



Australian Government

POLCOV015 Manage stress in a covert environment

Release: 1

POLCOV015 Manage stress in a covert environment

Modification History

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

Application

This unit describes the skills required to manage personal stress and support others when working in a covert environment.

This unit applies to those working as police officers involved in covert environments. Individuals may be tasked additional responsibilities by their jurisdiction.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to, particularly those related to work health and safety (WHS).

Those undertaking this unit would work both autonomously and within teams as required. They would be required to apply critical thinking and analytical skills to effectively engage with human sources. The individual would demonstrate ethical and professional policing qualities while performing complex tasks and show adaptability across a broad range of contexts.

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

Competency Field

Covert

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.
1. Assess personal stress in a covert	1.1 Identify potential sources of stress for the development of mitigation strategies.

environment	1.2 Identify warning flags of personal stress to implement mitigation strategies. 1.3 Liaise with stakeholders to develop mitigation strategies. 1.4 Implement mitigation strategies to minimise personal stress. 1.5 Monitor personal stress levels to evaluate the effectiveness of personal stress management plan and adjust as required.
2. Provide support to team members	2.1 Monitor behaviour of team members to identify signs of stress. 2.2 Communicate with team members to debrief and encourage management of personnel stress. 2.3 Identify support networks and resources to respond to welfare considerations.
3. Manage personal stress	3.1 Monitor own level of stress to identify factors affecting stress level. 3.2 Seek support from team members to assist in managing factors affecting stress level. 3.3 Identify own requirements for support networks and resources to assist in managing own stress.

Foundation Skills

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

ACSF levels indicative of performance:

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Learning					Reading					Writing					Oral communication					Numeracy NA				

Performance variables:

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Support					Context					Text complexity					Task complexity				

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

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=98c3984e-2cf1-48a8-8ed1-85e4b92e7351>

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Assessment Requirements for POLCOV015 Manage stress in a covert environment

Modification History

Release	Comments
1	These Assessment Requirements were released in POL Police Training Package release 1.0 and meet the Standards for Training Packages.

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- assessing impacts that cause stress in a covert environment
- identifying influences that cause personal stress
- developing strategies to mitigate stress in a covert environment
- communicating and liaising with team members and stakeholders
- developing support networks

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- mitigation techniques and strategies to respond to workplace stress
- information gathering, sharing and analysis techniques
- information privacy
- team dynamics
- jurisdictional support resources
- jurisdictional legislation policies and procedures relating to work health and safety
- psychological influences that may cause stress

Assessment Conditions

This unit contains no specific industry-mandated assessment conditions. Guidance on suggested and recommended conditions and methods can be found in the Implementation Guide.

Consideration must be given to holistic assessment for this unit. Refer to advice in the companion volumes.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

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