

Workforce Professionalisation - Response and Recovery Leadership Capability Development Programme Update Report, September 2019

The background: In the report *Delivering better responses to natural disasters and other emergencies*, (August 2018), the Government provided a clear directive to “*strengthen the professionalism of emergency management, with a particular focus on Controllers*”.

The development and professionalisation of Controllers and Recovery Managers requires a stepped approach, this is being achieved via a number of projects sponsored or delivered by DPMC and partners.

Response & Recovery Aotearoa New Zealand (RRANZ), a professional development consortium of universities, iwi, private training providers, and subject matter experts in response and recovery leadership, were awarded a four year contract in December 2018 to deliver a number of key products to support this aim. The consortium is led by Massey University in strategic partnership with the Department of the Prime Minister and Cabinet.

Key deliverables are:

Leadership Capability Framework: 4 workshops, with 60+ attendees, occurred around the country to inform the initial framework developed from research. This feedback was reviewed and incorporated appropriately to create a stable framework. The Framework has since been updated to align terminology, current sector findings (for example in the role profile work) and CIMS 3rd edition. A Recovery Manager role profile workshop was held in August to further clarify the core commonalities and differences between Response & Recovery. The Framework is undergoing final steps of identifying priority behavioural indicators. It is recognised it is a living document which will be regularly reviewed.

Learning Solutions: The second cohort of Tier 1 is in full swing with participants engaging in online learning, discussion forums and video- conference tutorials. The group will come together on 30 September for five days of active learning. Te Rūnanga o Ngāi Tahu and Te Puni Kokiri have been instrumental in supporting and developing this course – RRANZ would like to work collaboratively with respective iwi in the locations of the next courses, and would be keen to identify other suitable locations, please contact us via the email below to help RRANZ liaise with the correct representatives. It has been determined

that psychometric assessment will not be included in the Tier 1 part of the programme, although a 360o feedback process based on the Response and Recovery Leadership Capability Framework is being used. Preparations are underway for cohort 3 in Hamilton later this year. Dates for 2020 can be found over the page and at <https://rranz.org.nz>

Collaborative design of Tier 2 design and development will commence once Tier 1 cohort 3 and supporting programme deliverables are completed.

Recognition of Current Capability: Recognising the value of the development and experience applicants have already undertaken is an important part of the process. This is not an easy process to develop given the varied entry pathways of applicants. The project team are working together to develop a robust and fair process.

CDEM Groups have had access to courses previously and specific recognition of prior learning of those courses is in the final stages. Applicants who completed the CDEM Controllers Programme or the Auckland University course (within a certain time frame) will be offered the opportunity to consolidate their learning in 2020 via a short course designed to bridge the curriculum differences.

For more information, to introduce us to your local iwi representatives or to offer the use of a venue for the course, or to find out how you can be involved (as a participant, a facilitator, observer, panel member or other) – email: ResponseRecoveryCapability@dpmc.govt.nz

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The participants: To date we have received applications from central government agencies such as the Ministry of Civil Defence & Emergency Management, New Zealand Police, New Zealand Transport Agency, Ministry of Foreign Affairs and Trade, Maritime New Zealand, Ministry of Health and the Department of Conservation; from Civil Defence Emergency Management Groups and local government; and from private organisations and individuals such as: Mines Rescue, Air New Zealand and North Canterbury Transport Infrastructure Recovery.

In total, since April 2019, there have been 60 Applicants approved onto the programme, 9 deferred (this means they were advised to add to their qualifications and/or experience to ensure the course is worthwhile for them and they can fully and effectively contribute) and 3 declined.

Selection Panel: Participation on the course is confirmed via a multi-agency selection panel. To date there have been 3 panel meetings.

Core members (voting): At least three representatives holding the following roles - National Controller (MCDEM), National Recovery Manager (MCDEM), CDEM Group Controller, CDEM Recovery Manager.

Rotating members (voting): This membership enables central government agencies (1 to 4 each panel), whether emergency management lead or support agencies, to have a role in the process, without the panel becoming unwieldy. Agencies who have taken up this opportunity to date include: Ministry for Primary Industries, Maritime New Zealand, Fire & Emergency New Zealand and the New Zealand Search and Rescue Council.

Advisory members (non-voting): At least 2 from the following - a representative from RRANZ, a representative to provide cultural and/or diversity insights and a capability representative to provide sector capability insight.

MCDEM Capability team provide Secretariat support to the panel.

Dates for 2020

- Cohort 20-1: 23 March 2020 (Auckland) + “Transition” Course
- Cohort 20-2: 11 May 2020 (Nelson) – will only run if we have the numbers
- Cohort 20-3: 17 August 2020 (Wellington)
- Cohort 20-4: 23 November 2020 (Queenstown) + “Transition” course

Dependant on course design and development, provisional dates for Tier 2 courses are:

- Cohort 20-1: 27 July 2020 (Wellington)
- Cohort 20-2: 2 November 2020 (Auckland)

**Do you have a venue the course could take place?
Contact us and let us know!**

The development of standards and the pathway to accreditation continues. Demonstrating excellence in your field by meeting standards and gaining accreditation will identify you as a professional. Continuing professional development and revalidation within a supportive culture of lifelong learning underpins professionalisation. Emergency Management professionals have a responsibility to their communities to keep pace with new solutions, technologies and insights in order to remain relevant and effective and to contribute to the maintenance of high standards.