

Analysis of the relevance of the draft AAAS Leadership Competencies to Volunteer Bushwalking Leaders

The bushwalking community in Victoria has long-standing processes and procedures for volunteer leaders to operate safely and effectively when leading trips.

Low-cost training programs provide volunteer leaders with appropriate knowledge and skills that can be built on over time through practical experience and via peer support to the extent desired by the individual leader.

It is important to note that this approach and the associated body of knowledge and expertise has evolved prior to and without reliance on, or reference to the “VET competency model” that is utilised by professional guiding companies and their employees.

The bushwalking community regards its leader development and training processes and practices to be appropriate for:

- The level of skills required for safe volunteer bushwalking
- Providing an appropriate standard of care to bushwalking trip participants
- The operational and management needs of clubs
- The avoidance of costs and administrative burdens that competency-based schemes impose.

The tables in this document illustrate the differences between professional-level “AAAS leadership competencies” (for guides and instructors) and volunteer leader requirements.

The assessment shows that there is considerable variance.

If volunteer groups are required to comply with or are measured against the AAAS Standards then the efforts needed to close this gap will be extensive. There are some competencies that volunteer groups will never attain due to them being entirely in the professional guiding business domain.

The tables below summarise the comparisons for both the core and bushwalking competency groupings.

As summarised in table 1, 79% of the proposed core competency standard performance criteria have either no relevance to or are excessive for volunteer leaders.

As summarised in the table 2, 43% of the proposed bushwalking competency standard performance criteria have either no relevance to or are excessive for volunteer leaders.

It is therefore clearly not appropriate that the AAAS Leadership Competency set can be fully applied to volunteer groups.

Comparison of AAAS Core Units of Competency with volunteer leader requirements

The tables assess the extent that the AAAS core competencies correlate to the existing accepted role and performance expectations for volunteer bushwalk leaders, and are assessed as follows:

Not Relevant: AAAS competency clearly work-place and/or professionally related and not relevant to volunteers	NR
Relevant but Excessive: AAAS competency has some relevance but goes significantly beyond what is needed for volunteers	E
Comparable: AAAS competency is comparable to the skill or task level for volunteers	C

Unit Code: BSBWOR301**Unit Title: Organise Personal Work Priorities and Development**

Elements of Competence	Performance Criteria	Comparison
1. Organise and complete own work schedule	1.1 Ensure that work goals, objectives or Key Performance Indicators (KPIs) are understood, negotiated and agreed in accordance with organisational requirements	NR
	1.2 Assess and prioritise workload to ensure tasks are completed within identified timeframes	NR
	1.3 Identify factors affecting the achievement of work objectives and incorporate contingencies into work plans	NR
	1.4 Use business technology efficiently and effectively to manage and monitor scheduling and completion of tasks	NR
2. Monitor own work performance	2.1 Accurately monitor and adjust personal work performance through self assessment to ensure achievement of tasks and compliance with legislation and work processes or KPIs	NR
	2.2 Ensure that feedback on performance is actively sought and evaluated from colleagues and clients in the context of individual and group requirements	NR
	2.3 Routinely identify and report on variations in the quality of and products and services according to organisational requirements	NR
	2.4 Identify signs of stress and effects on personal wellbeing	NR
	2.5 Identify sources of stress and access appropriate supports and resolution strategies	NR
3. Co-ordinate personal skill development and learning	3.1 Identify personal learning and professional development needs and skill gaps using self assessment and advice from colleagues and clients in relation to role and organisational requirements	NR
	3.2 Identify, prioritise and plan opportunities for undertaking personal skill development activities in liaison with work groups and relevant personnel	NR
	3.3 Access, complete and record professional development opportunities to facilitate continuous learning and career development	NR
	3.4 Incorporate formal and informal feedback into review of further learning needs	NR

Unit Code: SISOODR302A**Unit Title: Plan Outdoor Recreation Sessions**

Elements of Competence	Performance Criteria	Comparison
1. Identify participant needs and expectations.	1.1 Consult with participants to determine session's aims and objectives and activity preferences.	E
	1.2 Identify any special requirements according to participants needs.	C
	1.3 Advise participants of any reasons why they should not participate in the activities.	C
	1.4 Recommend participants seek external assistance where appropriate.	NR
2. Prepare a plan for an outdoor activity.	2.1 Identify a range of information sources and gather relevant information to plan an outdoor activity according to organisational policies and procedures.	C
	2.2 Identify equipment and resources appropriate for the activity according to organisational policies and procedures.	C
	2.3 Consult with colleagues to identify activity objectives.	E
	2.4 Design an activity plan to meet the identified needs and abilities of participants according to relevant legislation and organisational policies and procedures.	E
	2.5 Seek agreement on the plan from colleagues, participants and organisations as required.	C
	2.6 Complete appropriate documentation	C
3. Coordinate and allocate activity resources.	3.1 Evaluate the suitability of sites or locations and select according to activity objectives and organisational policies and procedures.	C
	3.2 Confirm selection of sites or location with colleagues and participants.	C
	3.3 Identify and check availability of equipment appropriate for the activity and participants needs and abilities according to organisational policies and procedures.	E
	3.4 Organise and confirm availability of appropriate resource requirements for the activity in consultation with appropriate staff, support personnel, organisations and participants.	E
4 Identify and document contingency plans.	4.1 Identify potential non-routine situations that may arise during the activity.	E
	4.2 Identify current equipment and resources that can be improvised to address non-routine situations.	E
	4.3 Identify means to acquire new or additional resources if required.	E
	4.4 Modify the activity plan, as required, to accommodate the use of improvised equipment or circumstances.	NR

Unit Code : SISOODR303A

Unit Title: Guide Outdoor Recreation Sessions

Elements of Competence	Performance Criteria	Comparison
1. Access the session plan	1.1 Confirm the aim of the session with relevant staff.	NR
	1.2 Confirm participant needs and special requirements.	C
	1.3 Confirm logistical arrangements with relevant staff according to relevant legislation.	NR
	1.4 Clarify points that are not clear with relevant staff.	NR
	1.5 Confirm arrangements and resources with appropriate staff, organisations and participants.	E
	1.6. Assess and confirm that specific risks are within acceptable limits.	C
2.Prepare participants for the session	2.1 Conduct relevant assessments to determine the condition of participants in consultation with relevant support personnel according to organisational policies and procedures and relevant legislation.	E
	2.2 Communicate instructions and relevant information to participants in a suitable manner..	C
	2.3 Check aspects of participants' dress or equipment which may be unsuitable for the session.	C
	2.4 Issue equipment and modify and or check condition for use by different participant groups	NR
3.Lead the group and monitor progress.	3.1 Provide and reinforce direction and advice to the group during the session.	E
	3.2 Demonstrate appropriate and safe techniques according to the proposed session.	E
	3.3 Identify and monitor potential hazards during the session and take action as required according to organisational policies and procedures.	C
	3.4 Monitor individual participant's performance and safety and provide feedback on techniques and usage of equipment.	C
	3.5 Implement appropriate modifications to the session in response to changing conditions.	C
	3.6 Encourage feedback and questioning from group members.	E
	3.7Respond to emergency or non routine situations according to organisational policies and procedures	C
4.Conclude the session.	4.1 Collect and check issued equipment for damage and wear according to organisational policies and procedures.	NR

	4.2 Provide participants the opportunity to give feedback and identify further needs.	E
	4.3 Return the environment or facility to a condition acceptable for future use	NR
	4.4 Supervise participants' departure in a manner appropriate to the situation.	NR
5. Evaluate the session.	5.1 Determine areas and methods of evaluation.	NR
	5.2 Acknowledge feedback from participants and other staff..	NR
	5.3. Identify areas where session could be improved and ways of obtaining this improvement.	E
	5.4 Review own performance and identify potential improvements	E

