



Advocacy Training and
Development Program

ATDP Update May 2021

Roger's view

Hello again,

Comments that this year is 'flying' are very common – May already. I cannot help but think that with the slowed activity in 2020 we have just forgotten how hectic life has become. Most noticeable is the greatly increased road traffic volumes which is a sure indication that the pace of life is picking up.

Nevertheless, our friend COVID is still doing its best to get us to slow down with an outbreak of unknown origin in Sydney as I type this. I am pleased that we continue to implement our ATDP COVIDSafe plan which includes health and temperature checks as well as having masks, gloves and cleaning and disinfecting equipment on hand at our programs.



My advice last month that we would get the Senior Mentor training program back on track this month looks like coming to fruition with the first pilot program being conducted in Maroochydore next Monday and Tuesday, 10th and 11th May. Programs for Region 2 and 3 are also planned over the coming months including one in Perth if travel restrictions allow.

One of the cornerstones of the ATDP is that advocates are skilled in assisting veterans of all eras, no matter which Act or Acts they have eligibility under. While acceptance of liability and calculation of compensation under the VEA is a relatively straightforward single step process, MRCA and DRCA legislation treats acceptance of liability and determination of compensation as separate processes as we know. So, I was more than a little surprised when a senior advocate expressed the view during the week that there were many things more important, that an advocate needed to know, than how to calculate Permanent Impairment compensation. Just as we need to check that impairment points have been allocated correctly, we owe it to the people we assist to be able to check the delegate's calculation of compensation. When it is all said and done compensation is a very important part of rehabilitation and compensation. Being able to calculate PI and INCAP is an essential component of an advocate's skillset to ensure that our veterans get what they are entitled to – no more and no less.

Next week the Treasurer is to bring down the Federal Budget which, we have been told, will include the Government's response to the Cornall and Productivity Commission Reports. As I commented last month, given the pressure the Budget is under following all the unplanned expenditure on COVID we should not be surprised if there is little news for ATDP. Any major

change would also come as a surprise to the Ministerially appointed Strategic Governance Board who have responsibility for oversight of ATDP.

Until next month

Keep safe; and keep your distance,

Roger



National Training Manager Report

Mentoring

A recent RPL/RCC program saw the non-accredited Mentor training being delivered for the first time in well over a year.

Next week (10th May) sees the pilot of an accredited training program in the Unit of Competency TAEDEL404. This program has been developed by Major Training Services (MTS) to be delivered by suitably qualified ATDP volunteers and MTS staff. The program has been contextualised to meet ATDP requirements.



Policy regarding mentors is yet to be published but one area it will cover is the ability of mentors to continue if they are not up to date with their CPD obligation. There is barely eight weeks to go before many people may lose their currency status and will no longer be able to access the WELs of trainees. If that does occur, the trainees will be contacted to make them aware of their situation.

Another aspect which is likely to change is a limit on the number of active candidates a mentor may have at any one time. Effective mentoring is a time consuming task and the larger the number of mentees, the less effective is the mentoring.

Workplace experience logs

Whilst on the subject of WELs, I have observed a few in the past weeks which do not carry anywhere enough information from the trainee and some which do not have much of an entry by the mentor. In general, the trainee should detail what was done, where and how, what learning may have been acquired and what might have been done better. The entry by the mentor needs to provide evidence of contact prior to the milestone being experienced and a de-briefing after the event with the feedback provided to the trainee. Mentors should also avoid using the terms "satisfactory" and "competent" as they are terms used by assessors.

Evidence requirement at assessment

Despite our attempts to ensure that people attending programs for assessment arrive with the evidence required to meet the performance elements of the Unit of Competency and, in the training pathway, to validate the WEL, we still see people who cannot produce the evidence. All assessments are evidence based and the evidence is collected in a number of ways. Remember the requirements for all evidence in that it must be sufficient, valid, authentic and current. ATDP uses a number of sources of evidence, not just the case file evidence to meet the sufficiency requirement.

Trainees now receive another document to assist in the compilation of their case file evidence. It pays to comply with that and also the performance and knowledge elements of the Unit of competency, as well as the assessment requirements.

Until next time.

Regards,



National Training Manager

Region 1 Update – Qld, NT

Future programs for May through June include RPL; L1 Compensation; and, L1 Wellbeing. Details are on the ATDP website, which should be checked regularly.

