Appendix 6
Capability Elements

Elements	Description	Application to Capability Gap
People	The required number of trained and skilled people across communities, government, and business working together to perform emergency management activities.	How many people are needed? What sort of skills do they need? What changes will be needed to your training programs?
Resources	The physical equipment and assets needed for effective emergency management. Includes, but is not limited to, information technology (IT) and communications equipment, protective equipment, consumables, fleet and transport, as well as facilities and infrastructure.	What new or additional resources or funding are needed? If the capability involves the replacement of old equipment, how will it be disposed of?
Governance	The enabling factors that emergency management operates within including legislation, funding, authorising environment, emergency management arrangements, doctrine and policy.	How can governance arrangements be enhanced or developed? Who has accountability? Are they sufficiently transparent?
Systems	The systems that are used to deliver emergency management outcomes. Includes, but is not limited to, IT, management systems (e.g., financial, infrastructure, and assets), learning and development, workforce management, workplace health and safety, quality control, arrangements that enhance cross-sector resilience, and incident management systems such as the Australasian Inter-service Incident Management System (AIIMS).	What systems are needed, or how can they be improved?
Processes	Documented or undocumented ways of delivering emergency management such as risk management, continuous improvement, information flow, capability and capacity planning.	How can processes be developed or improved?