

# Australian Learning and Qualification Program –

## “The learning and qualification structure for Girl Guide Leaders and Managers”

Updated 20/1/2014

### The ALQP

#### Why has the leadership training system changed?

The AALP approach to leadership training was developed over 15 years ago. Comprehensive research involving all adult members indicated a new approach was needed to make it easier both to qualify new Leaders and Managers and to foster further learning for experienced members.

#### When do the changes take place?

The new approach for training and qualifying new Unit Leaders and Assistant Unit Leaders started on 4<sup>th</sup> March 2013. The new approach for Outdoors Leaders, District Managers, Assistant District Managers, Region Managers and Assistant Region Managers begins on 3<sup>rd</sup> February 2014.

#### What will the difference be for those joining as new Leaders / Managers?

- They will have a Learning Partner instead of a Guiding Partner. The sole job of the Learning Partner will be to support new Leaders / Managers.
- They will complete the Passport instead of the Journal – and the Passport is based on activities rather than competencies.
- All new Leaders / Managers will go through a process to recognise previous Guiding experience, relevant occupational experience and qualifications.
- Their learning pathway will be tailored to reflect their previous experience making it more appropriate to the individual.
- New Leaders / Managers with previous experience of Guiding will qualify in a shorter time.
- They will make use of a variety of learning options including reading, training and activities.
- Other qualified Leaders / Managers will be able to sign-off activities so the process is more straightforward and accessible.
- The first aid requirement is less onerous for the new Leader / Manager who is not taking Guides on outdoor or adventure activities.
- The Manager is more involved, strengthening the relationship with the new Leader / Manager.
- Leadership and Management Qualifications do not expire. As such, it is possible to hold a qualification without a corresponding appointment. For example, a qualified Unit Leader may change roles, even gain a new qualification; however, she still holds the Leadership Qualification as it does not expire.

## Leadership Qualifications

### What are the Leadership Qualifications?

These are the qualifications for Assistant Unit Leaders, Unit Leaders and Outdoors Leaders, all whose primary role is working directly with Guides.

### Starting the Leadership Qualification Passport

#### Under the new system, what is the first thing a new Leader should do?

A woman interested in becoming a Leader has probably already visited the Unit, met the Leaders and Guides and found out a little about Guiding. After she has made the decision to become a Leader she will meet with the District Manager and complete the *application for membership* form and the relevant legal and regulatory Working with Children and / or Police check requirements. The District Manager will introduce the Learning Partner.

#### How will the new Leader access the Leadership Qualification Passport?

When the State Office receives the completed membership form, an information pack will be sent to the new Leader. At the same time, the Leadership Qualification Passport is sent to the District Manager for her to pass to the new Leader, at one of their initial meetings.

#### How is a new Leader linked to a Learning Partner?

The District Manager will appoint at least one Learning Partner for her District. She will link new Leaders with their Learning Partner.

#### What if a new Leader can't get to a computer or doesn't have internet access? Does that matter?

The major supporting documents for new Leaders – the Leadership Qualification Passport and the *Leader's Handbook* are printed. The Guiding Orientation training is undertaken as a webinar but alternative mechanisms are available if necessary - talk to your State Learning & Development Manager (through your State Office) if you need assistance with the Guiding Orientation webinar.

### Leadership Qualification Passport

#### Who can sign-off the activities in the Leadership Qualification Passport?

This is specified in the Passport. The Learning Partner, the District Manager and any qualified Leaders who observe the new Leader completing the Passport activity are able to sign-off the Passport.

#### Can the Unit Leader I work with sign-off my Passport?

Yes. Any qualified Unit Leader can sign as indicated in the Passport. They can be from the same Unit or a different one, or even a different District as long as they have observed the activity and / or the evidence!

#### My Learning Partner is also a qualified Unit Leader. Can she sign in both these capacities?

Yes. Ideally, several people should sign the Passport to help build networks and share their ideas and suggestions.

#### How long does a qualified Leader have to be qualified for before they can sign-off activities in the Passport?

Once a Leader is qualified, she is qualified. Having seen a new Leader doing the activity and the relevant evidence, she can sign-off activities in the Leadership Qualification Passport straight away. Any queries about sign-off can be directed to the Learning Partner.

