



**ACTIVITY CLUSTER
FOR
REGISTRATION
(Bushwalking)**

VERSION 1.0

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BUSHWALKING

Competency requirement for jobs/functions within the industry

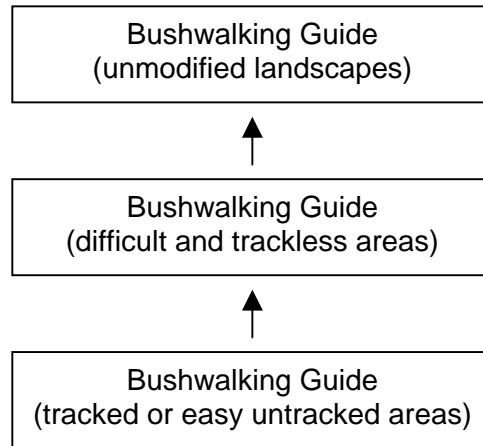
This document contains information on the **minimum competencies** required to achieve Registration within the National Outdoor Leader Registration Scheme at specific levels within the activity of **bushwalking**.

The fluid nature of outdoor recreation programs means that the particular competencies required are dependent on the situation. Whilst there are some competencies that will vary little between programs and the environment (eg, Implement minimal environmental practices), there are other competency requirements that will vary a great deal. This is due to the diversity of the programs and the environmental settings where they occur (eg, the ability to interpret weather conditions in the field may be appropriate for those conducting bushwalking activities in wilderness Tasmania, but not for conducting bushwalking activities at a Forest Park adjoining streets). The “appropriate” competencies for a particular situation are those that are suitable for a particular person, condition, occasion, client group or location. “Appropriate” also refers to what a reasonable and prudent professional would do. There are four basic interactive variables that can be formed into a matrix that will determine what are “appropriate” competencies required of an Outdoor Guide or Instructor in any given situation:

1. **Kind of environment:** This includes both physical locations (mountain, river, lake, desert, school grounds) and legal requirements (private property, institution, National Parks, Forestry Service). Among the physical variables are weather, distances from the road head and difficulty of terrain.
2. **Kind of activity:** These include the different outdoor recreation activities
3. **Level of technical expertise:** of staff
4. **Profile of clients:** This is determined by age gender, physical and mental abilities, and psychological, social and cultural backgrounds.

It is the responsibility of a particular employer, organisation, government agency or resource manager to determine the "appropriate" competencies required, based on a risk analysis of the type of program(s), situations, clients and conditions. It should therefore be noted that additional competencies over and above those specified as a minimum within this document might be deemed necessary in some circumstances.

The levels within the Registration Scheme are based on defined job roles or functions within a specific activity. In the case of bushwalking, the functions have been defined according to the following structure, which also provides an indication of the sequence in which the required competencies could be achieved.



Within the Registration Scheme, the following definitions are used to describe the roles performed:

Role/function	Description
Client	A person whose welfare is the responsibility of a Guide or Instructor.
Guide	A person who possesses relevant outdoor recreation activity specific competencies to lead or guide clients in that activity. There is no intention of imparting skills or knowledge to clients beyond that which is necessary to enable their safe participation in the activity. At the end of a session or program with a guide, the intent is not for the client to have acquired the skills to independently participate in the activity.

BUSHWALKING GUIDE - TRACKED OR EASY UNTRACKED

Description:

A person designated as a bushwalking guide (tracked or easy untracked areas) within the National Outdoor Leader Registration Scheme has the competencies that enable them to work autonomously within a defined range of skilled operations. These involve known routines, methods and procedures, where some discretion and judgement is required in services or contingency measures and within known time constraints. The breadth, depth and complexity of knowledge and skills specifically with respect to bushwalking would prepare a person to perform where there is limited complexity in the range of options (eg, the selection of a route or equipment).

Bushwalking guides (tracked or easy untracked areas) may work within clearly defined contexts conducting bushwalk activities acting according to clearly defined Standard Operating Procedures and relevant documented guidelines. Persons with this level of competence may only work in areas where:

- It is tracked, or easy untracked (ie, where there are significant landmarks to assist navigation and tracks are reliably marked on maps and are obvious on the ground, although there may be no major modifications to the ground surface)
- Road or other safe collecting features are easily reached within 2 hours by applying elementary navigation principles
- Tracks are inspected on a regular basis but may have fallen debris and other obstacles
- Assistance is available within 3 hours, should it be required, using routine communication techniques (mobile phone, radio);
- "Supervision" is provided through application of a documented risk management plan for the specific walk location and type of client group. (This documented risk management plan should have been developed/reviewed by a person with competencies equivalent to a bushwalking guide (difficult and trackless areas). This analysis of suitability may result in the establishment of a recognised day bushwalk used by specific organisations).