Unit Code: SISOOPS201A

Unit Title: Minimise Environmental Impact

Elements of Competence	Performance Criteria	Comparison
1. Determine the environmental impacts of outdoor recreation activities.	1.1 Identify the impacts caused by participation in specific outdoor recreation activities.	C
	1.2 Determine the possible causes of these impacts.	C
	1.3 Identify the consequences of the impact on the environment.	C
	1.4 Source and analyse information on key organisational practices and procedures used to reduce the environmental impact.	C
2. Adopt minimal impact practices.	2.1 Follow instructions of relevant personnel to apply minimal impact environmental practices and procedures during outdoor activities.	NR
	2.2 Use equipment in a manner that reduces impact on the natural environment.	C
	2.3 Demonstrate appropriate behaviour toward the environment when interacting with staff and participants.	C
	2.4 Utilise heritage or cultural sites according to relevant legislation and or directions from relevant personnel.	E
	2.5 Report inappropriate environmental practices to relevant personnel	E

Unit Code: SISOOPS306A**Unit Title: Interpret Weather Conditions in the Field**

Elements of Competence	Performance Criteria	Comparison
1 Interpret information from a weather map.	1.1 Identify characteristics of map types and their different uses.	E
	1.2 Identify weather map symbols and associated weather and environmental conditions.	E
	1.3 Outline and justify a weather prediction for a 48 hour period for a specific region using information gained from weather maps and forecasts.	NR
2 Collect and record weather and environmental information in a specific region.	2.1 Identify sources of relevant weather and environmental information	E
	2.2 Identify major cloud types and altitude level.	E
	2.3 Collect weather and environmental information at regular intervals for a specific area over five days.	NR
	2.4 Record weather data and identify patterns.	NR
	2.5 Compare and identify the differences between current weather conditions and a current weather forecast.	C
	2.6 Identify the possible effects of landforms on weather conditions.	E
	2.7 Identify and explain season variations in weather patterns for a specific area.	E
	2.8 Outline differences between large scale and localised weather conditions for a specific area	E
3 Interpret weather and environmental information for outdoor activities at a specific location.	3.1 Determine the suitability and limitations of the activity in relation to the current local weather conditions and forecast.	C
	3.2 Identify strategies to ensure the safety and well being of individuals and or group in weather conditions according to relevant legislation and organisational policies and procedures.	C
	3.3 Identify weather conditions commonly associated with the onset of life threatening weather hazards.	C
	3.4 Identify characteristics of life threatening weather hazards and their possible impact on recreational activities.	C
	3.5 Respond appropriately to life threatening weather hazards to ensure safety of participants	C

Unit Code: SISXCAI306A**Unit Title: Facilitate groups**

Elements of Competence	Performance Criteria	Comparison
1. Plan for the establishment of a group.	1.1 Identify the activity goals of the individuals and group.	E
	1.2 Identify group dynamics and potential barriers to group development and performance.	E
	1.3 Establish a group performance plan to meet needs and activity outcomes.	NR
2. Develop group commitment and cooperation.	2.1 Develop group effectiveness through active participation of all group members.	E
	2.2 Establish systems and mechanisms to monitor and review group development and performance.	NR
	2.3 Develop and implement strategies to reduce and eliminate barriers.	NR
	2.4 Demonstrate use of open communication to establish trust, confidence and ownership in group decision-making, feedback and problem-solving processes.	E
3. Facilitate group processes and performance.	3.1 Demonstrate use of collaborative approaches to develop effective working relationships.	NR
	3.2 Facilitate individual and collective engagement while maintaining group cohesion.	E
	3.3 Devolve responsibility and accountability to group members, where appropriate to the activity context, program aims and group members' abilities.	E
	3.4 Implement effective conflict-resolution strategies where appropriate. ³	NR
	3.5 Demonstrate routine use of inclusive communication strategies.	E
	3.6 Monitor the performance of group members using established review systems.	NR

Unit Code: SISXCCS001A**Unit Title: Provide Quality Service**

Elements of Competence	Performance Criteria	Comparison
1. Address client needs and expectations.	1.1 Recognise and confirm client preferences, needs and expectations.	NR
	1.2 Source and provide relevant information about programs, services and facilities to match client requirements.	NR
	1.3 Meet all reasonable client needs and requests in a timely and professional manner.	NR
	1.4 Encourage clients to ask questions and address these as required.	NR
2. Provide quality service experience.	2.1 Organise, confirm and record appointments for clients to their satisfaction.	NR
	2.2 Provide professional and personalised service to ensure a quality experience for clients.	NR
	2.3 Anticipate client preferences, needs and expectations throughout the provision of services.	NR
	2.4 Confirm client satisfaction in a timely manner and implement appropriate adjustments to service as required.	NR
	2.5 Promote repeat business to clients by offering continued service or offers of alternatives.	NR
	2.6 Maintain records of client service provided.	NR
3. Resolve customer complaints.	3.1 Recognise client dissatisfaction, conflicts or complaints promptly and take action to resolve the issue.	NR
	3.2 Respond to client complaints professionally and refer to appropriate personnel as required.	NR
	3.3 Discuss unresolved concerns with client and prepare plan of action if appropriate.	NR

Unit Code: SISXEMR201A**Unit Title: Respond to Emergency Situations**

Elements of Competence	Performance Criteria	Comparison
1. Identify workplace emergency procedures.	1.1 Identify relevant organisation policies and procedures.	NR
	1.2 Recognise emergency and potential emergency situations.	NR
	1.3 Identify personnel responsible for the appropriate area.	NR
	1.4 Identify location and use of emergency equipment as required.	NR
	1.5 Identify exits and assembly points.	NR
2. Respond to an emergency.	2.1 Report workplace emergency situations to appropriate personnel.	NR
	2.2 Use communication systems during the emergency.	NR
	2.3 Follow instructions from appropriate personnel during the emergency.	NR
	2.4 Select and use emergency equipment where appropriate.	NR
3. Coordinate and monitor participant response.	3.1 Convey emergency instructions to participants in the activity and colleagues.	C
	3.2 Identify and implement strategies for group control and remove participants and colleagues from danger.	C
	3.3 Monitor the condition and location of participants.	C
	3.4 Provide information on developments to participants.	C

Unit Code: SISXOHS101A**Unit Title: Follow Occupational Health and Safety Policies**

Elements of Competence	Performance Criteria	Comparison
1. Observe health and safety procedures.	1.1 Identify relevant organisational policies and procedures	NR
	1.2. Follow and maintain safety procedures to achieve a safe work environment	NR
	1.3. Identify and report safety issues to designated personnel	NR
	1.4. Identify potential manual-handling risks and manage tasks	NR
	1.5. Report work-related incidents and accidents to designated personnel.	NR
2. Contribute to the management of OHS issues.	2.1. Raise OHS issues with designated personnel	NR
	2.2. Contribute to consultative processes for OHS management in the workplace	NR
	2.3. Make suggestions for improving organisational health and safety practices.	NR
3. Carry out general maintenance procedures.	3.1 Monitor cleanliness, safety and tidiness of the workplace and remove general waste as required.	NR
	3.2. Identify damaged items and equipment and notify appropriate personnel.	NR

Unit Code: SISXRSK301A**Unit Title: Undertake Risk Analysis of Activities**

Elements of Competence	Performance Criteria	Comparison
1. Establish the context of the risk analysis.	1.1 Access the organisation's records for the activity and location.	NR
	1.2 Obtain applicable technical documentation.	NR
	1.3 Access and clarify risk-evaluation criteria, as determined by the organisation's risk-management policy and plan.	E
2. Identify risks associated with an activity.	2.1 Identify and document potential sources of risk for the specific activity and location.	C
	2.2 Consider and document areas of impact on the organisation.	E
	2.3 Consider and document possible causes of risk and hazards	E
3. Conduct risk analysis of an activity.	3.1 Determine existing organisational controls for each risk according to Work Health and Safety legislation and industry best practice guidelines and standards.	E
	3.2 Assess the likelihood of any given risk turning into an accident, injury or loss.	E
	3.3 Assess the consequences of particular incidents in order to determine the degree of emphasis to be placed on the risk.	E
	3.4 Analyse the likelihood and consequences of particular risks and classification of risk.	E
4. Undertake risk assessment of an activity.	4.1 Compare the level of risk established during the analysis process with previously established risk-evaluation criteria.	E
	4.2 Rank or prioritise risks for further action, taking account of the wider context of the risk.	NR
	4.3 Consider the objectives of the organisation and the extent of opportunity which could result from taking the risk.	NR
	4.4 Accept risks that fall into the low or acceptable categories without further treatment.	E
5. Treat risks associated with an activity.	5.1 Identify specific risk-treatment options applicable to risks that fall outside the low or acceptable categories.	E
	5.2 Evaluate risk-treatment options according to the organisation's risk-management plan.	E
	5.3 Document the activity-specific risk-treatment plan.	E