### **If I become an Assistant Unit Leader, can I get qualified as a Unit Leader later on?**

Yes! Keep the Leadership Qualification Passport and continue to get activities signed-off in the *Managing your Unit* module as you work with Guides. Maintain the relationship with the Learning Partner, although meetings will not need to be so frequent. No training or the modules (including activities) for the Assistant Unit Leader Qualification need to be repeated. However, the Leadership Qualification training for the *Managing Your Unit* module must be completed. Any activities from the *Managing Your Unit* module completed while working towards the Assistant Unit Leader Qualification can be signed-off as they are completed.

### **Is there a timeline for completing the Passport?**

Yes. Most new Leaders will be able to complete the Leadership Qualification Passport in about 6 months. However, it should be completed within 12 months or the District Manager will discuss other options with the new Leader. One option could be appointment as a Unit Helper instead. Another will be a short extension because of exceptional circumstances.

Exceptional circumstances like illness, pregnancy, extended work away could extend completion to two years. If the Passport is not completed within this time, the Leader will be appointed as a Unit Helper. If circumstances change again and the Leader chooses to continue and complete the Passport, the activities already completed are valid for three years.

### **Will the ALQP be flexible enough to accommodate people with disabilities?**

Yes. The ALQP Passport Guidance Notes has a section to help Leaders / Managers with disabilities.

### **What happens if there are two Leaders training in the same Unit at the same time? Can they complete things together and it still count?**

Yes. Each Leader must complete the activities in the Passport and show the documents or evidence, but we want Leaders to be working together in teams.

### **At what stage can a new Leader conduct the Guide meeting without qualified supervision?**

A new Leader can work unsupervised if she has completed Induction including the police check / working with children check, has a qualified first aider present and meets the adult : child ratio. Activities must be in or around the normal Guide meeting place. The new Leader must be actively working on the Leadership Qualification and the District / Region Manager must approve she can lead the meeting. This should be the exception rather than the norm.

### **What is the difference between the training for Assistant Unit Leaders and Unit Leaders?**

Five modules must be completed for Assistant Unit Leaders and an additional one for Unit Leaders. The suggested weekend program for Assistant Unit Leaders and Unit Leaders is to have 1½ days training together and the Unit Leaders to stay for the extra ½ day for their extra module. Assistant Unit Leaders who wish to become Unit Leaders in the future can stay and participate or attend just the ½ day training they need at a later time.

## **Outdoors Leaders**

### **What are Outdoors Leaders?**

The Outdoors Leader role is designed for women who have a passion for outdoor activities and want to specialise in this area of Guiding and / or are not able to commit to a regular weekly meeting. The Outdoors Leader is a qualified Leader appointed to a District or Region as a valuable member of the leadership team. Her role is to help Unit Leaders provide outdoor activities to the Guides. She may visit a Unit meeting to do outdoor cooking, run an activity at a District or Region event or help Unit Leaders to organise a camp. Outdoors Leaders will often hold outdoor qualifications or modules, but this is not essential immediately. We do expect Outdoors Leaders will gradually increase their skills and undertake Outdoor Modules or external qualifications.

### **What training is required for an Outdoors Leaders?**

There are four modules in the Passport for Outdoors Leaders: *Being Part of Guiding in Australia, Delivering the AGP Outdoors, Being Safe* and *Developing Outdoor Skills*. After Guiding Orientation, the suggested training program for Outdoors Leaders is to share the *Delivering the AGP* and *Being Safe* sessions from the Leadership Qualification training course and have additional training on outdoor skills as part of the *Developing Outdoor Skills* module.

### **Can you be both a Unit Leader and an Outdoors Leader?**

No. Although it is possible to hold both qualifications, there can only one leadership appointment. Unit Leaders can still take their Guides on outdoor activities and camps without an Outdoors Leader.

### **I'm a Unit Leader with a Camp Module. Do I have to be an Outdoors Leader too?**

No. All Leaders / Managers can complete Outdoor Modules. There is no requirement to be an Outdoors Leader too.

### **I don't like camping much. Can I get the Outdoors Leader to take my Unit to camp?**

Outdoors Leaders are qualified Leaders and just the same as other Leaders and Managers, Outdoors Leaders also need a Camping Module to take Guides to camp. Outdoors Leaders with a Camp Module can work **with** the Unit leadership team to facilitate camps.

