



MSL Laboratory Operations Training Package Release 3.0 Case for Endorsement

December 2019

www.ibsa.org.au
manufacturing@ibsa.org.au
(03) 9815 7099
Level 3, 289 Wellington Parade South
East Melbourne, Victoria, 3002

Prepared on behalf of the Process Manufacturing, Recreational Vehicle and Laboratory IRC for the Australian Industry and Skills Committee (AISC)



MSL Laboratory Operations Training Package

Case for Endorsement December 2019 – Activity Order IBSA/TPD/2018-2019/004

This *Case for Endorsement* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Table of contents

A. Administrative details of the Case for Endorsement	3
B. Description of work and request for approval	3
Draft components for endorsement.....	3
Components for deletion.....	3
Non-endorsable components	3
Qualifications updated to include new unit of competency:	3
Summary of work, changes and industry benefits	3
C. Evidence of industry support	5
Written evidence of support.....	5
Project methodology and consultation.....	5
Evidence of broader engagement.....	6
Evidence of engagement with State and Territory Training Authorities	6
D. Industry expectations about training delivery	6
E. Implementation of the new training packages	7
F. Quality assurance reports	7
Independent quality report.....	7
Declaration.....	7
Companion Volume Implementation Guide	7
Statement of evidence against the Training Package Quality Principles.....	8
G. Implementation of the COAG Industry Skills Council reforms to training packages	9
H. A copy of the full content of the proposed training package component(s)	9
Appendices	9
Appendix A: Comparison of Case for Change and component submitted for endorsement	9
Appendix B: List of draft components for endorsement or deletion	9
Appendix C: Letter of support from IRC.....	10
Appendix D: Technical Advisory Committee members	10
Appendix E: Other participating stakeholders	11
Appendix F: State and territory stakeholders consulted	12
Appendix G: Credit arrangements	12
Appendix H: Quality assurance report.....	13

A. Administrative details of the Case for Endorsement

The Process Manufacturing, Recreational Vehicle and Laboratory Industry Reference Committee (IRC) is presenting this Case for Endorsement.

IBSA Manufacturing, a Skills Service Organisation (SSO), is submitting this Case for Endorsement on behalf of the IRC.

This Case for Endorsement responds to Activity Order IBSA/TPD/2018-19/004, executed in April 2019, which in turn was based on a Case for Change submitted in January 2019. The draft component reflects the activities proposed in the Case for Change as shown in Appendix A and referenced at relevant places in this case for endorsement. The MSL Laboratory Operations Training Package, Release 3.0, component submitted for endorsement is listed in Appendix B.

B. Description of work and request for approval

Draft components for endorsement

One unit of competency is submitted for endorsement:

- MSL974030 Process body fluid specimens using a point of care testing device

Components for deletion

There are no components for deletion.

Non-endorsable components

One new skill set:

- MSLSS00002 Point of care testing using capillary blood specimens

Qualifications updated to include new unit of competency:

- MSL40118 Certificate IV in Laboratory Techniques
- MSL50118 Diploma of Laboratory Technology

Summary of work, changes and industry benefits

The primary focus of work has been to reflect current industry needs by developing new content to support point of care testing (PoCT) in healthcare environments. In pathology, testing of specimens has traditionally been a multistep process, with specimens sent to a laboratory for testing before a clinician can access results. Today, PoCT is an increasingly common form of medical diagnostic testing that allows the analysis to be performed at the time and place of patient care. As a result, the need to develop workforce skills and knowledge to use PoCT devices is considered a priority. Industry has been extensively involved in the development of the training package components.

Research and consultation were undertaken to ensure broad applicability of the unit of competency across various job roles. As PoCT is usually undertaken at the time and place of patient care, it was evident the unit of competency would be relevant to various job roles in the healthcare sector, particularly pathology collection. The Chair of the Technician Support Services IRC, which is responsible for the pathology qualifications in the HLT Health Training Package, was a member of the project Technical Advisory Committee (TAC) and fully supports this case for endorsement.