	5.4 Implement the risk-treatment plan prior to and during the activity.	E
6. Monitor and review the risk management of an activity.	6.1 Document risk analysis, evaluation and treatment options.	NR
	6.2 Monitor risks and the effectiveness of the risk-treatment plan.	NR
	6.3 Repeat the risk analysis of the activity regularly to ensure the risk-treatment plan remains relevant.	NR
	6.4 Make changes to the conduct of an activity, where required, in accordance with review recommendations.	C
	6.5 Implement recommendations of the organisation's risk audit in future risk analysis of the activity.	NR

Unit Code: TAEDEL301A**Unit Title: Provide Work Skill Instruction**

Elements of Competence	Performance Criteria	Comparison
1. Organise instruction and demonstration	1.1 Gather information about learner characteristics and learning needs	NR
	1.2 Confirm a safe learning environment	NR
	1.3 Gather and check instruction, demonstration objectives, and seek assistance if required	NR
	1.4 Access and review relevant learning resources and learning materials for suitability and relevance, and seek assistance to interpret the contextual application	NR
	1.5 Organise access to necessary equipment or physical resources required for instruction and demonstration	NR
	1.6 Notify learners of details regarding the implementation of the learning program and/or delivery plan	NR
2. Conduct instruction and demonstration	2.1 Use interpersonal skills with learners to establish a safe and comfortable learning environment	NR
	2.2 Follow the learning program and/or delivery plan to cover all learning objectives	NR
	2.3 Brief learners on any workplace health and safety (WHS) procedures and requirements prior to, and during, training	NR
	2.4 Use delivery techniques to structure, pace and enhance learning	NR
	2.5 Apply coaching techniques to assist learning	NR
	2.6 Use communication skills to provide information, instruct learners and demonstrate relevant work skills	NR
	2.7 Provide opportunities for practice during instruction and through work activities	NR
	2.8 Provide and discuss feedback on learner performance to support learning	NR
3. Check training performance	3.1 Use measures to ensure learners are acquiring, and can use, new technical and generic skills and knowledge	NR
	3.2 Monitor learner progress and outcomes in consultation with the learner	NR
	3.3 Review relationship between the trainer/coach and the learner, and adjust to suit learner needs	NR

AAAS Core Competency Mapping Summary

Table 1 Core competency units

AAAS Core Competency Unit	Organise Own Work Priorities and Development	Plan Outdoor Rec Sessions	Guide Outdoor Rec Sessions	Minimise Environmental Impact	Interpret Weather Conditions in the Field	Facilitate Groups	Provide Quality Service	Respond to Emergency Situations	Follow OHS Policies	Undertake Risk Analysis of Activities	Provide Work Skill Instruction		
Performance Criteria Comparisons	NR	E	NR	C	E	E	NR	NR	NR	NR	NR		
	NR	C	C	C	E	E	NR	NR	NR	NR	NR		
	NR	C	NR	C	NR	NR	NR	NR	NR	E	NR		
	NR	NR	NR	C	E	E	NR	NR	NR	C	NR		
	NR	C	E	NR	E	NR	NR	NR	NR	E	NR		
	NR	C	C	C	NR	NR	NR	NR	NR	E	NR		
	NR	E	E	C	NR	E	NR	NR	NR	E	NR		
	NR	E	C	E	C	NR	NR	NR	NR	E	NR		
	NR	C	C	E	E	E	NR	NR	NR	E	NR		
	NR	C	NR		E	E	NR	C	NR	E	NR		
	NR	C	E		E	NR	NR	C		E	NR		
	NR	C	E		C	E	NR	C		NR	NR		
	NR	E	C		C	NR	NR	C		NR	NR		
		E	C		C					E	NR		
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		E											
		E											
Comparison Summary	13	18	25	9	16	13	13	13	10	16	12	Total	Percent
Comparable	0	8	8	6	6			4		2		34	21%
Relevant but Excessive	0	8	8	2	7	7				6		38	24%
Not relevant	13	2	9	1	3	6	13	9	10	8	12	86	55%

Comparison of AAAS Bushwalking Units of Competency with volunteer leader requirements

The tables assess the extent that the AAAS bushwalking competencies correlate to the existing accepted role and performance expectations for volunteer bushwalk leaders, and are assessed as follows:

Not Relevant: AAAS competency clearly work-place and/or professionally related and not relevant to volunteers	NR
Relevant but Excessive: AAAS competency has some relevance but goes significantly beyond what is needed for volunteers	E
Comparable: AAAS competency is comparable to the skill or task level for volunteers	C

Unit Code: SISOBWG201A

Unit Title: Demonstrate bushwalking skills in a controlled environment

Elements of Competence	Performance Criteria	Comparison
1. Plan for a bushwalk.	1.1. Identify food and water requirements according to principles of nutrition and the duration of the walk to maintain physiological well being during activity.	C
	1.2. Identify an appropriate activity location according to relevant legislation and organisational policies and procedures.	C
	1.3. Obtain and become familiar with appropriate map for the intended walk.	C
	1.4. Access relevant sources to interpret weather and environmental information..	C
	1.5. Identify potential hazards associated with the activity	C
2. Select equipment.	2.1. Select, fit and adjust equipment to ensure comfort and safety according to contextual issues and organisational policies and procedures	C
	2.2 Ensure pack weight is appropriate to body weight and level of fitness..	C
	2.3. Select personal clothing and footwear and identify the design and or construction features that make it appropriate	C
3. Apply bushwalking skills.	3.1. Adopt appropriate posture when lifting and carrying backpack.	C
	3.2. Approach obstacles and hazards in a safe manner and minimise risks to self and group where possible.	C
	3.3. Apply ascending techniques and descending techniques on slopes	C
	3.4. Follow a route in tracked or easy untracked areas, demonstrating use of navigation aids.	C
4. Evaluate the bushwalk.	4.1. Evaluate relevant aspects of the walk..	E
	4. 2. Identify improvements for future walks.	E

Unit Code: SISOBWG302A**Unit Title: Apply intermediate bushwalking skills**

Elements of Competence	Performance Criteria	Comparison
1. Plan for a bushwalk.	1.1. Identify and plan food and water requirements according to principles of nutrition and the duration of the walk to maintain physiological well being during activity.	C
	1.2. Identify an appropriate activity location according to relevant legislation and organisational policies and procedures.	C
	1.3. Obtain and become familiar with appropriate map for the intended walk.	C
	1.4. Access relevant sources to interpret detailed weather and environmental information to determine activities.	C
	1.5. Identify possible hazards and changing conditions associated with the activity.	C
2. Select equipment.	2.1. Select equipment according to contextual issues and check to ensure that it is in good working condition.	C
	2.2. Adjust and fit equipment to ensure comfort and safety according to organisational policies and procedures.	C
	2.3. Ensure pack weight is appropriate to body weight and level of fitness.	C
	2.4. Select personal clothing and footwear, and identify the design and or construction features that make it appropriate.	C
3. Apply walking skills.	3.1. Adopt appropriate posture when lifting and carrying backpack.	C
	3.2. Approach obstacles and hazards in a safe manner and minimise risks to self and group where possible.	C
	3.3. Apply ascending and descending techniques on slopes.	C
	3.4. Maintain an appropriate walking rhythm and pace according to conditions.	C
	3.5. Follow a route in difficult or trackless areas, demonstrating use of navigation aids.	C
4. Evaluate the bushwalk.	4.1. Evaluate relevant aspects of the walk.	E
	4.2. Identify improvements for future walks.	E