## **Unit Helpers and other volunteers**

### **Do Unit Helpers need any training?**

We would like Unit Helpers to participate in the Guiding Orientation webinar, but this is not compulsory. District Managers will find the Induction section of the Leadership Qualification Passport useful when they induct a new Unit Helper. (It is also on the GGA website). Unit Helpers should also be encouraged to buy the *Leader's Handbook* as it provides lots of information and resources relevant to their role too!

### **Can a Unit Helper complete the activities in the Passport to encourage them to leadership?**

If a Unit Helper eventually decides to become an Assistant Unit Leader, a Unit Leader or an Outdoors Leader, the District Manager will appoint a Learning Partner for her. The Learning Partner will document the automatic exemptions and then discuss further exemptions based on her skills, including the activities she has done in the Guide Unit over the past three years. Therefore, the activities she has completed over the last three years as a Unit Helper can be signed-off in the Passport once she has been linked with a Learning Partner. The Unit program records will show all the activities the Unit Helper has completed.

### **Our Unit has a Unit Helper (who does not want to train to be a Leader) and a Guiding Assistant (who has done some training but does not want to be a Leader). What happens with them?**

Both can continue as Unit Helpers – an important part of the Unit leadership team! The District Manager will notify the State Office of the changing appointment.

### **Can other volunteers and staff participate in the Guiding Orientation webinar?**

Yes, encourage your Support Group members, Unit Helpers and new staff members to participate.

## Management Qualifications

### What are the Management Qualifications?

There are two Management Qualifications. The District Management Qualification is for District Managers and Assistant District Managers. The Region Management Qualification is for Region Managers and Assistant Region Managers.

### I've noticed a name change from Leader to Manager. Why did this change?

The title Manager better reflects the role of the District and Region Managers and their Assistants.

### I qualified as a Leader of Adults under AALP. Do I have to do this new Passport?

No. However, it is worth considering attending the Management Skills training course and accessing the Management Skills Learning Topic from the GGA website as both these are suitable for new and existing Managers. <http://www.girlguides.org.au/leaders-and-volunteers/australian-learning-qualification-program/learning-topics.html>

### I was a qualified Unit Leader but didn't do the Leader of Adults modules when I became District Manager? What do I have to do?

All District Managers must hold either the relevant qualification under AALP or ALQP. Where this is not the case, the Region Manager will nominate a Learning Partner and the District Management Qualification Passport must be completed. The Learning Partner will recognise prior learning before activities in the Passport are commenced, so existing experience will greatly reduce the time required to complete the qualification.

### I was a District Manager, but I've just taken on the role of Region Manager. What do I have to do?

Meet with the State Commissioner to complete the Induction and then work through the Region Management Qualification Passport.

### Is the process of doing the Management Qualification Passport the same as the Leadership Qualification Passport?

Yes, the process is very much the same.

For a new District Manager, the Region Manager will conduct the Induction and appoint a Learning Partner. The Learning Partner will recognise any prior learning and then design the learning plan. The District Manager will complete the reading, training, activities and reflection exercises in the Passport.

For a new Region Manager, the State Commissioner will conduct the Induction and a Mentor will provide support. The State RPL Liaison will recognise any prior learning. The Region Manager will complete the reading, training, activities and reflection exercises in the Passport.

### Do District and Region Managers do the same course as Leaders?

No. The Management Qualification training consists of four components: a one-day Management Skills training focusing on skills such as team building, coaching etc, and three shorter sessions on Financial Management, Risk Management and Property Management. These may be combined with the Management Skills session into a weekend or be delivered in weekly sessions or via webinar.

Leadership Qualification (the training course only) is recommended for those who have not been involved in Guiding before, but this is not compulsory.

## Training Qualifications

### What is happening to the ATTP?

A new Training Qualification Passport has been developed and is ready for trial.

### When will the new Training Qualification be launched?

The Training Qualification will be available by mid-2014.

## Recognition of Prior Learning (RPL)

### Does everyone have to start at the same level regardless of skills / knowledge?

No. We have clear information about recognising prior learning before a new Leader / Manager begins the activities in the Passport. Automatic exemptions are documented in the RPL section of the ALQP Passport Guidance Notes and the Learning Partner will explore other exemptions on an individual basis.

### How does Recognition of Prior Learning (RPL) work with the Learning Partner?

At the first meeting with the new Leader / Manager, the Learning Partner will check what automatic exemptions can be given for:

- Previous Guiding or Scouting experience
- Current occupation and professional skills
- Current certificates eg First Aid

Then the Learning Partner and the new Leader / Manager will explore other exemptions on an individual basis.