It was also confirmed these skills and knowledge were relevant for those working in laboratories in a PoCT context. Some PoCT specimens still require processing within a laboratory so it was important for those working in this context to develop the associated skills and knowledge. Industry has highlighted that the transferable knowledge about the context and quality-system requirements for

PoCT in Australia is vital. This is a key focus for the proposed new unit of competency and enables those not working within a laboratory to develop the basic understanding of quality systems.

The new unit will be listed as an elective in the following qualifications:

- MSL40118 Certificate IV in Laboratory Techniques
- MSL50118 Diploma of Laboratory Technology.

It is important to note that industry purposely did not include the skills and knowledge for specimen collection in the new unit of competency. However, it was identified that the most common sample used with a PoCT device is a capillary specimen and that in most cases the PoCT device operator is the person who also collected the sample. For this reason, it was difficult to dissociate specimen collection from the testing process. When reviewing [HLTPAT003 Perform capillary blood collections](#) and the new PoCT unit of competency, industry felt the combined content provided sufficient skill and knowledge (such as infection control, WHS, risks etc.) for a person to collect and test a specimen safely. It was noted that the Assessment Conditions of HLTPAT003 require '*supervision of candidate's work activities by a person currently working in a phlebotomist role for at least 18 hours in a fortnight time period*'. This further confirmed the person would be sufficiently supervised, ensuring the task was completed according to current workplace procedures.

The new skill set has been carefully considered to ensure that there is no inappropriate crossover into work functions best covered by the HLT Health Training Package. The relatively simple nature of capillary blood collection means that this function is performed by a diverse range of workers and is often fully integrated with the PoCT process.

There are a number of additional sample collection units in the HLT Health Training Package that describe the skills and knowledge to collect venous and arterial blood samples and to collect samples other than blood. Three additional skill sets were considered throughout the project:

PoCT using arterial blood samples: Units to be included in this skill set were the new PoCT unit and [HLTPAT007 Collect arterial blood samples](#)

PoCT using venous blood samples: Units to be included in this skill set were the new PoCT unit and [HLTPAT002 Perform venous blood collections](#)

PoCT using samples other than blood: Units to be included in this skill set were the new PoCT unit and [HLTPAT004 Collect pathology specimens other than blood](#)

Industry recommended that these skill sets should not be progressed. However, stakeholders who strongly disagreed with MSL skill sets for other types of collection procedures (e.g. venous or arterial blood collection) were generally supportive of the skill set using capillary blood specimens.

The unit developed also supports compliance with the *Standards for Training Packages 2012*, and the COAG Industry Skills Council (CISC) reforms to training packages. Specifically, the unit:

- is written to allow for broad application across laboratory and other healthcare roles
- is consciously designed to 'future-proof' content in an area of rapid change, where technological developments consistently bring new types of devices into the marketplace
- is clear about industry requirements
- minimises general guidance content
- avoids duplication of information.

As a result of the work above, there will be a number of key benefits for industry across all sectors.

- New content will provide improved training package coverage of industry skills and knowledge.
- There will be a national benchmark for skills development in a rapidly expanding area of work.

- The skill set will provide a flexible training and recognition option for the many people performing a dual collection and testing role with capillary blood specimens.

C. Evidence of Industry support

Written evidence of support

A fully constituted Process Manufacturing, Recreational Vehicle and Laboratory IRC approved the draft component for submission to the Australian Industry and Skills Committee (AISC) for endorsement. A letter of support from the IRC Chair appears as Appendix C.

Project methodology and consultation

Research

The research component of the project began with an industry survey distributed to a wide range of industry stakeholders in April 2019. The survey obtained stakeholder feedback on current PoCT procedures, the scope of who uses PoCT devices within an organisation, which devices are used in industry, and what tests are being performed with these devices. It also provided essential information about the tasks, skills and knowledge involved in the different phases of PoCT.

