



Australian Government

Department of Education, Employment and Workplace Relations

CPPSEC3014A Control persons using baton

Release: 1

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Modification History

Not Applicable

Unit Descriptor

Unit descriptor

This unit of competency specifies the outcomes required to present and control a person with a baton. It requires the ability to present a baton confidently in a conflict situation, to use the baton to defend self and others and to direct a person within the requirements of the law. Competency also requires knowledge of the procedures for conducting an arrest.

This unit may form part of the licensing and legal requirements for the use of batons and tactical force procedures by persons working in the security industry in those states and territories where these are regulated activities.

Application of the Unit

Application of the unit

This unit of competency has wide application in the security industry in those roles providing operational activities. Competency requires legal and operational knowledge applicable to relevant sectors of the security industry. The knowledge and skills described in this unit are to be applied within relevant legislative and organisational guidelines.

Licensing/Regulatory Information

Refer to Unit Descriptor

Pre-Requisites

Not Applicable

Employability Skills Information

Employability skills This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency. Performance criteria describe the required performance needed to demonstrate achievement of the element. Where ***bold italicised*** text is used, further information is detailed in the required skills and knowledge section and/or the range statement. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1 Present baton.	1.1 Applicable provisions of legislative and organisational requirements relevant to the use of batons are identified and complied with. 1.2 The need and opportunity to present baton is assessed and evaluated against risk factors. 1.3 Hold is appropriate to baton type and grip is securely maintained to ensure continuous control during presentation. 1.4 Stance adopted during presentation is confident, assertive, balanced and allows for additional tactical positioning. 1.5 Personal safety needs are identified and assistance sought as required in accordance with organisational procedures. 1.6 Protective equipment is selected and used in accordance with organisational and Occupational Health and Safety (OHS) requirements
2 Direct persons.	2.1 Communication is maintained with subject and reflects sensitivity to individual social and cultural differences. 2.2 Effective interpersonal techniques are used to facilitate an effective exchange of information. 2.3 Intention to use baton is clearly and assertively communicated to subject. 2.4 Baton is used to restrain subject using recognised techniques. 2.5 Alternative response options are assessed and implemented where possible to minimise the use of force or prevent continuance of aggressive behaviour.
3 Apply defensive strikes.	3.1 Subject is continually observed to anticipate movement and aggressive actions. 3.2 The response initiative is carried out promptly and accurately in accordance with organisational procedures. 3.3 Baton contact with the subject is minimised and restricted to appropriate target areas of the subject's body. 3.4 Force of strike is controlled and limited to preventing continuance of aggressive force by the subject. 3.5 Factors which may affect the provision of first aid treatment are assessed with assistance from relevant persons when required.
4 Review use of baton.	4.1 Effectiveness of response is reviewed and evaluated against circumstances of the incident. 4.2 Incident observations are provided accurately and

ELEMENT**PERFORMANCE CRITERIA**

- constructively.
- 4.3 Review findings identify areas for improvement and recommendations for amendment of response procedures are provided for future practice.
- 4.4 Baton is inspected and ***faults*** are identified and reported in accordance with organisational procedures.
- 4.5 Relevant ***documentation*** is completed and securely maintained with due regard to confidentiality in accordance with organisational procedures.
- 4.6 ***Effects of stress*** and other issues related to own well-being are recognised and managed using appropriate ***stress management techniques***.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge and their level required for this unit.

Required skills

- apply first aid
- calculate and estimate support requirements
- communicate and negotiate using clear and concise language
- communicate effectively with people from different social, cultural and ethnic backgrounds and of varying physical and mental abilities
- determine response appropriate to incident situation
- identify and comply with applicable legal and procedural requirements including 'use of force' guidelines
- identify risk factors and assess degree of risk
- interpret and follow instructions and procedures
- maintain baton in a serviceable condition
- minimise threat to self and to others by use of appropriate force options
- operate security and communications equipment
- participate in review and debrief procedures
- record, report and process information
- use baton without causing undue harm to subject
- use negotiation techniques to defuse and resolve conflict.

Required knowledge

- baton use and techniques

REQUIRED SKILLS AND KNOWLEDGE

- communication techniques, codes and signals
- correct use of equipment including personal protective equipment
- documentation, reporting and reviewing or debriefing processes
- emergency and evacuation procedures and instructions
- first aid procedures and their application
- incident management and methods of restraint
- legal provisions relating to powers of arrest and 'use of force' guidelines
- negotiation techniques for managing conflict
- observation and monitoring techniques
- powers and procedures for effecting an arrest
- principles of effective communication including interpersonal techniques
- problem-solving methods and techniques
- security incidents and appropriate responses.

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.

Critical aspects for assessment and evidence required to demonstrate competency in this unit

A person who demonstrates competency in this unit must be able to provide evidence of:

- applying defensive strikes that avoid vital areas of the body
- demonstrating correct procedures for selecting, fitting, wearing and maintaining protective equipment including soft body armour
- demonstrating safe baton handling skills including maintaining consistent accuracy when striking with baton
- identifying current and potential risk factors which might impact on the safety and security of self and others and implementing appropriate response measures
- using effective communication techniques to provide warnings and clear directions to subject, and conduct basic negotiation to defuse conflict in a manner which engages minority groups
- reacting in a timely manner to the application and termination of force
- selecting response options using baton within specified legal and strategic limits.

Context of and specific resources for assessment

Context of assessment includes:

- a setting in the workplace or environment that simulates the conditions of performance described in the elements, performance criteria and range statement.