A person with the level of competence defined as the minimum for a bushwalking guide (tracked or easy untracked areas) does not have the ability to adequately assess the suitability of a new bushwalk in a remote area.

Persons with this level of competence may also work as an assistant with a more experienced guide in potentially non-routine or more complex activities and programs (eg, bushwalks in wilderness areas).

Knowledge and skill requirements:

(a) Leadership & Management skills

Unit Code	Unit Title
SRXEMR001A	Respond to emergency situations
SRXFAD001A	Provide first aid
SRXGRO001A	Facilitate a group
SRXGRO002A	Deal with conflict
SRXINU002A	Apply sport and recreation law
SRXOHS001B	Follow defined occupational health and safety policy and procedures
SRXRIK001A	Undertake risk analysis of activities

(b) Outdoor recreation and bushwalking specific skills

Unit Code	Unit Title
PUAOPE002A	Operate communications systems and equipment
SROBVG002A	Demonstrate bushwalking skills in difficult and trackless areas
SROBVG008A	Guide bushwalks in tracked or easy untracked areas
SRONAV002B	Navigate in difficult and trackless areas
SROOPS002B	Plan for minimal environmental impact
SROOPS003B	Apply weather information
SROOPS006B	Use and maintain a temporary or overnight site
SROODR002A	Plan outdoor recreation activities
SROODR005A	<i>Guide outdoor recreation sessions</i>

The units of competency in bold need only be achieved once, in a generic context, and do not need to be demonstrated in the context of a bushwalk.

All other units must be assessed in a bushwalking context.

Critical Aspects of a bushwalking guide's competence (tracked or easy untracked areas):

- Selection of bushwalking equipment (from a limited range provided) appropriate to the situation and clients
- Knowledge of the properties and maintenance requirements of a variety of bushwalking related equipment
- Ability to respond appropriately to emergency situations and a knowledge of first aid responses
- Knowledge of group facilitation techniques, including the ability to deal with conflict
- Knowledge of, and compliance with, relevant Occupational Health and Safety requirements
- Contribution to participative arrangements for the management of Occupational Health and Safety
- Knowledge of, and compliance with, relevant laws and legal requirements
- Application of risk analysis principles in a bushwalk
- Knowledge of and ability to apply minimal environmental impact practices
- Operation of communications equipment to transmit and receive messages.
- Efficient bushwalking in difficult and trackless areas
- Maintenance of a client's physical and emotional safety during a bushwalk
- Planning and navigation of a suitable bushwalk route for a group of clients, in reasonable weather conditions, in tracked and easy untracked areas
- Correct use of map and compass and the ability to bypass obstacles
- Application of weather information to the bushwalk location and subsequent risk analysis
- Ability to select, establish and maintain a temporary or overnight site
- Ability to thoroughly plan and conduct a guided bush walk in tracked or easy untracked areas

(a) Leadership and Management Skills

Unit of competency	Aspects to be addressed
SRXEMR001A Respond to emergency situations	<ol style="list-style-type: none"> 1. Evaluate the emergency 2. Develop a plan of action 3. Control the emergency 4. Debrief the emergency
SRXFAD001A Provide first aid	<ol style="list-style-type: none"> 1. Assess the situation 2. Apply basic first aid techniques 3. Communicate details of the incident
SRXGRO001A Facilitate a group	<ol style="list-style-type: none"> 1. Plan the establishment of a group 2. Monitor group formation 3. Develop group commitment and cooperation 4. Facilitate group processes 5. Manage and facilitate group performance
SRXGRO002A Deal with conflict	<ol style="list-style-type: none"> 1. Identify conflict situations 2. Implement conflict resolution strategies 3. Use effective interpersonal skills
SRXINU002A Apply sport and recreation law	<ol style="list-style-type: none"> 1. Identify laws applicable to the sport and recreation industry 2. Ensure compliance with legal requirements
SRXOHS001B Follow defined occupational health and safety policy and procedures	<ol style="list-style-type: none"> 1. Follow workplace procedures for hazard identification and risk control 2. Contribute to participative arrangements for the management of occupational health and safety
SRXRIK001A Undertake risk analysis of activities	<ol style="list-style-type: none"> 1. Establish the context of the risk analysis 2. Identify risks associated with an activity 3. Conduct risk analysis of an activity 4. Undertake risk assessment of an activity 5. Treat risks associated with an activity 6. Monitor and review the risk management plan for an activity