Feedback indicates that Mentors have been using both the CPD Modules and access to the e-learning modules that their mentees are using, which will improve these relationships. A set of Lead Mentor Pilot Programs will be held over the next few months, once again they have been delayed, it is now the beginning of May for Region 1. These people will be accessible to provide advice and support to mentors, it is not intended that they take on mentoring training path candidates directly, but rather help others that have nominated as mentors with issues and/or problem solving. A list of contacts in Region 1 will be provided.



This is a step in consolidating the work of mentors and will provide human resources throughout Communities of Practice. A one-day mentor program is under development. The use of electronic means to communicate throughout the Region is increasing and providing the “new face-to-face” medium.

It is hoped that by the middle of the year support-based activity can be generated throughout the Region in which I will hold local meetings of advocates to clarify as many issues as possible, and we all may be able to regain the sense of working together.

Regards,

Dr Bob Grandin

A/g Manager, Regional Implementation Group 1

Region 2 Update – NSW, ACT, WA

Training

There is not much happening within the Region as far as training is concerned. An Assessment Program has been planned for the middle of May in Sydney and surprisingly, there are only two candidates nominated for the two-day program. Serious consideration will need to be given to cancelling the Program if there are insufficient candidates to support the planned session.

A reminder to Mentors and all candidates that ATDP will only plan an Assessment Program when there are sufficient people ready for Assessment. Contrary to some recent comments I have heard, we aim to meet the requirement in a location and do not plan Consolidation and Assessment Programs too far ahead of time – unlike the TIP training philosophy where locations were specifically targeted and advised well ahead of time.

For Mentors, please make every effort to prepare candidates for Assessment as quickly as possible, commensurate with the ESO Advocate workload.



Regional Manager Activities for the Period

- Attended the Central Coast Community of Practice Meeting, 09 April 2021
- Attended the Consolidation and Assessment Level 1 Program, Brisbane, 14 to 15 April 2021

ATDP Briefing Update

Now that ATDP is five years into the program, I intend to travel around the Region and provide update briefings to as many locations as possible. The intent is to:

- Provide a status Report on ATDP
- Inform new and recent candidates of the background to ATDP
- Discuss the ramifications of the Advocate Register
- Discuss CPD and Communities of Practice
- Answer questions on matters of general interest

Please advise me via email (rm2@atdp.org.au) if you have requirements for the briefing and further, if you have specific meetings, you would like me to attend.

Regards,

Ian Thompson OAM

Manager, Regional Implementation Group

Region 3 Update – Vic, SA, Tas

Brian Millner, manager Region 3, is away unwell so there is no written report from Region 3 this month but we do have the data below on the regions activities since April courtesy of Philip Boys, Region 3 support officer. Get well Brian and we hope to see you back soon. *Ed*

Candidates panelled for Consolidation & Assessment	Candidates waiting for Consolidation & Assessment	Advocates waiting for Recognition of Prior Learning
5x Compensation Level 2	6x Compensation Level 1 6x Compensation Level 2 3x Compensation Level 3 7x Wellbeing Level 1 5x Wellbeing Level 2	3x Compensation Level 2 4x Compensation Level 3 4x Wellbeing Level 2
Mentor Notifications	New Enrolments	Archived
9x eLearning 11x C&A Ready	5x Compensation Level 1 4x Compensation Level 2 4x Wellbeing Level 1 1x Wellbeing Level 2 RPL	2x Compensation Level 1 Training 1x Compensation Level 1 Accredited 2x Compensation Level 2 Accredited 4x Wellbeing Level 1 Training 1x Wellbeing Level 2 Accredited
SOA Issued	Program Attendance	
3x Compensation Level 1 2x Wellbeing Level 1	1x Compensation Level 2	

Letters to the Editor



Do you have a '**Letter to the Editor**' about advocacy? The Update and Advocacy News are wanting your stories to tell...