Resource implications for assessment include:

- access to plain English version of relevant statutes and procedures
- access to a registered provider of assessment services
- access to a suitable venue and equipment
- assessment instruments including personal planner and assessment record book
- work schedules, organisational policies and duty statements.

Reasonable adjustments must be made to assessment processes where required for people with disabilities. This could include access to modified equipment and other physical resources, and the provision of appropriate assessment support.

Method of assessment

This unit of competency could be assessed using the following methods of assessment:

- observation of processes and procedures
- questioning of underpinning knowledge and skills.

Guidance information for assessment

Assessment processes and techniques must be culturally appropriate and suitable to the language, literacy and numeracy capacity of the candidate and the competency being assessed. In all cases where practical assessment is used, it should be combined with targeted questioning to assess the underpinning knowledge.

Oral questioning or written assessment may be used to assess underpinning knowledge. In assessment situations where the candidate is offered a choice between oral questioning and written assessment, questions are to be identical.

Supplementary evidence may be obtained from relevant authenticated correspondence from existing supervisors, team leaders or specialist training staff.

Range Statement

RANGE STATEMENT

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised

wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

Legislative requirements may relate to:

- apprehension and powers of arrest
- Australian standards and quality assurance requirements
- counter-terrorism
- crowd control and control of persons under the influence of intoxicating substances
- force continuum, use of force guidelines
- general 'duty of care' responsibilities
- inspection of people and property, and search and seizure of goods
- licensing or certification requirements
- privacy and confidentiality
- relevant commonwealth, state and territory legislation, codes and national standards for:
 - anti-discrimination
 - cultural and ethnic diversity
 - environmental issues
 - equal employment opportunity
 - industrial relations
 - OHS
- relevant industry codes of practice
- trespass and the removal of persons.

Organisational requirements may relate to:

- access and equity policies, principles and practices
- business and performance plans
- client service standards
- code of conduct, code of ethics
- communication and reporting procedures
- complaint and dispute resolution procedures
- emergency and evacuation procedures
- employer and employee rights and responsibilities
- OHS policies, procedures and programs
- own role, responsibility and authority
- personal and professional development
- privacy and confidentiality of information
- quality assurance and continuous improvement processes and standards
- resource parameters and procedures
- roles, functions and responsibilities of security personnel
- storage and disposal of information.

- Opportunities may include:***
- distractions
 - lapses in concentration
 - opportunities for escape
 - presence of support.
- Batons may be:***
- extendable
 - side handle
 - straight.
- Assessment may involve an analysis of:***
- access to weapons
 - available resources and team backup
 - known information about people involved in the incident
 - known information about the circumstances of the incident
 - nature of the incident
 - observation of the environment and physical conditions
 - potential and triggers for escalation or defusing
 - range of response options available
 - safety of self and others.
- Tactical positioning may include:***
- access to cover or concealment
 - capacity to restrain or arrest subject
 - capacity to use handcuffs
 - capacity to withdraw or restrain subject
 - safety of self and others
 - stance (eg standing, kneeling, prone).
- Personal safety needs may include:***
- access to emergency services
 - access to specific security equipment
 - additional training
 - appropriate vehicle
 - clarification of own responsibility and competence
 - maintaining regular communication
 - personal protective equipment
 - provision of back-up support
 - working in a team.
- Protective equipment may include:***
- body armour
 - fire extinguisher
 - fire proof clothing
 - first aid kit gloves
 - head protection
 - masks
 - safety glasses.
- Social and cultural differences may relate***
- dress and personal presentation
 - food

to:

- language
- religion
- social conventions
- traditional practices
- values and beliefs.

Interpersonal techniques may involve:

- active listening
- being non-judgemental
- being respectful and non-discriminatory
- constructive feedback
- control of tone of voice and body language
- culturally aware and sensitive use of language and concepts
- demonstrating flexibility and willingness to negotiate
- effective verbal and non-verbal communication
- maintaining professionalism
- providing sufficient time for questions and responses
- reflection and summarising
- two-way interaction
- use of plain English
- use of positive, confident and cooperative language.

Recognised techniques may include:

- baton impact
- blocking
- locking
- redirection and interception.

Response options may include:

- arrest of person
- cultural support
- defusing the situation
- request for assistance
- restraint of person using handcuffs
- sending alarms
- separation or isolation
- tactical withdrawal
- use of empty hand techniques
- use of negotiation techniques
- use of specialists or experts.

Target areas must include:

- those areas of the body which are non lethal (eg forearm, wrist, hands and fingers).

Factors may include:

- hazardous environmental conditions (adverse weather, after dark, difficult terrain, debris, traffic, time pressure, security or safety issues)
- infection control
- limited access to equipment necessitating the use of

- improvised techniques
 - location of emergency services personnel
 - operating during any response situation
 - varying time frames (short term, sudden impacts, protracted response operations).
- Relevant persons may include:***
- colleagues
 - emergency services personnel
 - medical personnel
 - specialist teams
 - supervisor.
- Baton faults may include:***
- cracks
 - damage
 - dents
 - jagged edges.
- Documentation may include:***
- activity logs
 - incident reports
 - request for assistance forms
 - vehicle and personnel movements
 - written and electronic reports.
- Effects of stress may include:***
- frustration
 - inability to concentrate
 - increasing aggression
 - over-talking
 - tiredness
 - uncoordinated movements.
- Stress management techniques may include:***
- conscious use of personal recreational activities
 - counselling
 - formal debriefing processes
 - informal exploration of incidents with team members and supporters
 - review of practice and resources.

Unit Sector(s)

Unit sector Security

Competency field

Competency field Operations