

This section is recommended to replace the Leader Competency Area of the Adventure Activity Standards

RECOGNITION OF LEADERS

Common safe practice is that the organisation responsible for an activity is responsible for selecting suitable leaders for that activity. Such organisations include clubs, educational institutions, community groups and commercial businesses. It is widely acknowledged that a qualification does not always mean competence; that confidence does not always accompany a list of competencies and that experience can be more valuable than a qualification. It is also acknowledged that qualities such as sound judgement, compassion and fairness are vital for outdoor leaders but are less easily measured than skills, knowledge and experience.

Normally all leaders will have all of the required skills, knowledge, experience and qualities. As people develop leadership skills they may assist in leadership roles with a more experienced leader. Where a leadership team operates, the leader in-charge must ensure that all skills are available within the group.

Organisations MUST have a documented process to recognise leaders.

Factors to be considered when determining an appropriate recognition of leaders framework include but are not limited to the outcomes of a risk management process that considers;

- Participant, client and community expectations
- The organisational culture, capacity and experience
- Human and financial resources available
- The set of skills, knowledge, experience and qualities for specific contexts as outlined in Appendix A

Leaders of adventure activities can be recognised using **one or more** of pathways detailed below. Organisations develop and apply the recognition pathway(s) appropriate to their specific context.

Possible pathways within a recognition of leaders framework

Organisational accreditation or qualification

Key factors of an organisational accreditation or qualification system may include but are not limited to;

- Recognises the skills of the leader using a formal process
- Supports and recognises the progressive development of skills
- Maintains documented evidence of the accreditation or qualification system
- Is maintained by a group of leaders, usually more experienced leaders. (e.g. a committee or training team)
- Identifies individuals who are approved to conduct assessments using the system
- Is benchmarked against other recognised guidelines or criteria as identified in Appendix A
- Is contextualised to the organisations requirements; may have currency requirements

Peer recognition and verification

Key factors of peer recognition and verification process may include but is not limited to;

- Recognises the skills of the leader using a peer recognition process
- Progressive skills development is supported and recognised using a mentoring or coaching approach
- Documented evidence may include log books or other records of participation
- Verification is often conducted in-situ during participation
- Is based on the experience and judgement of the peer who is recognising the leader
- Is benchmarked against organisational context, expectations and other related experience as identified in Appendix A
- Currency of skills is usually demonstrated through regular participation

Formal training qualifications

A relevant activity qualifications in outdoor recreation along with accompanying log book. Refer to Appendix B for a list of appropriate qualifications.

Leader registration schemes

Registration as an activity leader under a registration scheme. Refer to Appendix B for a list of appropriate registration/award schemes.

Examples of how leader recognition pathways may be applied

1. A club or community group may consider peer recognition and verification an appropriate means of recognising leaders within their context and expectations;
2. A small organisation determines that it will use a national registration scheme as its primary recognition pathway with peer verification during initial supervised programs.
3. A large community based organisation may apply their own organisational accreditations, supplemented by peer recognition and verification in specific situations that are appropriate to their organisational culture;
4. A commercial outdoor education provider may consider that a Certificate III in Outdoor Recreation and their own organisational accreditations are a basis for employment and supplement this with a peer recognition and verification during a period of probationary employment.

SAMPLE ONLY for the AAS for BUSHWALKING

Appendix A: Provisional skills, knowledge, experience and qualities

This set of skills is taken from the Queensland Adventure Activity Standards and reflects Skills Sets that have been identified through consultation with the Outdoor Council of Australia (OCA), the peak body for the Outdoor Recreation industry and will be utilised as the basis for the registration requirements of programs like the National Outdoor Leader Registration Scheme (NOLRS). In the absence of any other agreed list, they are provided as a provisional list until such time as a review of the AAS in its entirety occurs.

Bushwalking Guide Controlled Environments

Unit code	Unit title
PUAOPE002B	Operate communications systems and equipment
SISOBWG302A	Apply intermediate bushwalking skills
SISOBWG404A	Apply river crossing skills
SISOBWG405A	Guide intermediate bushwalks
SISONAV302A	Apply navigation skills in an intermediate environment
SISOODR302A	Plan outdoor recreation activities
SISOODR303A	Guide outdoor recreation sessions
SISOODR404A	Manage risk in an outdoor activity
SISOOPS202A	Use and maintain a temporary or overnight site
SISOOPS201A	Minimise environmental impact
SISOOPS304A	Plan for minimal environmental impact
SISOOPS305A	Provide first aid in a remote location
SISOOPS306A	Interpret weather conditions in the field
SISXCAI306A	Facilitate groups
SISXEMR201A	Respond to emergency situations
SISXEMR402A	Coordinate emergency responses
SISXOHS101A	Follow occupational health and safety policies
SISXOHS402A	Implement and monitor occupational health and safety policies

SAMPLE ONLY for the AAS for CANOEING, KAYAKING AND SEA KAYAKING

Appendix B: Qualifications and registration/award schemes

Qualifications

- VET Outdoor Recreation Training Package Certificate III or higher with a skills set / competency list consistent with the requirements of Appendix A of this document
- La Trobe University – Bachelor of Outdoor Education with appropriate paddling units consistent with the requirements of Appendix A of this document
- Edith Cowan University Graduate Diploma in Outdoor Pursuits

Registration/award schemes

- National Outdoor Leadership Registration Scheme in appropriate activity area.
- Australian Canoeing Award Scheme in appropriate activity areas.