(b) Outdoor recreation and bushwalking specific skills

Unit of competency	Aspects to be addressed
PUAOPE002A Operate communications systems and equipment	<ol style="list-style-type: none"> 1. Use communications system and equipment 2. Transmit and receive communications 3. Maintain communications equipment
SROBWG002A Demonstrate bushwalking skills in difficult and trackless areas	<ol style="list-style-type: none"> 1. Select appropriate equipment for bushwalking 2. Apply planning process to organising a bushwalk 3. Demonstrate walking skills in difficult and trackless areas 4. Demonstrate navigation skills in a non-urban environment 5. Walk in a safe manner
SROBWG008A Guide bushwalks in tracked or easy untracked areas	<ol style="list-style-type: none"> 1. Select appropriate equipment for the group 2. Plan a bushwalking trip for clients 3. Brief clients 4. Maintain physical welfare of group 5. Establish effective communication 6. Lead a group of walkers safely 7. Select and maintain a temporary site using minimal impact practices 8. Conduct activity in a professional manner

Unit of competency	Aspects to be addressed
	9. Complete post-trip responsibilities
SRONAV002B Navigate in difficult and trackless areas	<ol style="list-style-type: none"> 1. Use a map 2. Use a compass 3. Plan a route in trackless areas 4. Navigate in trackless areas
SROOPS002B Plan for minimal environmental impact	<ol style="list-style-type: none"> 1. Identify the interrelationships occurring within a natural environment 2. Identify sources of environmental impact 3. Identify sources of social impact 4. Plan for minimal impact 5. Implement methods to minimise impact 6. Monitor and review minimal impact practices
SROOPS003B Apply weather information	<ol style="list-style-type: none"> 1. Apply weather information 2. Interpret weather information
SROOPS006B Use and maintain a temporary or overnight site	<ol style="list-style-type: none"> 1. Select a temporary site 2. Establish a shelter 3. Maintain a temporary site
SROODR002A Plan outdoor recreation activities	<ol style="list-style-type: none"> 1. Make logistical arrangements 2. Select and use suitable outdoor equipment 3. Identify, plan and monitor food requirements 4. Identify and plan for water needs and usage 5. Identify and plan clothing requirements 6. Participate in an outdoor activity 7. Deal with non-routine situations
SROODR005A Guide outdoor recreation sessions	<ol style="list-style-type: none"> 1. Collect information to plan a session 2. Produce a session plan 3. Resource a session 4. Maintain clients' physical welfare 5. Maintain a positive social environment 6. Establish effective communication 7. Ensure client safety 8. Prepare clients to end the session 9. Evaluate the session

BUSHWALKING GUIDE - DIFFICULT AND TRACKLESS

Description:

A person designated as a bushwalking guide (difficult and trackless areas) within the National Outdoor Leader Registration Scheme has the competencies that enable them to work autonomously within a defined range of skilled operations. These involve known routines, methods and procedures, where some discretion and judgement is required in the selection of equipment, services or contingency measures and within known time constraints.

Bushwalking guides (difficult and trackless areas) may work within clearly defined contexts conducting bushwalking activities acting according to clearly defined Standard Operating Procedures and relevant documented guidelines. Persons with this level of competence may work in areas where:

- There are limited modifications to the natural surface so that track alignment is indistinct in places
- There is minimal clearance along the track
- Signage is minimal and only for management purposes
- There are terrain and man-made hazards (such as cliff lines or dense forests)
- The possibility for changes in weather and visibility exists.

Persons with this level of competence may also work as an assistant with a more experienced guide in potentially non-routine or more complex activities and programs (eg, on multi-day expeditions in wilderness areas with the potential for weather extremes). Alternately, persons with this level of competence may be assisted by a less experienced guide.

Knowledge and skill requirements:

A bushwalking guide (difficult and trackless areas) requires bushwalking guide (tracked or easy untracked areas) competencies **PLUS**:

(a) Leadership & Management skills

Unit Code	Unit Title
SRXEMR002A	Coordinate emergency response
SRXGRO003A	Provide leadership to groups
SRXOHS002B	Implement and monitor the organisation's occupational health and safety policies, procedures and programs

(b) Outdoor recreation bushwalking specific skills

Unit Code	Unit Title
SROBWG003A	Demonstrate bushwalking skills in unmodified landscapes
SROBWG004A	Demonstrate river crossing skills
SROBWG009A	Guide bushwalks in difficult and trackless areas
SRONAV003B	Navigate in unmodified landscapes in extreme environmental conditions
SROOPS004B	Interpret weather conditions in the field
SROODR003A	Plan outdoor recreation activities (advanced)
SROODR006A	Manage risk in an outdoor activity

The units of competency in bold need only be achieved once, in a generic context, and do not need to be demonstrated in the context of bushwalking.