Thirty-two (32) survey respondents provided detailed feedback on current PoCT industry practices. This information was used as the basis for first draft development.

Public consultation

Even though the project was small in scope, IBSA Manufacturing has followed its 5-phase development model, which supports the development of two drafts and two rounds of public consultation.

Industry consultation and engagement has been extensive and extremely supportive. Details about the project were made available on the IBSA manufacturing website at <https://ibsa.org.au/consultation-project/point-of-care-testing-poct-project-overview/> for the life of the project. There were two rounds of public consultation where draft components were available for review and comment via the IBSA Manufacturing website. More than 760 stakeholders from the IBSA Manufacturing database were alerted to the availability of the draft content for review and the opportunity to provide feedback.

The Worldwide Organisationally Placed POCT Assembly (WOPPA), which includes representation from state/territory health departments across Australia, was notified of consultation opportunities and invited to provide feedback on draft training package components. Other key organisations were directly contacted and promoted consultation opportunities with their networks. These included:

- NSW Health Pathology
- QLD Health
- PathWest
- Royal Australian College of General Practitioners
- The Royal College of Pathologists Australasia Quality Assurance Programs
- Flinders University.

During the consultation period the project web page had:

- 32 discrete page views during Round 1 public consultation
- 217 discrete page views during Round 2 public consultation.

Feedback received during public consultations was tabled in the Issues Register and considered by the TAC to inform development.

Technical Advisory Committee

A Technical Advisory Committee (TAC) was established to provide specific subject matter advice and technical expertise for the development process. The TAC included both industry and RTO representatives. TAC members were actively engaged throughout the project and met several times face-to-face and by teleconference to discuss industry needs, to draft and refine documents at a detailed level, and to consider issues presented through public consultation.

Minutes of meetings are available on request. A list of TAC members appears as Appendix D.

Issues addressed through consultation

Effective use of initial survey outcomes and the 'hands-on' TAC approach to drafting the unit of competency meant that the issues raised in consultation were relatively minor or technical in nature. All feedback was logged and discussed in detail by the TAC before completion of the final draft.

Evidence of broader engagement

In addition to the extensive involvement of TAC members, a range of other stakeholders provided expert input to the project. This included respondents to the initial survey and individuals recommended by TAC members during the project. A list of these stakeholders appears at Appendix E.

All feedback was considered, and the outcomes were approved in IRC meetings. There are no outstanding issues.

Evidence of engagement with State and Territory Training Authorities

IBSA Manufacturing has actively engaged with all State Training Authorities (STAs) throughout the project, providing an initial briefing, maintaining open dialogue and requesting feedback on Draft 1 and Draft 2/Validation draft components. At the conclusion of the project, STAs were provided with a further opportunity for review and feedback, as required by the *Training Package Development and Endorsement Process Policy*. No objections were noted, and support was received from the STAs of New South Wales, Queensland, Northern Territory, South Australia, Victoria and Western Australia.

Appendix F provides a list of all state and territory stakeholders consulted during the project.

Reports by exception

There are no reports by exception.

D. Industry expectations about training delivery

Training delivery

The Companion Volume Implementation Guide, Release 3.0, includes advice about industry's expectations of training delivery: duration of training, delivery modes and pathways, work-based learning strategies, assessment and information about learner characteristics.

Delivery as an apprenticeship/traineeship

N/A

Credit arrangements

As per Appendix G there are no national credit arrangements that exist for the draft components in MSL Release 3.0.

E. Implementation of the new training packages

Occupation and licensing requirements

No vocational licensing or certification requirements apply to the unit included in this submission. The unit includes the following statement:

No licensing, legislative or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

Implementation issues and management strategy

There are no implementation issues associated with the introduction of the proposed new unit of competency and skill set.

Equivalence

There are no equivalence implications.

