



**Process Manufacturing, Recreational Vehicle and  
Laboratory Industry Reference Committee**  
MSL Laboratory Operations Training Package

# Business Case

November 2016

Prepared by  
Manufacturing Skills Australia

## A. Administrative information

**Name of IRC:** Process Manufacturing, Recreational Vehicle and Laboratory IRC

**Name of SSO:** Manufacturing Skills Australia

This business case provides evidence of the need for an update to a number of components of the MSL Laboratory Operations Training Package to address current industry trends and workforce needs in the laboratory sector including developing new Laboratory Operations units of competency for instrumentation, histotechnology, maintenance and repair of robotics and automation.

The proposed components comprise the following:

- Two revised qualifications
- Two new units of competency
- One revised unit of competency
- One new skill set

See the full list in Appendix A.

Description of scope of work is at Part C below.

## B. Methodology for review

### Stakeholder consultation

A series of phone interviews and email conversations were held to provide industry intelligence on the skills needs, workforce directions and industry trends for each project area (instrumentation, histotechnology, maintenance and repair of robotics and automation).

Additionally, and following approval by the IRC, a targeted survey of stakeholders from the Histotechnology Society was conducted. A full list of all stakeholders/respondents contacted can be found in Appendix B.

## C. Outcome of the review

### Imperative for change

The importance of health care in Australia can be reflected in terms of health spending. In 2011-12, health spending in Australia was estimated to be \$140.2 billion, or 9.5% of GDP. The amount was around 1.7 times as high as in 2001-02, with health expenditure growing faster than population growth. (AIHW – Australia's Health 2014).

This growth can be attributed in part to societal changes such as population ageing, and to increased prevalence of chronic conditions, diseases and risk factors.

Histotechnology is an emerging specialised niche area with recognition of its importance in supporting critical high quality initial analysis and testing for enhanced outcomes of down-line health

services and interventions. There is a huge impact on the community if errors or omissions are made in early analysis and testing, where the role of histotechnology skilled personnel are critical. Errors in specimen type identification can be life threatening.

Stakeholder feedback reports that diagnostic laboratories are presently confronted by a shortage of personnel who possess the required skills to exercise suitable histotechnology standards. Further the feedback suggests that provision of specified new units of competency would equip personnel for work duties critical in the processing of reliable diagnostic samples. Lack of such provision could escalate risks to quality of essential health care delivery in the provision of histotechnology services.

## Scope of work

To address these issues, and ensure the continued success and viability of the laboratory sector, the Process Manufacturing, Recreational Vehicles and Laboratory IRC) through this business case, proposes:

- Development of two new units of competency to address the skill needs of workers in the area of histotechnology
- Additionally, development of a new skill set to address the skill needs of workers in the area of histotechnology
- Consequential revision of two qualifications to include the new components listed above

Although identified in the Four Year Work Plan, further industry feedback indicates that there was no clear support during this review for changes sought to cover instrumentation, and maintenance and repair of robotics and automation areas. Some initial comment indicated that the MEM Manufacturing and Engineering Training Package would provide necessary additional coverage for these areas.

## D. Estimated impacts of proposed change

### Impact of implementing the changes

Impact and benefits associated with changes proposed within this business case:

- Creation of industry defined and supported national training products
- New platforms for professional development to build sustained talent and productivity improvements within the laboratory sector
- Creation of improved career pathways and workforce development opportunities
- Improved attraction and retention within the sector through the availability of enhanced histotechnology skills within the Laboratory Operations Training Package aligned to specialised job requirements
- Improved consistency and currency of skills for the specialised area of histotechnology
- Strengthened partnerships between industry and the vocational education and training sector
- Improved quality of essential ongoing health care delivery resulting from histotechnology training advances leading to enhanced workforce skill levels

## Impact of not implementing the changes

Impact and risk associated with no change:

- Sustained shortages of skills nationally in a growing specialised occupational area
- Significant recruitment costs and loss of productivity for employers as a result of failed recruitment efforts
- Significant loss of quality within the sector as a result of poorly/incorrectly skilled workers
- Continued lack of training and ongoing development opportunities for skill growth in a key laboratory business area
- Risk to quality of essential health care delivery in the provision of histotechnology services

## E. Outstanding issues

The identified need for unit of competency *MSL953001 Receive and prepare samples for testing* to be made a core unit in the Certificates III/IV and Diploma should be considered for investigation in the next two years.