All other units must be assessed in a bushwalking (difficult and trackless areas) context.

Critical Aspects of a bushwalking guide's competence (difficult and trackless areas) include critical aspects of bushwalking guide (tracked or easy untracked) PLUS:

- Coordination of response to emergency situations
- Group leadership techniques
- Compliance with relevant legislation and occupational health and safety requirements
- Ability to implement and monitor occupational health and safety requirements
- Efficient bushwalking in unmodified landscapes
- River crossing techniques and procedures
- Maintenance of a client's physical and emotional safety during a bushwalk (in a difficult and trackless area) and conduct of safe and enjoyable activities
- Navigation in unmodified landscapes and in extreme environmental conditions
- Interpretation of weather conditions in the field and analysis of their implications for a bushwalk in a difficult and trackless area
- Planning and navigation of a suitable bushwalking route for a group of clients, in reasonable weather conditions, in a difficult and trackless area
- Selection of bushwalking equipment appropriate to the situation and clients
- Application of risk analysis principles in a difficult and trackless bushwalk
- Selection and use of a campsite to cause minimal environmental impact
- Ability to guide bushwalking expeditions in difficult and trackless areas, at a number of different locations, to suit:
 - Different client needs
 - Different activity aims
 - Different types of client groups
 - Different activity duration
 - Different environmental conditions

(a) Leadership and Management Skills

Unit of competency	Aspects to be addressed
SRXEMR002A Coordinate emergency response	1. Coordinate response to emergency reports or signals 2. Anticipate the behaviour and characteristics of typical emergencies 3. Coordinate and apply operating instructions 4. Coordinate the rescue procedure 5. Coordinate, initiate and control evacuation 6. Coordinate operational procedures
SRXGRO003A Provide leadership to groups	1. Demonstrate appropriate standards of performance 2. Influence individuals and groups 3. Make decisions 4. Facilitate group decision making 5. Demonstrate appropriate leadership styles
SRXOHS002B Implement and monitor the organisation's occupational health and safety policies, procedures and programs	1. Provide information to the work group about occupational health and safety and the organisation's occupational health and safety policies, procedures and programs 2. Implement and monitor participative arrangements for the management of occupational health and safety 3. Implement and monitor the organisation's

	<p>procedures for identifying hazards and assessing risks</p> <ol style="list-style-type: none"> 4. Implement and monitor the organisation's procedures for controlling risks 5. Implement the organisation's procedures for dealing with hazardous events 6. Implement and monitor the organisation's procedures for providing occupational health and safety training 7. Implement and monitor the organisation's procedures for maintaining occupational health and safety records
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(b) Outdoor recreation & overnight bushwalk specific skills

Unit of competency	Aspects to be addressed
SROBWG003A Demonstrate bushwalking skills in unmodified landscapes	<ol style="list-style-type: none"> 1. Select appropriate equipment for bushwalking 2. Apply planning process to organising a bushwalk 3. Demonstrate advanced bushwalking skills in a broad range of areas and conditions 4. Demonstrate navigation skills in a non-urban environment 5. Walk in a safe manner
SROBWG004A Demonstrate river crossing skills	<ol style="list-style-type: none"> 1. Demonstrate knowledge of river features 2. Identify risks 3. Select an appropriate location to cross a river 4. Demonstrate swimming techniques in whitewater 5. Demonstrate river crossing techniques
SROBWG009A Guide bushwalks in difficult and trackless areas	<ol style="list-style-type: none"> 1. Select appropriate equipment for the group 2. Plan a bushwalking trip for clients 3. Brief clients 4. Maintain physical welfare of group 5. Establish effective communication 6. Lead a group of walkers safely 7. Select and maintain a temporary site using minimal impact practices 8. Conduct activity in a professional manner 9. Complete post-trip responsibilities
SRONAV003B Navigate in unmodified landscapes in extreme environmental conditions	<ol style="list-style-type: none"> 1. Use a map 2. Use a compass 3. Plan a route in unmodified landscapes 4. Navigate in unmodified landscapes in poor visibility and/or extreme environmental conditions
SROOPS004B Interpret weather conditions in the field	<ol style="list-style-type: none"> 1. Apply weather information 2. Interpret weather information 3. Assess the influence of topography on local weather conditions 4. Interpret local weather signs to identify likely