If you would like to submit a letter or article please send it to:

ATDP.COMMUNICATIONS@dva.gov.au

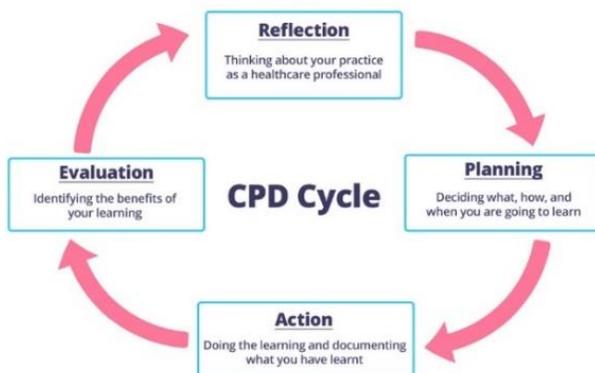
Continuing Professional Development

The ATDP has been contacting those advocates and their ESOs individually over the last few weeks to discuss their CPD and provide information on how to achieve 15 points. There are still around 13 Accredited Advocates who have not yet attained the required 15 CPD points and about 35 Advocates who have not yet started CPD at all.

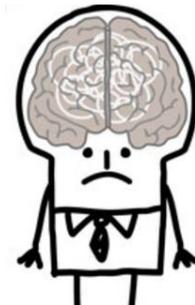
The main message from the ATDP is that it's your choice but if you haven't achieved 15 points by 30 Jun 21 and you wish to remain practicing as an ATDP Advocate you will need to undergo a Verification of Competency Assessment after 1 Jul 21 to assess your knowledge and skills again.



We are looking at what form this assessment will take and ATDP will be advising Advocates in these groups individually, as well as their ESOs of these requirements closer to 30 Jun 21.



As mentioned last month, don't let the 'CPD Brain Fog' get to you. There's a lot of assistance available including seeking advice from other Advocates you may know, who have either started or completed CPD, Mentors, Regional Mentors and the CPD team itself, especially the program support officers for your area. All you need to do is ask.



Further help? If you are having problems in meeting your CPD obligations or you have any general questions relating to CPD, please contact the CPD Team at: cpd@atdp.org.au

That's it for this month. Have a look at the CPD site and your personal page if you get chance as there might be something that takes your interest like one of the new podcasts, which will add to those important points you may need.

Regards,

Brett Warner
CPD Team Leader

Program Support Update

The year has kicked into gear and we have a number of programs scheduled for the next couple of months.

For a list of programs see table below:



Type of Program	Location	Date
RPL	Brisbane	4-5 May 21
RPL	Brisbane	6-7 May 21
Mentoring in the Workplace	Maroochydore	10 May 21
RPL	Melbourne	12-13 May 21
RPL	Sydney	18-19 May 21
Level 2 Compensation C&A	Melbourne	25-27 May 21
Level 1 Compensation C&A	Perth	1-3 Jun 21
Mentoring in the Workplace	Sydney	8-9 Jun 21
Level 1 Compensation C&A	Brisbane	15-17 Jun 21
Level 1 Wellbeing C&A	Brisbane	22-24 Jun 21
Level 1 Compensation C&A	Brisbane	6-8 Jul 21
Mentoring in the Workplace	Melbourne	14-15 Jul 21

The ATDP Program Support staff are available to answer your questions and to help with any aspect of the Program Support for these upcoming programs.

The ATDP Accredited Advocate Register (AAR)

Make sure you login into the AAR at least once every 6 months to check your details. Add/remove advocates as appropriate and check your contact details are still the same.

Thank You to the Mentors

We would like to thank all the mentors who work diligently to support the functioning of the ATDP program. Without you we wouldn't have the advocates being trained to support our veterans and their families.

The PSOs continue to provide support services for advocates, ESOs and the in-house training team and are here to answer any enquiries you may have related to the ATDP program.

Many thanks, **Elizabeth Owen**, Program Support Team Leader

NEWS UPDATE

Treatment of military invalidity benefits following Full Federal Court decision

Due to the Full Federal Court decision in [Commissioner of Taxation v Douglas \[2020\] FCAFC 220](#), the tax and super treatment of specific invalidity benefit payments has changed. The ATO are commencing a remediation program for historical income tax assessments and super reporting for impacted individuals. Please see website below for information.