Unit Code: SISOBWG406A**Unit Title: Apply bushwalking skills in uncontrolled landscapes**

Elements of Competence	Performance Criteria	Comparison
1. Plan a bushwalk.	1.1. Identify and plan food and water requirements according to principles of nutrition and the duration of the walk.	C
	1.2. Address perishability of various foods, packaging and storage considerations when menu planning.	C
	1.3. Identify and plan for emergency food and water requirements and identify the need for water purification.	C
	1.4. Identify an appropriate activity location according to relevant legislation and organisational policies and procedures.	C
	1.5. Access relevant sources to interpret detailed weather and environmental information to determine activities.	C
	1.6. Obtain and review appropriate map for the intended walk.	C
	1.7. Identify potential hazards and changing conditions associated with the activity.	C
2. Select equipment.	2.1. Select equipment according to contextual issues and check to ensure that it is in good working condition.	C
	2.2. Adjust and fit equipment to ensure comfort and safety according to organisational policies and procedures.	C
	2.3. Ensure pack weight is appropriate to body weight and level of fitness.	C
	2.4. Select personal clothing and footwear according to design and or construction features appropriate for the terrain and conditions.	C
3. Apply advanced bushwalking skills.	3.1. Adopt appropriate posture when lifting and carrying backpack.	C
	3.2. Approach obstacles and hazards in a safe manner and minimise risks to self and group where possible.	C
	3.3. Apply ascending techniques and descending techniques on slopes.	C
	3.4. Maintain an appropriate walking rhythm and pace according to conditions.	C
	3.5. Follow a route in unmodified landscapes, demonstrating use of navigation aids.	C
	3.6. Apply river crossing methods according to the situation, where required.	C
4. Evaluate the bushwalk.	4.1. Evaluate relevant aspects of the walk.	E
	4.2. Identify improvements for future walks.	E

Unit Code: SISOBWG404A**Unit Title: Apply river crossing skills**

Elements of Competence	Performance Criteria	Comparison
1. Plan a river crossing.	1.1. Identify river features.	C
	1.2. Identify potential hazards and risks associated with crossing rivers.	C
	1.3. Access relevant sources to interpret weather and environmental information.	C
	1.4. Waterproof backpack contents.	C
	1.5. Select and justify an appropriate location to cross a river according to relevant legislation and organisational policies and procedure	C
2. Apply swimming techniques in moving water.	2.1. Adopt the correct body position for defensive swimming.	NR
	2.2. Demonstrate the negotiation of hazards using defensive swimming techniques and ferry angles.	NR
	2.3. Identify and demonstrate techniques to actively free oneself from river hazards using aggressive swimming techniques.	NR
	2.4. Demonstrate the ability to set a ferry angle in order to reach the bank or eddy	NR
3. Apply river crossing techniques.	3.1. Demonstrate the ability to wade across a swift current of mid-thigh depth, using a wide variety of river crossing methods.	C
	.2. Complete entry to and exit from river safely	C
	3.3. Demonstrate safe retreating from a partial river crossing.	C
	3.4. Demonstrate appropriate use of upstream and downstream safety.	C

Unit Code: SISOBWG303A**Unit Title: Guide bushwalks in a controlled environment**

Elements of Competence	Performance Criteria	Comparison
1. Plan a bushwalking trip.	1.1. Conduct relevant assessments to determine the condition of participants in consultation with support personnel.	E
	1.2. Select an activity site or location which meets activity objectives and is suitable for participants according to relevant legislation and organisational policies and procedures.	C
	1.3. Select appropriate maps and plan the route for the walk, taking into account environmental impact factors.	C
	1.4. Identify hazards associated with the activity and apply risk minimisation procedures to ensure personal safety of participants.	C
	1.5. Develop an activity plan for the walk to meet the identified needs, abilities and risk factors of participants according to relevant legislation and organisational policies and procedures.	E
	1.6. Prepare a Navigation Data Sheet for the proposed walk.	E
	1.7. Access relevant sources to obtain and interpret weather and environmental information for the walk..	C
	1.8. Inform appropriate authorities before the walk	E
2. Select equipment for the activity.	2.1. Identify and source equipment for the activity.	NR
	2.2. Assess equipment for safety and suitability for the walk and complete documentation.	NR
	2.3. Prepare equipment for transportation to walk location according to organisational policies and procedures	NR
3 Make logistical arrangements.	3.1. Determine and plan food and water requirements for participants according to walking requirements.	NR
	3.2. Identify the location of water sources accessible during the walk and determine the need for water purification.	C
	3.3. Prepare water for carrying and storage in a manner appropriate to the activity.	NR
	3.4. Select clothing suitable for the walk.	NR
4. Brief participants.	4.1. Communicate instructions and relevant information about the walk in a manner suitable to participants.	C
	4.2. Demonstrate packing of a backpack with gear appropriate to proposed walk to participants.	E
	4.3. Explain symptoms, treatment and prevention of hypothermia, hyperthermia and dehydration to group to assist in self-monitoring.	E

	4.4. Establish communication systems for use during walk and confirm systems with participants	E
	4.5. Check and confirm participants are properly equipped for the walk.	C
5. Lead bushwalking trip.	5.1. Assist participants to fit and adjust equipment to ensure suitability and safety as required.	C
	5.2. Provide and reinforce direction and advice to the group during the walk.	E
	5.3. Monitor walking pace and spacing between walkers in relation to conditions during the walk.	C
	5.4. Monitor individual participant's performance and behaviour.	C
	5.5. Monitor weather conditions during the walk..	C
	5.6. Implement appropriate modifications to walk in response to changing conditions.	C
6. Select and maintain a temporary site as required.	6.1. Select a suitable site with reference to minimal impact on the environment according to relevant legislation.	C
	6.2. Arrange shelter appropriate for prevailing weather conditions.	C
	6.3. Establish site to ensure comfort and safety of the group.	C
	6.4. Explain relevant minimum impact practices to group and monitor their compliance.	C
	6.5. Return site to an equal standard on departure	C
7. Complete post trip responsibilities.	7.1. Notify relevant authority of trip completion.	NR
	7.2. Retrieve, inspect, repair and store equipment according to organisational policies and procedures.	NR
	7.3. Evaluate relevant aspects of the walk according to organisational criteria and record outcomes.	E
	7.4. Identify potential areas of improvement for future walks.	C
		C

Unit Code: SISOBWG405A**Unit Title: Guide intermediate bushwalks**

Elements of Competence	Performance Criteria	Comparison
1. Plan a bushwalking trip.	1.1. Conduct relevant assessments to determine the condition of participants in consultation with support personnel..	E
	1.2. Select an activity site or location which meets activity objectives and is suitable for participants according to relevant legislation and organisational policies and procedures.	C
	1.3. Select appropriate maps and plan the route for the walk taking into account environmental impact factors.	C
	1.4. Identify hazards associated with the activity and apply risk minimisation procedures to ensure personal safety of participants	C
	1.5. Develop an activity plan for the walk to meet the identified needs, abilities and risk factors of participants according to relevant legislation and organisational policies and procedures.	E
	1.6. Prepare a Navigation Data Sheet for the proposed walk.	E
	1.7. Access relevant sources to obtain and interpret weather and environmental information for the walk.	C
	1.8. Inform appropriate authorities before the walk	E
2. Select equipment for the activity.	2.1. Identify and source equipment for the activity. 2.2. Assess equipment for safety and suitability for the walk and complete documentation. 2.3. Prepare equipment for transportation to walk location according to organisational policies and procedures.	NR
3. Make logistical arrangements.	3.1. Determine food and water requirements for participants according to walking requirements.	NR
	3.2. Identify the location of water sources accessible during the walk and determine the need for water purification.	NR
	3.3. Prepare water for carrying and storage in a manner appropriate to the activity.	NR
	3.4. Select clothing suitable for the walk.	C
4. Brief participants.	4.1. Communicate instructions and relevant information about the walk in a manner suitable to participants.	C
	4.2. Demonstrate packing of a backpack with gear appropriate to proposed walk to participants.	E