Prerequisites

None

F. Quality assurance reports

Independent quality report

The draft component has been quality-assured by a Training Package Quality Assurance Panel member and the Independent quality report appears as Appendix H.

The Companion Volume Implementation Guide, Release 3.0, has been quality-assured through the IBSA Manufacturing internal process, and through the independent quality-assurance process. It is available with this submission and will be available on the VETNet website at:

<https://vetnet.education.gov.au> upon endorsement.

Declaration

IBSA Manufacturing, the SSO for the Process Manufacturing, Recreational Vehicle and Laboratory IRC, declares that the proposed training package component meets the requirements of the *Standards for Training Packages 2012*, *Training Package Products Policy* and *Training Package Development and Endorsement Process Policy*.

Companion Volume Implementation Guide

IBSA Manufacturing, the SSO for the Process Manufacturing, Recreational Vehicle and Laboratory IRC, confirms that the Companion Volume Implementation Guide is available and has been quality-assured.

Statement of evidence against the Training Package Quality Principles

Training Package Quality Principles	Evidenced by:
1. Reflect identified workforce outcomes	<p>Changes made demonstrate a clear link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and Proposed Schedule of Work (ISF&PSoW), National Review Schedule and the Case for Change (please see Appendix A):</p> <ul style="list-style-type: none"> • Development of a new unit of competency addresses current industry skill needs not covered by existing training package content. • The draft component is compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsement Process Policy</i>, as evidenced by the Quality Assurance report included at Appendix H. • The draft component specifically supports the CISC 2015 training package reforms as the proposed new unit of competency allows for broad application across laboratory and patient care contexts. • Open and inclusive consultation and validation commensurate with scope and impact was conducted, as described in this Case for Endorsement.
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> • One skill set provides a flexible training and recognition option for workers in laboratory and healthcare roles. • No licensing or certification requirements exist at the time of publication.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	N/A
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> • The proposed new unit of competency: <ul style="list-style-type: none"> ○ is worded so that it may be used in diverse laboratory and healthcare contexts ○ uses language to support ‘future-proofing’ of the unit ○ may be applied to different types of PoCT device.
5. Facilitate recognition of an individual’s skills and knowledge and support movement between the school, vocational education and higher education sectors	N/A
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> • Industry advice about delivery is provided in the MSL Companion Volume Implementation Guide, Release 3.0, which is ready for publication at the same time as the Training Package. • The proposed new unit of competency and its associated assessment requirements are clear and consistent. • Components comply with the TGA/National Register requirements for publication

G. Implementation of the COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC will support the COAG Industry and Skills Council (CISC) reforms to training packages. While the scope of the training package development work is quite small, draft components support those reforms in the following ways:

Removal of obsolete or superfluous content

N/A

Inclusion of advice about industry's expectations of training delivery

The MSL Companion Volume Implementation Guide, Release 3.0, provides advice on duration of training, mode of delivery and learner characteristics.

Support for individuals to move easily from one related occupation to another

The proposed new unit of competency can be applied to job roles in laboratory operations and to a wide range of occupational outcomes in the healthcare sector. Examples would include outcomes such as pathology collector, pathology assistance and enrolled nurse.

Creation of units that can be owned and used by multiple industry sectors

The proposed new unit is designed for use both in the laboratory operations and healthcare sectors.

Skill sets

One skill set provides a flexible training and recognition option for workers in laboratory and healthcare roles.

H. A copy of the full content of the proposed training package component

The AISC will be provided a zip file of the developed training package components to be approved under the Case for Endorsement.