<https://www.ato.gov.au/Individuals/Super/In-detail/Withdrawing-and-using-your-super/Treatment-of-military-invalidity-benefits-following-Federal-Court-decision/>

IT Projects Update

Blessen Babu is the resident *ATDP IT specialist* and provides support to the National Training Manager, the CPD team and the Program Manager on multiple IT projects including the ATDP website, AAR, Online Management System and the CPD online portal.



My ATDP priorities for the past month have been:

- In the CPD workspace, the DVAttrain - eLearning for Mentors module now has an option to upload a DVA generated certificate to the system. The CPD team will be able to view the certificate and allocate CPD points accordingly.
- A number of changes have been made to streamline ATDP administrative reporting functions.
- New administrative tabs have been added to the system to view and manage the new Unit of Competency - Mentoring in the Workplace, on the ATDP website.
- I have made a number of changes to CPD to fix issues including the recording of points for some activities for some advocates.
- The system generated emails including password reset emails have gone to the Spam folders of some ATDP users. To avoid this issue, all ATDP members are encouraged to mark the following 2 email addresses as 'Not spam' in their email client to avoid this issue. Those emails are: info@atdp.org.au and cpd@atdp.org.au
- The new Orderly Room site is ready in Beta form and is currently being tested. Once we have signed off on the testing the Orderly Room will be populated and released.

Blessen, IT Specialist

Wayne's Words of Wisdom

This month's ***Wayne's Words of Wisdom*** comes from ***Muhammad Ali***.

Muhammad Ali who was an American professional boxer, activist, and philanthropist. Nicknamed "*The Greatest*," he is widely regarded as one of the most significant and celebrated sports figures of the 20th century and as one of the greatest boxers of all time.

"Service to others is the rent you pay for your room here on earth."



ATDP Contacts

ATDP Website	Website	https://web.atdp.org.au/
	Information	info@atdp.org.au
ATDP Enquiries	Enquiries	ATDPenquiries@dva.gov.au
ATDP Communications	Communications	communications@atdp.org.au
ATDP National Training Manager (NTM)	Greg Hoving	ntm@atdp.org.au
Continuing Professional Development (CPD) - Manager	Brett Warner	cpd@atdp.org.au
Regional Manager (RM) 1 - Qld/NT	Bob Grandin	rm1@atdp.org.au
Regional Manager (RM) 2 - NSW/WA/ACT	Ian Thompson	rm2@atdp.org.au
Regional Manager (RM) 3 - Vic/SA/Tas	Brian Milner	rm3@atdp.org.au
Program Support Team Leader SA time, 8.30-4.00, Mon-Fri	Elizabeth Owen	psomanager@atdp.org.au 08 8290 0499 or 0484 093 016
Region 1 Program Support Officer (PSO) SA time, 8.30-4.00, Mon-Fri	Amanda Williams	pso1@atdp.org.au 08 8290 0283 or 0484 820 620
Region 2 Program Support Officer (PSO) EST time, 9.00-5.00, Mon-Fri	Samone Mason	pso2@atdp.org.au 02 6276 4828 or 0484 076 849
Region 3 Program Support Officer (PSO) SA time, 8.30-4.00, Mon-Fri	Phil Boys	pso3@atdp.org.au 08 8290 0273 or 0484 594 791

ATDP Acronyms and Abbreviations

AAR	Accredited Advocate Register
AP	Authorised Person (<i>within the AAR</i>)
ATDP	Advocacy Training and Development Program
C&A	Consolidation and Assessment Program
C1	Compensation Advocate Level 1
C2	Compensation Advocate Level 2
C3	Compensation Advocate Level 3
C4	Compensation Advocate Level 4
W1	Wellbeing Advocate Level 1
W2	Wellbeing Advocate Level 2
W3	Wellbeing Advocate Level 3
CoP	Community of Practice
ESO	Ex-Service Organisation
MTS	Major Training Services (<i>ATDP's RTO</i>)
PSO	Program Support Officer
RIG	Regional Implementation Group
RM1, 2 and 3	Regional Managers for the 3 ATDP Regional Implementation Groups
RPL	Recognition of Prior Learning
RTO	Registered Training Organisation
SoA	Statement of Attainment
TIP	Training and Information Program
UoC	Unit of Competency
VITA	Veterans Indemnity and Training Association https://web.atdp.org.au/docs/vita/VITABrochure2019.pdf
WEL	Workplace Experience Log