	4.3. Explain symptoms, treatment and prevention of hypothermia, hyperthermia and dehydration to group to assist in self-monitoring.	E
	4.4. Establish communication systems for use during walk and confirm systems with participants.	E
	4.5. Check and confirm participants are properly equipped for the walk	C
5. Lead bushwalking trip.	5.1. Assist participants to fit and adjust equipment to ensure suitability and safety as required.	NR
	5.2. Provide and reinforce direction and advice to the group during the walk.	C
	5.3. Monitor walking pace and spacing between walkers in relation to conditions during the walk.	E
	5.4. Monitor individual participant's performance and behaviour.	E
	5.5. Monitor weather conditions during the walk.	E
	5.6 Implement appropriate modifications to walk in response to changing conditions	C
		C
6. Select and maintain a temporary site as required.	6.1. Select a suitable site with reference to minimal impact on the environment according to relevant legislation..	E
	6.2. Arrange shelter appropriate for prevailing weather conditions.	C
	6.3. Establish site to ensure comfort and safety of the group.	C
	6.4. Explain relevant minimum impact practices to group and monitor their compliance.	C
	6.5. Return site to an equal standard on departure	C
7. Complete post-trip responsibilities.	7.1. Notify relevant authority of trip completion.	NR
	7.2. Retrieve, inspect, repair and store equipment according to organisational policies and procedures..	NR
	7.3. Evaluate relevant aspects of the walk according to organisational criteria and record outcomes.	E
	7.4. Identify potential areas of improvement for future walks.	E
	7.5. Review own performance and identify potential improvements	NR

Unit Code: SISOBWG510A

Unit Title: Guide bushwalks in an uncontrolled environment

Elements of Competence	Performance Criteria	Comparison
1. Plan a bushwalking activity.	1.1. Conduct relevant assessments to determine the condition of participants in consultation with support personnel.	E
	1.2. Select an activity site or location which meets activity objectives and is suitable for participants according to relevant legislation and organisational policies and procedures.	C
	1.3. Select appropriate maps and plan the route for the walk, taking into account environmental impact factors.	C
	1.4. Identify hazards associated with the activity and apply risk minimisation procedures to ensure personal safety of participants.	C
	1.5. Develop an activity plan for the walk to meet the identified needs, abilities and risk factors of participants, according to relevant legislation and organisational policies and procedures.	E
	1.6. Prepare a Navigation Data Sheet for the proposed walk.	E
	1.7. Access relevant sources to obtain and interpret weather and environmental information for the walk.	C
	1.8. Inform appropriate authorities before the walk.	E
2. Select equipment for the activity.	2.1. Identify and source equipment for the activity.	NR
	2.2. Assess equipment for safety and suitability for the walk and complete documentation.	NR
	2.3. Prepare equipment for transportation to walk location according to organisational policies and procedures	NR
3. Make logistical arrangements.	3.1. Determine food and water requirements for participants according to walking requirements.	NR
	3.2. Identify and plan for emergency food and water requirements.	E
	3.3. Identify the location of water sources accessible during the walk and determine the need for water purification.	C
	3.4. Prepare water for carrying and storage in a manner appropriate to the activity.	NR
	3.5. Select clothing suitable for the walk.	C
4. Brief participants.	4.1. Communicate instructions and relevant information about the walk in a manner suitable to participants.	E

	4.2. Demonstrate packing of a backpack with gear appropriate to proposed walk to participants.	E
	4.3. Explain symptoms, treatment and prevention of hypothermia, hyperthermia and dehydration to group to assist in self-monitoring.	C
	4.4. Establish communication systems for use during walk and confirm systems with participants.	NR
	4.5. Check and confirm participants are properly equipped for the walk	C
5. Lead bushwalking trip.	5.1. Assist participants to fit and adjust equipment to ensure suitability and safety as required.	E
	5.2. Provide and reinforce direction and advice to the group during the walk.	E
	5.3. Monitor walking pace and spacing between walkers in relation to conditions during the walk.	E
	5.4. Monitor individual participant's performance and behaviour.	C
	5.5. Monitor weather conditions during the walk.	C
	5.6. Implement appropriate modifications to walk in response to changing conditions	C
6. Select and maintain a temporary site as required.	6.1. Select a suitable site with reference to minimal impact on the environment according to relevant legislation.	C
	6.2. Arrange shelter appropriate for prevailing weather conditions.	C
	6.3. Establish site to ensure comfort and safety of the group.	C
	6.4. Explain relevant minimum impact practices to group and monitor their compliance.	C
	6.5. Return site to an equal standard on departure	C
7. Complete post trip responsibilities and evaluation	7.1. Notify relevant authority of trip completion.	NR
	7.2. Retrieve, inspect, repair and store equipment according to organisational policies and procedures.	NR
	7.3. Evaluate relevant aspects of the walk according to organisational criteria and record outcomes.	E
	7.4. Identify potential areas of improvement for future walks.	E

Unit Code: SISOBWG507A**Unit Title: Apply advanced bushwalking skills in alpine environments**

Elements of Competence	Performance Criteria	Comparison
1. Plan a bushwalk.	1.1. Identify and plan food and water requirements suitable for alpine areas and conditions according to principles of nutrition and the duration of the walk.	C
	1.2. Identify an appropriate location according to relevant legislation and organisational policies and procedure	C
	1.3. Access relevant sources to interpret detailed weather and environmental information to determine activities	C
	1.4. Obtain and become familiar with detailed maps for the intended walk	C
	1.5. Identify potential hazards and changing conditions associated with the activity.	C
	1.6. Identify the signs, symptoms, prevention and treatment of possible risks.	C
2. Select equipment.	2.1. Select equipment according to contextual issues and check to ensure that it is in good working condition.	C
	2.2. Adjust and fit equipment to ensure comfort and safety according to organisational policies and procedures..	C
	2.3. Select personal clothing and footwear according to appropriate design and or construction features for the conditions	C
3. Apply advanced bushwalking skills.	3.1. Negotiate obstacles and hazards and minimise risks to self and group where possible.	C
	3.2. Apply ascending techniques and descending techniques on slopes.	C
	3.3. Maintain an appropriate walking rhythm and pace according to conditions.	C
	3.4. Apply appropriate snow walking techniques to negotiate snow covered terrain.	C
	3.5. Select a campsite appropriate to the team members and conditions according to relevant legislation and organisational policies and procedures.	C
	3.6. Pitch tents according to site and anticipated weather.	C
	3.7. Repair and or improvise items of essential equipment in the case of breakage or loss	C
4. Navigate in an alpine environment.	4.1. Apply information contained on maps to plan a suitable route or course.	C
	4.2. Obtain additional information to assist in navigation from the map..	C
	4.3. Calculate grid and magnetic bearings using a map and compass.	C
	4.4. Follow a route in alpine areas and conditions, demonstrating use of navigation aids.	C
	4.5. Apply and demonstrate techniques for estimating distance travelled.	C
	4.6. Maintain a compass course while bypassing an obstacle	C

5. Evaluate the bushwalk.	5.1. Evaluate relevant aspects of the walk..	E
	5.2. Identify improvements for future walks	E

Unit Code: SISONAV201A**Unit Title: Demonstrate Navigation Skills in a controlled environment**