### Can Junior Leaders do things and get them signed-off when they are 18?

When Junior Leaders decide to become a Leader / Manager they should be linked with a Learning Partner like any other new Leader / Manager. The Learning Partner will give the automatic exemptions listed in the Passport and ask the Junior Leader about her other activities to see what else can be recognised. In this way, her previous three years of leadership activities as a Junior Leader will be recognised.

## Learning Partners

### Who can be a Learning Partner?

Learning Partners

- are experienced Leaders / Managers who hold a GGA Leadership or Management Qualification under AALP or ALQP
  - If supporting an Assistant Unit Leader, Unit Leader or Outdoors Leader, be currently appointed as either an Assistant Unit Leader, Unit Leader or Outdoors Leader OR be able to demonstrate current and substantive involvement at Unit level
  - If supporting a District or Region Manager, be currently appointed as a Manager or able to demonstrate current and substantive involvement at District, Region or State level.
- have excellent communication skills (coaching, mentoring, empathy, able to encourage, friendly) and time for performing this role well
- complete the Learning Partner training course prior to appointment by the District / Region Manager.

### Can a Learning Partner work with someone from her own Unit?

Yes.

### **Can the District Manager be a Learning Partner too?**

No, not for Leaders working on one of the Leadership Qualifications.

District and Region Managers can be Learning Partners for new District or Region Managers or their Assistants.

### **Can there be more than one Learning Partner appointed to the District?**

Yes. The District Manager will need to appoint as many Learning Partners as required to cover the geographical area and to support the number of new Leaders. Normally, the Learning Partner will come from within their District but if not the District, from within the Region. Leaders / Managers must complete the Learning Partner training course before they are appointed as a Learning Partner.

### **Can a new Leader have more than one Learning Partner if there is more than one in the District?**

No. The Learning Partner is appointed to support a specific Leader. However, if there are other Learning Partners in the District they can sign the Passport as a qualified Leader. (In rare circumstances it might be possible to change Learning Partner and this decision would be made after discussion with the District Manager.)

### **Can the District Manager overrule the Learning Partner?**

Not on the development of the Learning Plan and signing of the Leadership Qualification Passport.

### **Who has the final say on the appointment of a Leader?**

The District Manager.

### **Why don't Region Managers have Learning Partners?**

Region Managers have Mentors who perform a very similar role to the Learning Partner. The main difference is that the Mentor does not compile a Learning Plan as the Region Manager does that herself and the recognition of prior learning is completed by the State RPL Liaison.

## **First Aid**

### **First Aid requirements seem to have changed. What do I have to do now?**

Leaders / Managers must hold a current first aid certificate appropriate for their role:

- Assistant Unit Leaders, District and Region Managers must complete (as a minimum) the online theory part of 'Provide Basic Emergency Life Support'.
- Unit Leaders must complete (as a minimum) the online theory part and the practical assessment of 'Provide Basic Emergency Life Support'. (This used to be called 'Level 1 First Aid' or 'Basic Emergency Life Support').
- Outdoors Leaders must hold a current 'Apply First Aid' or 'Provide First Aid' certificate. (This used to be called 'Level 2 First Aid' or 'Senior First Aid').
- For camping and boating Outdoor Modules, the Leader / Manager must hold a current 'Apply First Aid' or 'Provide First Aid' certificate. (This used to be called 'Level 2 First Aid' or 'Senior First Aid').

Any Leader or Manager holding the practical assessment of 'Provide Basic Emergency Life Support', 'Apply First Aid' or 'Provide First Aid' should refresh CPR annually (refresh does not mean be reassessed).

GGA has made the changes to comply with the new Work Health and Safety (WHS) Act which considers each Guide meeting place, camp or event as a workplace. Please read the full details in the ALQP Passport Guidance Notes.

The titles of first aid courses are changing during 2014 and this information is current at 10/1/14.

### **Is there any exemption for nurses or doctors in relation to first aid?**

Yes. Doctors and nurses working in emergency care can be given exemption from the requirement to gain 'Provide Basic Emergency Life Support' or 'Provide First Aid'.

### **Can a Junior Leader or other youth member with the appropriate first aid certificate be the first aider at Unit meetings, events or camps?**

No. It is unfair to ask a youth member to take this adult responsibility.