I. Appendices

Appendix A: Comparison of Case for Change and component submitted for endorsement

Case for Change	Endorsement submission
One new skill set	One new skill set
One new unit of competency	One new unit of competency

Appendix B: List of draft components for endorsement or deletion

Units for endorsement

Unit code	Unit title
MSL974030	Process body fluid specimens using a point of care testing device



ABN 74 109 600 302

t +61 3 9815 7000

f +61 3 9815 7001

e reception@ibsa.org.au

w www.ibsa.org.au

Level 11 176 Wellington Pde East Melbourne Victoria AUSTRALIA 3002

29 November 2019

Dear Australian Industry and Skills Committee,

As the Chair of the Process Manufacturing, Recreational Vehicles and Laboratory IRC (IRC), I write on behalf of the IRC to support the endorsement of the MSL Laboratory Operations Training Package, Release 3.0, as completed under the Activity Order IBSA/TPD/2018-2019/004.

The new training package components closely reflect current industry practice.

A fully constituted IRC approved the draft components for submission to the Australian Industry and Skills Committee for endorsement.

Regards

A handwritten signature in black ink, appearing to read 'Keith Monaghan', is written over a light blue horizontal line.

Keith Monaghan
Chair, Process Manufacturing, Recreational Vehicle and Laboratory IRC

Appendix D: Technical Advisory Committee members

First Name	Family Name	Organisation	State
Tony	Badrick	The Royal College of Pathologists of Australasia Quality Assurance Programs Chair – Technicians Support Industry Reference Committee, HLT Health Training Package	National
Julie	Monnox	NSW Health Pathology	NSW
Lisa	Moscatiello	The Royal Children’s Hospital, Melbourne	Vic.
Belinda	Pope	Douglas Hanly Moir Pathology	NSW
Leah	Simmons	Process Manufacturing, Recreational Vehicle and Laboratory IRC Member TAFE NSW	National / NSW
Odette	Youdell	The Alfred Hospital, Melbourne	Vic.

Appendix E: Other participating stakeholders

The following organisations participated in the development process and/or provided feedback.

Organisation	State
Abbott	Qld
ACT Pathology	ACT
Alfred Health	Vic.
CMMHS/Swinburne	Vic.
Douglas Hanly Moir Pathology	NSW/Vic.
Flinders University	SA
I Med	NSW
iCCnet CHSA	SA
LTT	WA
MHCC	NSW
Monash Health	Vic.
Northern Territory Government – Primary Health Care Urban	NT
NSW Health Pathology	NSW
Pathwest	WA
Progressive Diagnostics	WA
Queensland Health	Qld
Queensland Nurses and Midwives’ Union	Qld
RMIT	Vic.
Royal Australian College of General Practitioners	National
Sonic Healthcare	National
TAFE NSW	NSW
TasTAFE	Tas.
The Royal College of Pathologists Australasia Quality Assurance Programs	National
Whitton Consulting	NSW
Worldwide Organisationally Placed Point of Care Testing Assembly	National

Appendix F: State and territory stakeholders consulted

ORGANISATION	NAME	STATE
State and Territory Training Authorities (STAs)		
Australian Capital Territory Government	Patrick Goodarzi	ACT
Australian Capital Territory Government	Tim Sealy	ACT
New South Wales Government	Susan Bearfield	NSW
Northern Territory Government	Nelson Brown	NT
Northern Territory Government	Dianne Fong	NT
Queensland Government	Tim Maloney	Qld
Queensland Government	Anthea Brazel	Qld
South Australia Government	Juliana Fitzpatrick	SA
Skills Tasmania	Linda Seaborn	TAS
Skills Tasmania	Stuart Hollingsworth	TAS
Victoria Government	Jacqueline Spencer	Vic.
Western Australia Government	Frances Parnell	WA
Industry Training Advisory Bodies (ITAB)		
Manufacturing Skills Australia (MSA)	Leon Drury	NSW
Industry Skills Advisory Council Northern Territory (ISAC NT)	Debbie Paylor	NT
Queensland Manufacturing Industry (QMI) Solutions	Sam Nicolosi	Qld
Resources industry Training Council	Nigel Haywood	WA
Curriculum Maintenance Managers		
Chisholm Institute	Paul Saunders	Vic.