Elements of Competence	Performance Criteria	Comparison
1. Plan for navigation.	1.1. Obtain and become familiar with map or maps for the activity.	C
	1.2. Identify symbols and information contained on the map and how these may be used in navigation.	C
	1.3. Apply information contained on the map to plan an efficient route or course and consider all relevant factors..	C
	1.4. Obtain and identify features of a compass and how it is used to maintain a designated course.	C
	1.5. Calculate grid and magnetic bearings using a map and compass.	C
	1.6. Obtain additional information to assist in navigation from the map.	C
	1.7. Identify emergency or contingency escape routes	C
2. Navigate in controlled environments.	2.1. Orientate map to surroundings with and without the use of a compass.	C
	2.2. Follow a route in controlled environments, demonstrating use of navigation aids according to relevant legislation and organisational policies and procedures..	C
	2.3. Apply techniques for estimating distance travelled	C
	2.4. Maintain, where necessary, a compass course while bypassing an obstacle.	C
	2.5. Identify unknown features in the field using map and compass	C
	2.6. Select a route or course for the surroundings and conditions	C
3. Evaluate navigations.	3.1. Evaluate relevant aspects..	E
	3.2. Identify improvements for future navigations	E

Unit Code: SISONAV302A**Unit Title: Apply Navigation Skills in an intermediate environment**

Elements of Competence	Performance Criteria	Comparison
1. Plan for navigation.	1.1. Obtain and become familiar with appropriate map or maps for the activity.	C
	1.2. Identify symbols and information contained on the map that may be used in navigation.1	C
	1.3. Apply information contained on the map to plan an efficient route or course according to specific activity requirements, contextual issues, relevant legislation and organisational policies and procedures.	C
	1.4. Obtain and identify essential features of a compass and how it is used to maintain a designated course.	C
	1.5. Calculate grid and magnetic bearings using a map and compass.	C
	1.6. Prepare a navigation data sheet, and identify emergency or contingency escape routes.	C
2. Navigate in uncontrolled environments.	2.1. Apply navigation techniques to orientate map to surroundings with a compass and identify factors that affect accuracy.	C
	2.2. Follow a route in remote, uncontrolled environments, demonstrating use of navigation aids according to relevant legislation and organisational policies and procedures.	C
	2.3. Apply techniques for estimating distance travelled..	C
	2.4. Maintain, where necessary, a compass course while bypassing an obstacle	C
	2.5. Identify unknown features in the field using map and compass.	C
	2.6. Demonstrate technique to fix position and identify unknown features when lost	C
3. Evaluate navigations	3.1. Evaluate relevant aspects of navigation.	E
	3.2. Identify improvements or modifications for future navigations in uncontrolled environments.	E

Unit Code: SISONAV403A**Unit Title: Navigate in uncontrolled environments**

Elements of Competence	Performance Criteria	Comparison
1. Plan for navigation.	1.1. Obtain and become familiar with appropriate map or maps for the activity.	C
	1.2. Identify symbols and information contained on the map that may be used in navigation	C
	1.3. Apply information contained on the map to plan an efficient route or course according to specific activity requirements, contextual issues, relevant legislation, and organisational policies and procedures..	C
	1.4. Obtain and identify essential features of a compass and how it is used to maintain a designated course.	C
	1.5. Calculate grid and magnetic bearings using a map and compass.	C
	1.6. Prepare a navigation data sheet and identify emergency or contingency escape routes	C
2. Navigate in unmodified landscapes.	2.1. Apply navigation techniques to orientate map to surroundings with a compass and identify factors that affect accuracy.	C
	2.2. Follow a route in unmodified landscapes, demonstrating use of a combination of navigation aids according to relevant legislation and organisational policies and procedures.	C
	2.3. Apply techniques for estimating distance travelled in the absence of identifying features.	C
	2.4. Maintain, where necessary, a compass course while bypassing an obstacle.	C
	2.5. Identify unknown features and hazards in extreme environmental conditions using navigation aids.	C
	2.6. Fix position using a combination of navigation techniques and identify unknown features when lost.	C
3. Evaluate navigations.	3.1. Evaluate relevant aspects of navigation..	E
	3.2. Identify improvements or modifications for future navigations in unmodified landscapes in extreme environmental conditions	E

Unit Code: SISOOPS202A**Unit Title: Use and maintain a temporary or overnite site**

Elements of Competence	Performance Criteria	Comparison
1. Make logistical arrangements.	1.1. Access local area knowledge and information, and use it to identify suitable temporary sites.	E
	1.2. Identify factors affecting site selection according to relevant legislation and organisational policies and procedures.	C
	1.3. Access relevant sources to interpret detailed weather and environmental information.	C
	1.4. Identify hazards and potential human impact practices associated with the activity and apply risk minimisation as advised by the supervisor.	C
	1.5. Identify and plan food and water requirements according to principles of nutrition and the duration of the activity.	C
	1.6. Address perishability of various foods, packaging, cooking and storage considerations when menu planning.	C
	1.7. Identify and plan for emergency food and water requirements	C
2. Select equipment.	2.1. Select equipment according to contextual issues and check its serviceability.	NR
	2.2. Select personal clothing and footwear, and identify the design and or construction features that make it appropriate.	C
3. Establish a shelter.	3.1. Arrange a shelter according to the prevailing weather and conditions, and ensure comfort and safety.	C
	3.2. Erect a shelter in a manner to reduce impact on the natural environment according to relevant legislation and organisational policies and procedures.	C
4. Maintain a temporary site.	4.1. Take measures to remove or avoid hazards and minimise risk at the temporary site	C

	4.2. Identify the consequences of unhygienic practices and apply recommended procedures to mitigate potential health risks.	C
	4.3. Clean individual and shared utensils according to organisational policies and procedures.	C
	4.4. Identify and apply sanitation practices appropriate to the site to minimise health problems and environmental impact	C
	4.5. Pack up and clean area when leaving according to relevant legislation and organisational policies and procedures	E
5.Evaluate the activity.	5.1. Evaluate relevant aspects of using and maintaining an overnight site.	E
	.52.Identify improvements for future overnight stays	E

Unit Code: SISXEMR002**Unit Title: Coordinate Emergency responses**

Elements of Competence	Performance Criteria	Comparison
1. Coordinate response to emergency reports or signals.	1.1 Identify and respond to emergency reports or signals.	NR
	1.2 Attend, where appropriate, emergency situations and respond accordingly.	NR
	1.3 Assess emergency situations and report details to designated personnel.	NR
	1.4 Coordinate emergency response actions.	NR
2. Assess the emergency.	2.1 Conduct an assessment of the situation according to organisational policies and procedures.	NR
	2.2 Establish an emergency action plan based on assessment of current situation and potential for escalation..	NR
	2.3 Prioritise actions promptly	NR
3. Coordinate the response.	3.1 Implement organisational emergency procedures and policies..	NR
	3.2 Supervise equipment selection suitable to the type of emergency.	NR
	3.3 Confirm and coordinate the safe use of emergency equipment.	NR
	3.4 Supervise selection and use of rescue techniques.	NR
	3.5 Improvise, where necessary, equipment and technique.	NR
	3.6 Arrange and confirm the safety of staff and participants	NR
4. Liaise with relevant authorities.	4.1 Liaise with members of emergency team and monitor the emergency.	NR
	4.2 Refer situations beyond the capability of the emergency team to the appropriate authorities for assistance.	NR
	4.3 Provide information and assistance to authorities..	NR
	4.4 Control and coordinate, if necessary, emergency evacuation	NR
5. Finalise operational procedures.	5.1 Complete and maintain an operational log.	NR
	5.2 Debrief emergency team members.	NR
	5.3 Evaluate operation of emergency procedures and recommend any changes.	NR
	5.4 Advise emergency team members to refer media inquiries to the nominated spokesperson	NR