Unit of competency	Aspects to be addressed
	changes
SROODR003A Plan outdoor recreation activities (advanced)	<ol style="list-style-type: none"> 1. Make logistical arrangements 2. Select and use suitable outdoor equipment 3. Identify, plan and monitor food requirements 4. Identify and plan for water needs and usage 5. Identify and plan clothing requirements 6. Participate in an outdoor activity 7. Deal with non-routine situations
SROODR006A Manage risk in an outdoor activity	<ol style="list-style-type: none"> 1. Demonstrate knowledge of the role of risk theory in the context of outdoor activities 2. Examine the adventure experience and its link to risk in outdoor activities 3. Apply knowledge of accidents 4. Identify and record potential risks and hazards in an activity, and management strategies to lessen their impact 5. Apply risk management during an outdoor activity 6. Evaluate risk management

BUSHWALKING GUIDE - UNMODIFIED LANDSCAPES

Description:

A person designated as a bushwalking guide (unmodified landscapes) within the National Outdoor Leader Registration Scheme has the competencies that enable them to operate within a broad range of varied contexts that may be complex and non-routine. Leadership and guidance are involved when organising activities of self and others, as well as contributing to technical solutions of a non-routine or contingency nature.

A person with this level of competence may perform a broad range of skilled applications including the evaluation and analysis of current practices, development of new criteria and procedures for performing current practices and provision of some leadership and guidance to others in the application and planning of the skills.

Bushwalking guides (unmodified landscapes) may work independently at a broad range of venues with a variety of different client groups. Persons with this level of competency have the ability to deal with complex, unpredictable and non-routine situations. Persons with this level of competence may work at locations where:

- There are no modifications to the natural surface or the natural environment so that track alignment is indistinct
- There is no clearance along the track
- Signage is generally not provided
- There may include steep sections of unmodified surfaces and other terrain and man-made hazards
- The track is not managed for public risk
- There is an appreciable risk of onset of extreme environmental conditions (eg, poor visibility, extreme heat/cold or wind).

Persons with this level of competence may be assisted by a less experienced guide.

Knowledge and skill requirements:

A bushwalking guide (unmodified landscapes) requires bushwalking guide (difficult and trackless areas) competencies **PLUS**:

(a) *Leadership & Management skills* - Nil

(b) *Outdoor recreation & extended bushwalk specific skills*

Unit Code	Unit Title
SROBWG010A	Guide bushwalks in unmodified landscapes

This unit must be assessed in a bushwalking guide (unmodified landscapes) context.

Critical Aspects of a bushwalking guide's competence (unmodified landscapes) include critical aspects of bushwalking guide (difficult and trackless) PLUS:

- Knowledge of an extensive range of possible equipment and the factors influencing the selection and preparation of equipment, food, fluid and clothing requirements for bushwalks in unmodified landscapes
 - At a diversity of locations;
 - For extended time periods; and
 - In extreme environmental conditions

- Efficient bushwalking in unmodified landscapes in a range of weather conditions considered extreme for the particular activity and at a range of different locations or sites
- Selection of bushwalking equipment appropriate to the situation and clients
- Coordination of emergency response and performance of initial search/rescue in complex situations,
- Maintenance of a client's physical and emotional safety during extended bushwalks in a diversity of situations (eg, bad weather, extended periods of time) and the conduct of safe and enjoyable activities
- Monitoring of the organisation's occupational health and safety policies, procedures and programs and suggesting modifications, where relevant
- Application of risk analysis principles in extended bushwalks
- Planning and navigation of a suitable route in extreme weather conditions in difficult and trackless areas
- Ability to guide bushwalk expeditions in unmodified landscapes at a number of different locations, to suit:
 - Different client needs
 - Different activity aims
 - Different types of client groups
 - Different activity duration
 - Different environmental conditions

(a) Leadership and Management skills - Nil

(b) Outdoor recreation and extended bushwalk specific skills

Unit of competency	Aspects to be addressed
SROBWG010A Guide bushwalks in modified landscapes	<ol style="list-style-type: none"> 1. Select appropriate equipment for the group 2. Plan a bushwalking trip for clients 3. Brief clients 4. Maintain physical welfare of group 5. Establish effective communication 6. Lead a group of bushwalkers safely 7. Select and maintain a temporary site using minimal impact practices 8. Conduct activity in a professional manner 9. Complete post-trip responsibilities