



Australian Government

POLGEN009 Contribute to and implement policing strategy and policy

Release: 1

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Modification History

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

Application

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

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

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

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

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

Competency Field

General

Elements and Performance Criteria

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

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

	initiates.
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Foundation Skills

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

ACSF levels indicative of performance:

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

Performance variables:

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
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 POLGEN009 Contribute to and implement policing strategy and policy

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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.

- analysing and synthesising information critically to compose complex written documents
- evaluating critically the impact of strategies and policies for operational purposes
- adhering to jurisdictional policies and procedures relating to quality assurance
- liaising with others to seek feedback and identify opportunities for improvement
- identifying and analysing potential impacts on business plans
- interpreting, analysing and translating jurisdictional legislation, strategy and policy
- developing a business plan, including resource priorities, implementation plans and communication strategies
- identifying trends and patterns that impact public safety and policing initiatives
- developing, monitoring and evaluating policing initiatives
- ensuring alignment between projects and initiatives with jurisdictional and government objectives and priorities

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.

- current legislation relating to freedom of information and privacy
- legislative requirements and jurisdictional policies and procedures relating to multi-agency agreements
- jurisdictional policies and procedures relating to style manual requirements, information security and confidentiality, and intellectual property
- jurisdictional strategic planning and policy frameworks
- roles and responsibilities of public safety stakeholders, including governments, ministers and external stakeholders

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.

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

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