Appendix G: Credit arrangements

Credit Arrangements for MSL Laboratory Operations Training Package Release XX	
	There are no national credit arrangements for the MSL Laboratory Operations Training Package
Links	Training Package Companion Volumes are available at: https://vetnet.education.gov.au

Section 1 – Cover page

Information required	Detail
Training Package title and code	MSL Laboratory Operations Training Package Release 3.0
Number of new qualifications and their titles ¹	Nil
Number of revised qualifications and their titles	Nil
Number of new units of competency and their titles	One new unit of competency: <ul style="list-style-type: none"> MSL974030 Process body fluid specimens using a point of care testing device
Number of revised units of competency and their titles	Nil
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	I confirm that I am independent of: <ul style="list-style-type: none"> the Training Package or Training Package components review development and/or validation activities associated with the Case for Endorsement (CFE) <p>I have not undertaken the Equity and/or Editorial Reports for the MSL training package products covered in this quality report.</p>
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Yes – the new MSL unit is compliant with the <i>Standards for Training Packages 2012</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Yes – the new MSL unit complies with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Yes – the new MSL unit complies with the <i>Training Package Development and Endorsement Process Policy</i> .
Panel member's view about whether: <ul style="list-style-type: none"> the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing 	Yes - IBSA Manufacturing on behalf of the Process Manufacturing, Recreational Vehicle and Laboratory IRC has undertaken industry consultation and validation commensurate for the development of one new unit.
Name of panel member completing Quality Report	Sue Hamilton Focus on Skills Pty Ltd
Date of completion of the Quality Report	23 November 2019

¹ When the number of training products is high the titles can be presented as an attached list.

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	<p>Yes</p>	<p>The components in the MSL Laboratory Operations Training Package Release 3.0 submitted for review meet the requirements of Standard 1. They include:</p> <ul style="list-style-type: none"> • One new unit of competency and associated assessment requirements: <ul style="list-style-type: none"> ○ MSL974030 Process body fluid specimens using a point of care testing device • MSL Companion Volume Implementation Guide Release 3.0 (MSL CVIG 3.0). <p>The following Skill Set (non-endorsed component) has been submitted for review:</p> <ul style="list-style-type: none"> • MSLSS00002 Point of care testing using capillary blood specimens
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p>Yes</p>	<p>The new MSL unit is:</p> <ul style="list-style-type: none"> • presented in the template specified in the Standards for Training Packages 2012 • coded and titled appropriately • contains equivalence mapping information indicating it is new unit (Release 1).
<p>Standard 3</p> <p>Training Package developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i></p>	<p>Yes</p>	<p>The CfE provides information about the industry engagement and consultation undertaken to develop the new unit, including:</p> <ul style="list-style-type: none"> • research and industry survey (32 respondents) • establishment of a Technical Advisory Committee (TAC) including industry and RTO representatives for practical / technical advice • public consultation and validation • ongoing communications via the IBSA website and other newsletter channels. <p>Despite the small scope of the project the CfE states that the full five-phase development model, including two rounds of public consultation, was undertaken. The process followed indicates that open and inclusive consultation and validation commensurate with scope and impact of the components has been undertaken.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	Yes	<p>The unit of competency reviewed specifies the standard of performance required in the workplace and meets Standard 4.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	Yes	<p>The new unit adheres to the required template, is coded appropriately, does not include a prerequisite unit and includes foundation skills explicitly in the performance criteria. There are no occupational licensing or certification requirements for the unit submitted.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	Yes	<p>The assessment requirements are clearly written outlining the required evidence requirements and conditions for assessment. The performance evidence is succinct, and the knowledge evidence is written using broad terminology which can be tailored to the workplace/sector context. This supports application of the unit in different sectors, including the laboratory and health sectors.</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	Yes	<p>The new unit of competency has associated assessment requirements, which comply with the assessment requirements template and the Standards for Training Packages 2012.</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	NA	<p>Not applicable – no qualifications have been submitted for endorsement. The Equity Report and MSL CVIG 3.0 state that the new units have been included as electives in:</p> <ul style="list-style-type: none"> • MSL40118 Certificate IV in Laboratory Techniques • MSL50118 Diploma of Laboratory Technology <p>The packaging rules and structure of these qualifications have not changed.</p>
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	NA	

