



Emergency Management Professionalisation Scheme

Photo: Fire & Rescue NSW

DEVELOPED AND MAINTAINED BY AFAC



What is EMPS?

The Emergency Management Professionalisation Scheme (EMPS) is an industry designed and endorsed program, which benchmarks the professional expertise of career and volunteer individuals from across Australia and New Zealand, against nationally agreed standards. Individuals can apply to be recognised as Certified or Registered practitioners under the Scheme.

Is there a cost involved?

A fee is payable on application, and annually after that. Detailed information about fees is available on our website. Ask your organisation whether it will cover fees for personnel applying to the Scheme.

Who is it authorised by?

In 2015, the AFAC Council authorised EMPS and approved Professional Standards to underpin the Scheme's operations. AFAC is the National Council for Fire and Emergency Services in Australia and New Zealand, made up of all State and Territory fire, emergency service and land management agencies.

What emergency management roles does EMPS cover?

EMPS covers all incident management team roles identified by the Australasian Inter-service Incident Management System (AIIMS). It also covers a number of specialist roles which require specific standards of training or fitness. For each role, a Professional Standard sets out required levels of education and experience. Priority has been given to roles that deploy interstate and overseas.

Who sets the standards used by EMPS?

The EMPS Panel sets the standards for the Scheme. The Panel is made up of senior incident managers from across Australia and New Zealand, with significant incident management experience.

What are the requirements for joining?

As well as needing to meet the education and experience requirements for each role, practitioners wishing to join the Scheme must agree to follow the EMPS Code of Ethics and must commit to a minimum number of hours continuing professional development per year. Applicants must be supported by their organisation. Applications are assessed on merit, and applicants may be volunteer or career members of their organisation.



Registered Practitioners

Capable Practitioners

A range of incident management team and specialist roles
Routine to complex incidents

The EMPS Panel sets standards for education (assessment against set criteria) and experience (practical experience in the role).

Education standards will be set by reference to Nationally Recognised Training (NRT)¹.

The Applicant follows their organisation's pathways to be trained and assessed in the role.

Where an assessment does not use NRT units, EMPS may agree that the assessment is equivalent to the NRT competency.

A formal assessment against set criteria is always required to demonstrate competency.

The Applicant performs the role in a practical setting (incident and/or exercise). The Applicant's authority to perform the role comes from their jurisdiction's laws and policies.

EMPS will set standards as to the amount and quality of experience required to demonstrate and maintain proficiency.

Applicant provides evidence of education and experience.

Organisational support for application is required. Organisations may make block applications for their personnel.

A fee is paid and the Applicant commits to the EMPS Code of Ethics.

EMPS considers the evidence provided of education and experience. If it meets the criteria set by the EMPS Panel, the Applicant is registered.

If there is any doubt about eligibility, the Applicant may be asked for more information. Disputed applications will be referred to the EMPS Panel.

¹ please see <https://training.gov.au/home/about>



Certified Practitioners

Expert Practitioners

Roles carrying high risk and high consequence
High impact, complex emergencies

The EMPS Panel sets standards for capability (in terms of personal capabilities expected of practitioners at this level) and education/experience (assessed competency and practical experience in the role).

Competency standards will be set by reference to Nationally Recognised Training (NRT) and relate to competency to work at AIIMS Level 3 incidents.

The Applicant follows their organisation's pathways to be trained and assessed as suitable to work at AIIMS Level 3 incidents.

Where an assessment does not use NRT units, EMPS may agree that the assessment is equivalent to the NRT competency.

The Applicant performs the role in a practical setting (AIIMS Level 3 incident and/or exercise). The Applicant's authority to perform the role comes from their jurisdiction's laws and policies.

EMPS will set standards as to the amount and quality of experience required for Certification.

Applicant assembles a portfolio of evidence of capability, education and experience, to include self-reflection on the required capabilities.

Organisational support for application is required.

A fee is paid and the Applicant signs the EMPS Code of Ethics.

EMPS considers the evidence provided of capability, education and experience. Applications that provide sufficient evidence of meeting the criteria are referred to the EMPS Panel.

Panel members interview applicants, and decide on the application based on the interview and the Applicant's portfolio of evidence.

What are the benefits for Practitioners?

- Have assurance that their skills and experience meet national benchmarks
- Obtain nationally-endorsed recognition of their competencies
- Demonstrate that they meet the standards required for interstate and international deployments.

What are the benefits for Agencies?

- Can show that their personnel meet nationally-recognised benchmarks of proficiency in the role
- Demonstrate that their registered and certified members are not just competent, but are experienced and current in the role.