No other outstanding issues have been identified to date.

MSA will work with the IRC and the allocated SSO to ensure a smooth transition of work should this business case be approved.

## F. Proposed approach and estimated timeframes for undertaking development work

Training package development work will follow the standard stages of: project scoping, technical development, validation, final draft, quality check, validation and endorsement.

The recommended time to complete the work is twelve months to the time of submission for endorsement.

## G. Training product review status

Please see Appendix A.

## H. IRC Signoff

This Business Case was approved by:

Samantha Read, Chair

Date: 28 November 2016

## Appendix A

**Schedule of Review of Training Products:** 2016-17

**SSO Name:** Manufacturing Skills Australia

**Contact details:** Samantha Read, Chair

**Date submitted:** 28 November 2016

Training Package code	Training Package name	Qualification code	Qualification name	Unit code	Unit name	Skill Set code	Skill Set name	Review status	Change required
MSL	Laboratory Operations	MSL40116	Certificate IV in Laboratory Techniques						3.5
		MSL50116	Diploma of Laboratory Technology						3.5
					Anatomy and Physiology for laboratories				new
					Embedding and Microtomy				new
				MSL953001	Receive and prepare samples for testing				3.5
						MSLSS00001	Histotechnology		new
					<b>Total qualifications</b>	2			

<b>Total Units of Competency</b>	3			
<b>Total Skill Sets</b>	1			

## Appendix B

Histotechnology stakeholder list	
Name	Organisation
Tony Van Galen	Tasmanian Health Service
Elena Talaar	Laboratory technician
Karen Barnes	University of Sydney
Katherine Wells	Douglass Hanly Moir Pathology
Nicole Mackie	The Children's Hospital at Westmead
Mitchell Wan	InfinityPATH
Amani Hawa	Concord Hospital - anatomical pathology
Lana Ashtar	Laverty
Patty	Melbourne Pathology
Ross Thomas	Clinipath Pathology
Mark Donovan	Alfred Health
Janene Walsh	Southern IML Pathology
Jann Brauer	Launceston Pathology
Laurie REILLY	James Cook University
Rosemary Savino	Monash Pathology
Piero Nelva	Monash Medical Centre
Patrick Martin	Envoi Specialist Pathologists
Mark Bromley	Melbourne Pathology
Alistair Townsend	Royal Hobart Hospital
Adrian Warmington	St John of God Pathology
Waseem	Gardens Hospital
Maria Losseva	UTS
Toyah Crampton	Aquesta Specialised Uropathology
Simon Eades	RMIT University
Aubrey Daybell	Pathology Queensland
Ellen Tsui	WEHI
Dianne Reader	Pathology North Palms
Clare Borchers	Alfred Deakin High School
Jacky Mayfield	The Children's Hospital at Westmead - Histopathology
Darryl Whitehead	The University of Queensland, Faculty of Medicine
Andrew Kennedy	NSW Health Pathology - Concord Hospital
Nagaraj M	Cytecancer Cancer Hospitals
Tony Henwood	Children's Hospital at Westmead
Mark Lawson	Mitra Biotech
Leah Simmons	Histotechnology Society of NSW
Bill Sinai	Histotechnology Society of NSW – Life Member
Ivan Johnstone	CIT Solutions
Wendy Davies	Wendy Davies Consulting
Wendy Davey	TAFE NSW Hunter
Lee Carter	Department of Education and Training VIC