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	NA	Qualification credit arrangements are unchanged.
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	<p>The <i>MSL Laboratory Training Package Companion Volume Implementation Guide – Release 3.0</i> was provided for the quality review. It has been quality assured in line with the IBSA Manufacturing SSO internal procedures and via the editorial and equity processes. The MSL CVIG Release 3.0 has been updated to include the new unit and skill set. It complies with the Companion Volume Implementation Guide template from the <i>Standards for Training Packages 2012</i>.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	NA	

Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	The CfE clearly outlines the requirements of the Activity Order and the final work completed and submitted for endorsement. Information is provided outlining the need for the development of the new unit. The steps and outcomes of the consultation and validation process described indicate that industry stakeholder feedback and requirements have been reflected and responded to.
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices 	Yes	<p>The CfE provides evidence that the work undertaken to develop the new MSL unit:</p> <ul style="list-style-type: none"> • allows for broad application across laboratory and other healthcare roles • is designed to 'future-proof' content in an area of rapid change, where technological developments consistently bring new types of devices into the marketplace • is clear about industry requirements • avoids duplication of information. • minimises general guidance content.

<ul style="list-style-type: none"> • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		
Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	The CfE provides evidence that open and inclusive consultation and validation with key industry associations and groups has been conducted to ensure the new unit reflects current industry work requirements and is applicable to a range of job roles including laboratory workers, pathology collectors, pathology assistants and enrolled nurses.

Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	Yes	The CfE states that point of care testing is performed by a diverse range of workers and that the unit is written to support application in multiple contexts to promote flexibility particularly in laboratory and health care roles.
Promote national and international portability	Yes	The new unit allows for application in different contexts and sectors including laboratory operations and health care. The new skill set has been carefully considered to ensure that there is no inappropriate crossover into work functions best covered by the HLT Health Training Package.
Reflect regulatory requirements and licensing	NA	Licensing or certification requirements are not applicable to the new unit.

Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	The MSL CfE outlines the national consultation and validation processes and participants involved. The CfE states that there are no reports by exception and a letter of support from the <i>Process Manufacturing, Recreational Vehicle and Laboratory IRC</i> is included.
Recognise convergence and connectivity of skills	Yes	The new unit has cross-sector application particularly with the healthcare sector. The skill set will provide a flexible training and recognition option for the many people performing a dual collection and testing roles with capillary blood specimens.

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	The new unit allows for application in different contexts to meet the different needs of individuals and employers.
Support equitable access and progression of learners	Yes	There are no prerequisites specified for the new unit.

Quality principle 5: Facilitate recognition of an individual’s skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	The Equity Report and the MSL CVIG Release 3.0 state that MSL qualifications that include the two new units remain unchanged in this release. The MSL CVIG Release 3.0 provides information on occupational outcomes and career pathways relevant to the laboratory operations sector. Pathways between VET and higher education qualifications are not relevant to the content proposed for MSL Release 3.0.

Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	Industry advice about delivery is provided via the MSL CVIG which is ready for publication at the same time as the new unit.
Support sound assessment practice	NA	The unit of competency and its associated assessment requirements are clearly written. The performance evidence requirements are succinct and reflect reasonable volume/frequency of holistic workplace processes applicable across a range of contexts and be applied to different types of point of care testing devices. The knowledge evidence is written using broad terminology which can be tailored to laboratory or healthcare workplace contexts. The MSL CVIG 3.0 provides general information and advice about conducting assessments.
Support implementation	Yes	The new unit of competency, skill set and the MSL CVIG 3.0 are ready for publication on TGA/National Register.