## **Managers and their responsibilities**

### **Who has the final say about the appointment of a Unit Leader, Assistant Unit Leader or Outdoors Leader?**

When a new Leader has completed the Leadership Qualification Passport, the Learning Partner recommends her appointment to the District Manager. The final appointment is made by the District Manager who will want to satisfy herself that the new Leader has met the requirements set out in the Passport. In exceptional circumstances, the District Manager may need to meet individually with the Learning Partner or the new Leader to satisfy herself that the requirements have been met.

### **What do we do if two new Leaders decide they both want to be Assistant Unit Leaders?**

Each Unit must have a Unit Leader – someone with the appropriate First Aid qualification and accountable for meeting Guiding and legal requirements. It is great that you have two newly qualified Assistant Unit Leaders but the District Manager will need to make finding a Unit Leader a priority.

### **District Manager is mentioned throughout the Leadership Qualification Passport. We don't have a District Manager. What do I do?**

Where there are no District Managers, the Region Manager is responsible.

### **What do District Managers do with the Induction Checklist in the Passport?**

The Induction checklist itemises the discussion points that the District Manager will go through with the new Leader. As soon as the new Leader has completed the Induction, the District Manager sends a copy or scan of the Induction page to the State Office.

### **Can the District Manager delegate her sign-off responsibilities to someone else?**

Delegation of tasks is a good way to manage all the responsibilities of a District Manager. However, the final appointment cannot be delegated.

The activities requiring the District Manager's signature are generally part of her role anyway eg Induction, receiving the Unit report or risk management plans for activities; a total of 3 activities for Assistant Unit Leaders and 10 for Unit Leaders. The District Manager may delegate these to the Assistant District Manager.

### **Our Unit has one Unit Leader and an Assistant Unit Leader. The Unit Leader is going away for 3 weeks. Can the Assistant Unit Leader lead the Unit?**

Yes, providing first aid requirements are met and there are enough adults present to meet the adult : child ratio requirements. (There must be a person with a current 'Provide Basic Emergency Life Support' certificate at each meeting/activity/event.)

### **Who else can temporarily lead the Unit?**

We know that emergencies arise and people take holidays or get ill. Providing the first aid requirements are met, the following people can temporarily lead the Unit for up to 4 consecutive weeks at any one time:

- Regardless of their current appointment, someone who holds
  - Any AALP Leadership Qualification
  - ALQP Leadership Qualification for Unit Leaders, Assistant Unit Leaders, Outdoors Leaders
  - ALQP Management Qualification

### **What if the Unit Leader is absent for more than 4 weeks?**

Discuss this with the District Manager. She must be aware of the Unit Leader's absence and approve the arrangements for temporary Unit leadership. She will want to satisfy herself that

- a qualified person is present
- first aid requirements are met
- a safe youth : adult ratio is maintained and
- Unit management responsibilities are being attended to.

### **What guidance is available for Managers to help them with their new tasks?**

The ALQP Passport Guidance Notes gives clear guidance and directions to assist both Managers and Learning Partners.

## **Existing Leaders**

### **I'm a Unit Leader and already have the AALP Leadership Qualification for Leaders of Youth. What do I need to do?**

Continue being a great Guide Leader! Qualified Leaders do not have to repeat any training or qualification activities. They are already qualified. They can also be a great support to a new Leader by allowing time in the Unit program for her to do the Passport activities, signing her Passport as indicated and supporting her as she learns.

### **I'm a Unit Leader and already have the AALP Leadership Qualification for Leaders of Youth, but I'm moving to a new District where I want to continue Guiding. What do I need to do?**

The District Manager of the new District will complete the Induction with the Unit Leader. When that is completed, the District Manager can complete the Appointment Form, appointing the Unit Leader to her new position. The Unit Leader does not need to complete any other part of the Passport as she is already a qualified Leader.

### **We have three qualified Unit Leaders in our Unit. Do two of us have to become Assistant Unit Leaders now?**

No. Units can have as many Unit Leaders, Assistant Unit Leaders and Unit Helpers as they wish.

## Resource Leaders

### What's happened to Resource Leaders?

Resource Leaders are talented and valuable people. We've simply removed the requirement for Resource Leaders to complete another Qualification.

### So we can still appoint Resource Leaders?

Yes.

### I was a District Manager and can't continue in that role. Can I be a Resource Leader now?

Yes. However, if your main focus is going to be outdoors, consider becoming an Outdoors Leader.