Unit Code: SISXOHS402A**Unit Title: Implement and monitor OHS policies**

Elements of Competence	Performance Criteria	Comparison
1. Provide information about OHS policies.	1.1. Access and analyse relevant legislation and organisational health and safety policies and procedures.	NR
	1.2. Explain relevant provisions of OHS legislation to the work group using appropriate communication strategies..	NR
	1.3. Explain information on the organisation's OHS policies, procedures and programs to the work group using appropriate communication strategies.	NR
	1.4. Provide information about procedures to identify and assess hazards and measures to control risks	NR
2. Implement participative arrangements for the management of OHS.	2.1. Implement and monitor organisational consultation procedures for OHS issues to assess opportunities for work group contributions..	NR
	2.2. Resolve issues arising from consultation or refer to appropriate personnel for resolution	NR
	2.3. Communicate outcomes of consultation to the work group	NR
3. Implement procedures for risk assessment and control.	3.1. Identify and report existing and potential hazards in the work area..	NR
	3.2. Control risks and assess and monitor work group application..	NR
	3.3. Monitor effectiveness of existing risk-control measures and report results to designated personnel.	NR
	3.4. Identify inadequacies in existing risk-control measures and make recommendations to address these to designated personnel	NR
4. Implement procedures for dealing with hazardous events.	4.1. Identify and investigate the causes of hazardous event.	NR
	4.2. Implement organisational procedures for dealing with hazardous events.	NR
	4.3. Implement control measures to prevent recurrence of hazardous events within scope of role and responsibilities and refer to designated personnel for implementation as appropriate.	NR
	4.4. Monitor the handling and storage of hazardous goods and equipment according to relevant legislation..	NR
	4.5. Implement and monitor organisational emergency policies and procedures according to relevant legislation	NR

5. Implement OHS training policies.	5.1. Identify staff OHS training needs and identify gaps to be addressed.	NR
	5.2. Provide training opportunities to address training needs in consultation with relevant parties.	NR
	5.3. Monitor effectiveness of training programs and their impact on work practices.	NR
6. Implement procedures for maintaining OHS records.	6.1. Identify and complete OHS records according to relevant legislation.	NR
	6.2. Use information from OHS records to identify hazards and monitor risk-control procedures	NR

Unit Code: SISOOPS305A

Unit Title: Provide first aid in a remote location

Elements of Competence	Performance Criteria	Comparison
1. Plan and prepare for remote or isolated area.	1.1. Prepare for isolated or remote travel or work is undertaken, accounting for identified contingencies	C
	1.2. Ensure appropriate communication equipment is selected to apply appropriate response in the given area	C
	1.3. Obtain relevant first aid supplies to cover the identified contingencies of the area	C
2. Assess the situation.	2.1. Identify physical hazards and minimise according to Occupational Health and Safety requirements, organisational policies and procedures and the physical environment	C
	2.2. Assess risks to first aider and others and ensure appropriate response determined to take prompt control of situation	C
	2.3. Ascertain the need for emergency services or medical assistance and prioritise triage where required	C
	2.4. Ensure resources are deployed to appropriate locations as required in accordance with organisational policies procedures and the limitations of the physical environment	C
3. Manage the casualty.	3.1. Determine appropriate first aid management and apply	C
	3.2. Improvise and use first aid equipment as required	C
	3.3. Monitor and respond to casualty's condition in accordance with effective first aid principles	C
	3.4. Establish communication links to medical services to ensure prompt control action is undertaken	C
	3.5. Undertake administration of medication under medical instruction	C
	3.6. Evaluate environmental conditions or casualty's condition to determine the consideration of whether to transport casualty to medical assistance or wait	C
	3.7. Provide reassurance and support to casualty during the wait for medical assistance	C
	3.8. Determine and ensure casualty's comfort by establishing and explaining the nature of illness or injury and the management procedures	C
	3.9. Undertake shelter from the elements in accordance with environmental conditions	C
	3.10. Monitor and document the casualty's condition over time to assist in on-going management	C
	3.11. Assist in the evacuation of the casualty by emergency services is provided as required	C
4. Coordinate first aid activities until arrival of medical assistance.	4.1. Identify available resources required	C

	4.2. Establish communication links with appropriate personnel emergency management services and medical assistance as appropriate	C
	4.3. Organise correct amount of resources to appropriate locations in an effective manner to ensure timely arrival of required resources	C
	4.4 Document the provision of resources and modify as recommended	C
	4.5. Monitor the management of casualties in accordance with first aid principles and organisational policies and procedures	C
	4.6. Coordinate evacuation of casualties according to organisational evacuation procedures	C
	4.7. Arrange support services for personnel involved in the incident in accordance with organisational policies and procedures	C
5.Communicate essential incident details.	5.1. Maintain communication with relevant personnel using appropriate equipment	C
	5.2. Communicate first aid information with other providers and professional carers as appropriate to meet their needs and in accordance with organisational policies and procedures	C
	5.3. Communicate information calmly to reassure casualty, adopting a communication style to match the casualty's level of consciousness	C
6.Evaluate the incident.	6.1. Evaluate the management of the incident and develop an action plan in consultation with relevant parties, as required	E
	6.2. Participate in debriefing or evaluation either by self or others to improve future operations and address individual's needs	E
	6.3. Provide access to critical stress facilitators where required	NR
	6.4. Implement site management procedures and evaluate in accordance with risk assessment	NR
	6.5. Formulate and review contingency planning to identify and select alternative management plan and principles	NR

Unit Code: HLTAID003**Unit Title: Provide first aid**

Elements of Competence	Performance Criteria	Comparison
1. Respond to an emergency situation	1.1 Recognise an emergency situation	C
	1.2 Identify, assess and manage immediate hazards to health and safety of self and others	C
	1.3 Assess the casualty and recognise the need for first aid response	C
	1.4 Assess the situation and seek assistance from emergency response services	C
2. Apply appropriate first aid procedures	2.1 Perform cardiopulmonary resuscitation (CPR) in accordance with Australian Resuscitation Council (ARC) guidelines	C
	2.2 Provide first aid in accordance with established first aid principles	C
	2.3 Display respectful behaviour towards casualty	C
	2.4 Obtain consent from casualty where possible	C
	2.5 Use available resources and equipment to make the casualty as comfortable as possible	C
	2.6 Operate first aid equipment according to manufacturer's instructions	C
	2.7 Monitor the casualty's condition and respond in accordance with first aid principles	C
3. Communicate details of the incident	3.1 Accurately convey incident details to emergency response services	C
	3.2 Report details of incident to workplace supervisor as appropriate	C
	3.3 Maintain confidentiality of records and information in line with statutory and/or organisational policies	C
4. Evaluate the incident and own performance	4.1 Recognise the possible psychological impacts on self and other rescuers involved in critical incidents	C
	4.2 Participate in debriefing to address individual needs	C

Unit Code: SISODR404A**Unit Title: Manage risk in an outdoor activity**

Elements of Competence	Performance Criteria	Comparison
1. Define the outdoor adventure experience and its link to risk.	1.1. Undertake research to identify the value of using and or experiencing risk as part of the adventure experience.	NR
	1.2. Identify conditions that contribute to an adventure experience.	NR
	1.3. Identify the nature and or types of risk as they relate to outdoor adventure experiences.	NR
	1.4. Identify factors that affect an individual's perception of risk in an outdoor activity and how an individual's perception of risk and of their own competence can change in a specified situation.	NR
	1.5. Analyse the interplay between different levels of risk and competence and all possible combinations as part of the adventure experience paradigm.	NR
	1.6. Determine the implications of these interactions for outdoor leaders in terms of providing safe, but challenging outdoor experiences.	NR
	1.7. Identify and access tools to assist in the analysis of factors which contribute to accidents in outdoor adventure activities.	NR
2. Establish the context of the risk management.	2.1. Select an outdoor activity that reflects program objectives and a suitable level of challenge for participants, with respect to the relationship between risk and competence.	NR
	2.2. Identify and assess the competence of participants for the selected outdoor activity.	NR
	2.3. Determine the acceptable degree of difficulty and risk, based on the activity aims and objectives, the conditions and the competence of the clients and leaders.	NR
	2.4. Access and analyse the organisational risk management plan for the outdoor activity..	NR
	2.5. Identify risk management strategies for the outdoor activity according to organisational policies and procedures	NR
3. Apply risk management during an outdoor activity.	3.1. Utilise a system that traces the relationship between each risk, its contributing hazards, the likelihood of the risk eventuating and the resultant consequence(s) in order to determine whether the level of risk is acceptable.	NR
	3.2. Advise participants of risk factors requiring activity modification..	NR
	3.3. Monitor the activity and adjust if risk to participants becomes unacceptable according to organisational policies and procedures	NR
4. Evaluate risk management of the outdoor activity.	4.1. Evaluate the risk management plan for the activity following the conduct of the activity to determine aspects requiring modification.	NR

