



DEFENCE FOI 504/21/22 STATEMENT OF REASONS UNDER THE FREEDOM OF INFORMATION ACT

1. I refer to the application by [REDACTED] under the *Freedom of Information Act 1982* (FOI Act) for access to:

“A document outlining the ADF (Army) qualifications required to undertake the role or position of a Welfare Officer.

Details of training/qualifications held by individuals appointed as Welfare Officer that were relevant to their appointment to this role, in 1st Joint Public Affairs Unit (1JPAU) during the period 01/01/2010 to 31/12/2020.”

FOI decision maker

2. I am the authorised officer pursuant to section 23 of the FOI Act to make a decision on this FOI request.

Documents identified

3. I identified one document as matching the description of the request.

Exclusions

4. Duplicates of documents, and documents sent to or from the applicant are excluded from this request. Defence has only considered final versions of documents.

Decision

5. I have decided to remove irrelevant material as referred to in the scope of the request in accordance with section 22(1)(b)(ii) of the FOI Act.

Material taken into account

6. In making my decision, I had regard to:
- the terms of the request;
 - the content of the identified document in issue;
 - relevant provisions in the FOI Act;
 - the Guidelines published by the Office of the Australian Information Commissioner under section 93A of the FOI Act (the Guidelines); and
 - advice from subject matter experts from Army, Air Force and the Vice Chief of the Defence Force Executive.

Context Statement

7. The released document provides for the roles and responsibilities of a unit welfare officer at the Service level (Army). It is also the current policy document. It may be the case

that the requirements were different at the time the Welfare Officers within 1st Joint Public Affairs Unit (1JPAU) were appointed.

8. Further, in applying the scope of the request, the relevant policy requested (Army), was not directly relevant to those individuals who held the role of Welfare Officer within the 1JPAU for the period specified by the applicant. All individuals appointed within the ten year timeframe were Air Force members. However, it should be noted that while the Welfare Officers may have been Air Force members, they were required to manage all personnel in accordance with extant policy.

9. It is noted the Air Force direction is that in the first instance Unit Personnel Capability Officers (PCO) are also appointed as unit welfare officers. PCO are required to undertake the proficiency P101208 PERS CAPABILITY OFFR INITIAL 200746. The training package for version 4.00 includes the following Learning Outcome (LO):

a. SLO 1.2.6 – Advise personnel on Welfare Support.

i. Assessment Criteria for this LO are:

1. 1.2.6.1 Describe the following Welfare Support functions:

- Role of Defence Member and Family Services
- Purpose of AUDIL Scheme
- Role of NWCC Organisation
- Purpose of a Unit Welfare Plan
- Describe Member Support Coordination and Rehabilitation Management
- Advise personnel on Welfare Support

10. All personnel appointed to the Welfare Officer role in 1JPAU during the period specified were also assigned the role of Unit Personnel Capability Officer (PCO). All had completed the aforementioned training package.

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Accredited Decision Maker
Australian Defence Force Headquarters