Storage devices may include:	- hard disk drives, solid state drives, read-only memory (ROM), random-access memory (RAM), flash drives, tape drives, basic input/output system (BIOS) and USBs - mobile devices such as mobile phones may afford additional information, including location, but require the use of specific methodologies
Common objectives may include:	keyword searches, files recovery (including deleted files), extraction of registry information and metadata

DEF MORAL INJURY
Moral injury has been defined as ‘the existential, psychological, emotional and/or spiritual trauma arising from a conflict, violation or betrayal, either by omission or commission, of or within one’s moral beliefs or code(s)’.³ 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’. The units may also apply to support others who work in this field, including emergency first responders, police, firefighters, and public safety disaster and recovery personnel. - DEFCHP007 Assist personnel with Moral Injury through Pastoral Narrative Disclosure (PND) - DEFCHP008 Prepare to implement Moral Injury Pastoral Narrative Disclosure (PND) - DEFCHP009 Conduct Moral Injury Pastoral Narrative Disclosure (PND) The 3 units have been packaged in the DEFSS00032 Moral Injury Skill Set and describe the skills and knowledge for Chaplains to prepare and implement a system of support known as <i>Pastoral Narrative Disclosure</i> (PND) to assist members and their families who may have Moral Injury. The units have also been added to the electives in the DEF53415 Diploma of Institutional and Operational Chaplaincy. Those wishing to use these units of competency, skill set or qualification are asked to contact Defence to seek advice by emailing dle.secretaire@defence.gov.au.

³ N Jamieson et al (2020), ‘Military moral injury: A concept analysis’, *International Journal of Mental Health Nursing*.