	4.2. Develop a strategy to address issues raised as a result of the evaluation.	NR
	4.3. Evaluate own performance as a risk manager and obtain feedback in order to identify perceived strengths and areas for improvement.	NR

Unit Code: SISOOPS304A**Unit Title: Plan for minimal environmental impact**

Elements of Competence	Performance Criteria	Comparison
1 Identify interrelationships between the natural environment and human activity	1.1 Source information on ecological systems and their interrelationship to the activity setting.	E
	1.2. Determine human impact of outdoor recreational activity on ecological systems and their interrelationships.	NR
	1.3. Consult with appropriate authorities to identify sensitive areas within the setting and aspects unique to it.	NR
	1.4. Liaise with stakeholders to identify parameters of use.	NR
	1.5 Identify implications of parameters of use for planning of outdoor recreation activities within the setting.	E
2 Prepare a minimal impact plan for the activity and setting.	2.1. Analyse current environmental management strategies for the site implemented by resource managers.	E
	2.2. Identify and assess the characteristics of the setting according to the proposed outdoor recreation activity.	E
	2.3 Identify other uses of the setting, the relationship to current management strategies and the implications for offering appropriate recreation opportunities.	NR
	2.4 Identify minimal impact practices and procedures to reduce impact on the natural environment according to relevant legislation and organisational minimal impact policies and procedures.	C
	2.5. Develop and document a minimal impact plan for the activity according to relevant legislation and resource management principles for the setting.	E
3. Implement and monitor minimal impact plan.	3.1. Explain aims of minimal impact plan to activity participants.	E
	3.2. Communicate unique aspects of the setting and specific impacts likely to occur during an activity to participants in the activity.	C

	3.3. Conduct activities according to minimal impact plan, relevant legislation and organisational policies and procedures.	E
	3.4. Monitor effectiveness of minimal impact plan.	E
4. Evaluate minimal impact practices.	4.1. Identify techniques to determine the nature and degree of impact.	NR
	4.2. Evaluate the effectiveness of personal minimal impact practices using basic techniques.	E
	4.3. Modify impact reduction strategies, where necessary, after evaluation.	E

Unit Code: PUAOPE002A**Unit Title: Operate communications systems and equipment**

Elements of Competence	Performance Criteria	Comparison
1. Use communication systems and equipment	1.1 Equipment is used and operated safely to support communications consistent with organisation's policies and procedures	C
	1.2 Communication equipment and techniques are selected to best meet the task, context and needs of the situation	C
	1.3 The communication system is correctly utilised to facilitate transmission and reception	E
	1.4 Communication systems are operationally maintained according to organisation's policies and procedures	NR
2. Transmit and receive communications	2.1 Information is transmitted concisely and clearly to facilitate accurate reception of the message in accordance with organisation's policy and procedures	C
	2.2 Contact is acknowledged, communication is confirmed and action initiated	C
	2.3 Communication faults and deficiencies are reported according to organisation's policy and procedures	E
	2.4 Alternative communication strategies are employed according to organisational procedures to address identified faults and deficiencies in communication	E
	2.5 Communication is processed and recorded in accordance with organisation's policies and procedures	NR
3. Maintain communications equipment	3.1 Fault finding techniques are applied and basic maintenance conducted according to organisational policies and procedures	NR
	3.2 Faulty equipment is identified and noted for repair	NR

AAAS Bushwalking Competency Mapping Summary

Table 2 (a) Bushwalking Competency Units

Competency Units	Demonstrate bushwalking skills in a controlled environment	Apply intermediate bushwalking skills	Apply bushwalking skills in uncontrolled landscapes	Apply river crossing skills	Guide bushwalks in a controlled environment	Guide intermediate bushwalks	Guide bushwalks in an uncontrolled environment	Demonstrate navigation skills in a controlled environment	Apply navigation skills in an intermediate environment	Navigate in uncontrolled environments	Apply advanced bushwalking skills in alpine areas
Performance Criteria Comparisons	C	C	C	C	E	E	E	C	C	C	C
	C	C	C	C	C	C	C	C	C	C	C
	C	C	C	C	C	C	C	C	C	C	C
	C	C	C	C	C	C	C	C	C	C	C
	C	C	C	C	E	E	E	C	C	C	C
	C	C	C	NR	E	E	E	C	C	C	C
	C	C	C	NR	C	C	C	C	C	C	C
	C	C	C	NR	E	E	E	C	C	C	C
	C	C	C	NR	NR	NR	NR	C	C	C	C
	C	C	C	C	NR	NR	NR	C	C	C	C
	C	C	C	C	NR	NR	NR	C	C	C	C
	C	C	C	C	NR	NR	NR	C	C	C	C
	E	C	C	C	C	C	E	C	E	E	C

E	C	C		NR	C	C	E	E	E	C
	E	C		NR	E	NR	E			C
	E	C		C	E	C				C
		C		E	E	E				C
		E		E	C	E				C
		E		E	NR	C				C
				C	C	NR				C
				C	E	C				C
				E	E	E				C
				C	E	E				E
				C	C	E				E
				C	C	C				
				C	E	C				
				C	C	C				
				C	C	C				
				C	C	C				
				C	NR	C				
				NR	NR	C				
				NR	E	NR				
				E	E	NR				
				E		E				

							E					Subtotal
Comparison Summary	14	16	19	13	35	34	36	15	14	14	24	234
Comparable	12	14	17	9	17	15	16	13	12	12	22	159
Relevant but Excessive	2	2	2	4	10	7	12	2	2	2	2	47
Not relevant					8	12	8					28

Table 2 (b) Bushwalking Competency Units (continued)

Competency Units	Use or maintain a temporary or overnite site	Coordinate emergency responses	Implement and monitor OHS policies	Provide first aid in a remote location	Provide first aid	Manage risk in an outdoor activity	Plan for minimal environmental impact	Operate communications systems and equipment
Performance Criteria Comparisons	E	NR	NR	C	C	NR	E	C
	C	NR	NR	C	C	NR	NR	C
	C	NR	NR	C	C	NR	NR	E
	C	NR	NR	C	C	NR	NR	NR
	C	NR	NR	C	C	NR	E	C
	C	NR	NR	C	C	NR	E	C
	C	NR	NR	C	C	NR	E	E
	NR	NR	NR	C	C	NR	NR	E
	C	NR	NR	C	C	NR	C	NR
	C	NR	NR	C	C	NR	E	NR
	C	NR	NR	C	C	NR	E	NR

C	NR	NR	C	C	NR	C	
C	NR	NR	C	C	NR	E	
C	NR	NR	C	C	NR	E	
C	NR	NR	C	C	NR	NR	
E	NR	NR	C	C	NR	E	
E	NR	NR	C		NR	E	
E	NR	NR	C		NR		
	NR	NR	C				
	NR	NR	C				
	NR	NR	C				
			C				
			C				
			C				
			C				
			C				
			C				
			C				
			E				
			E				
			NR				
			NR				

				NR						Table (b) sub total	Table (a) Subtotal	Grand total	Percent
Comparison Summary	18	21	21	33	16	18	17	11		155	234	389	
Comparable	13			28	16		2	4		63	159	222	57
Relevant but Excessive	4			2			10	3		19	47	66	17
Not relevant	1	21	21	3		18	5	4		73	28	101	26