### Do Resource Leaders have to do outdoor activities like camping and boating?

No. They may be talented members who can help in all sorts of ways, but cannot take on a primary role (Leadership or Management role).

## Interim Reviews and Appraisals

### What are the changes to appraisals now?

From the 1<sup>st</sup> July 2013 until 30<sup>th</sup> June 2014, there is a moratorium on appraisals while a new system is being developed. Leaders / Managers do not have to complete appraisals in this time. (However, Outdoor Modules still require their 3-yearly endorsement).

### I've read about Interim Reviews. What are they?

Each person will have an Interim Review 6 months after becoming qualified. The purpose of the Interim Review is to make sure they are supported in their role.

If a qualified Leader / Manager changes location, the Interim Review will be conducted 6 months after being appointed.

For example, the District Manager will discuss how the Leader is going in her new role, what are the successes and challenges, what are the next steps and review her Learning Log. District & Region Managers will also have Interim Reviews and these will be conducted by their Manager.

There are guidance notes with a form to advise State Office (ADM 47) available on the GGA Website <http://www.girlguides.org.au/leaders-and-volunteers/australian-learning-qualification-program/continuing-learning.html>.

### What is a Learning Log?

A Learning Log is a personal record of learning that relates to fulfilling your Guiding role. You can record your learning in any form you wish but you should show where / how the learning took place and how you are using what you learnt in your role. An example of a Learning Log is on the GGA website <http://www.girlguides.org.au/leaders-and-volunteers/australian-learning-qualification-program/continuing-learning.html>.

### What counts for learning?

Anything that you learn, that you use in your Guiding role, regardless of where you learn it.

### I'm a District Manager. I spend a lot of time chasing Leaders for appraisals and other things like first aid, to maintain currency. How will this be checked now?

State offices will now follow up with individuals when their first aid, police check, working with children check, etc needs to be renewed. Less time spent that way means District Managers can visit Units and support Leaders to deliver great Guiding.

## Outdoor Modules & Learning Topics

### Do I still have to do Further Development Modules?

No. The only compulsory modules are the Outdoor Modules required by Leaders / Managers conducting camps, expeditions, canoeing or rowing activities.

### What's happening to Outdoor Modules?

Camping and Expedition Modules have been reviewed and the new Modules are available from 1<sup>st</sup> February 2014. Boating Modules are being reviewed. All Outdoors Modules are assessed by an Outdoor Skills Assessor who holds that module. The procedures for endorsement of the module are noted in the module.

### What is an Outdoor Skills Assessor?

Outdoor Skills Assessors are recommended by the Region Manager (or Region Outdoor Activities Adviser) and appointed by the State Outdoor Activities Manager. They have held the module they are assessing for at least two years and have kept current. The requirements to become an Outdoor Skills Assessor are listed in the modules.

### What are Learning Topics?

The National Learning & Development, Program and Outdoor Activities Committees have looked carefully at the AALP FD modules to determine their value in providing the best Guiding for girls. We have redeveloped some of the modules into Learning Topics.

Learning Topics give you some suggestions for learning about a particular topic, a list of resources and each one includes space for you to write notes about what you learnt and how you will share it. They are located on the GGA website at <http://www.girlguides.org.au/leaders-and-volunteers/australian-learning-qualification-program/learning-topics.html> username **leaders** password **ggainfo**

Maybe you are looking for ideas to enhance the Guide program or to share with other Leaders / Managers. Maybe the topic just interests you! There are no minimum requirements and no assessment for Learning Topics but don't forget to record what you learnt on your Learning Log!

### What about training courses and workshops for experienced Leaders and Managers?

Each State Learning & Development Committee develops an annual program of training courses and workshops and the training calendar is usually on the State's website. The State Learning & Development Committee include training courses and workshops on a range of topics that are suitable for experienced Leaders and Managers. Check the training calendar for courses of interest, or make a request to the State Learning & Development Manager.

## Policies and Procedures

### Guide Lines doesn't reflect these changes. When will Guide Lines be changed?

Edition 6 of *Guide Lines*, was released recently and is available on the GGA website. Further changes will be included in the next edition, which is being worked on now.

### Can Leaders / Managers qualifying within the ALQP gain a Certificate IV in Leadership as before?

In the past GGA and Scouts Australia had an agreement about Guide Leaders gaining the Cert IV in Leadership. The agreement expired in 2009 and this is no longer possible.