SKILLSIQ

CAPABLE PEOPLE MAKE CLEVER BUSINESS

# Draft 2

# Massage Therapy

# Training Package Products

# Validation Guide

# Complementary Health IRC

# July 2021

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## Introduction

SkillsIQ is a not-for-profit Skills Service Organisation (SSO) supporting industry in developing standards to equip the people-facing workforce with the right skills for jobs now and into the future. SkillsIQ is funded by the Department of Education, Skills and Employment to support the Industry Reference Committees (IRCs) responsible for the development and maintenance of Training Packages in the following sectors:

- Community Services
- Health
- Local Government
- Public Sector
- Floristry
- Hairdressing and Beauty Services
- Funeral Services
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality.

IRCs drive the process of Training Package development and are made up of people with experience, skills and knowledge of their particular industry sector. They are responsible for the provision of strategic input and advice that represents the needs of their workforces, and ensuring Training Package Products reflect these needs.

## Project Background

During 2018–2019, the Complementary Health IRC's (IRC) consultation with the Massage Therapy sub-sector in preparation for its 2019 Industry Skills Forecast identified a range of factors which have guided the development of this update.

In its 2018 ISF submission to the AISC, the IRC proposed the review and development of the Massage Therapy Training Package Products. These were initially to be carried out during 2018–2019, but because these Products had been extensively reviewed in 2015, the IRC proposed they be reviewed during 2019–2020 instead. In its 2019 Industry Skills Forecast, the IRC therefore proposed the review of the *Certificate IV in Massage Therapy*, the *Diploma of Remedial Massage* and their related Units of Competency, and the development of an *Advanced Diploma of Remedial Massage*. These were approved to proceed to Training Package development by the Australian Industry and Skills Committee at its meeting of 26 March 2019.

The HLT Health Training Package must be reflective of the contemporary requirements of industry both today and into the future. Specifically, in current circumstances, this means it must address the way in which Massage Therapists acquire the necessary skills; ensure these skills are aligned to current-day work roles; and contribute to reducing workforce shortages.


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## Industry Reference Committee

This project is being guided by the Complementary Health IRC, which is made up of stakeholders and subject matter experts with national coverage who provide:

- guidance at the national level to ensure Training Package Products are flexible and responsive to changing needs and practices
- strategic direction of the qualifications to meet sector workforce needs

## Technical Advisory Committee

To inform the review and update of the Complementary Health Training Package Products, a Massage Therapy Technical Advisory Committee (TAC) was formed via an Expression of Interest process. The TAC reports to the IRC and is made up of stakeholders and subject matter experts from across Australia who provide:

- specialist advice in relation to stakeholder feedback and issues relevant to their sector
- views and feedback on behalf of the sector/organisations they represent, and
- support in facilitating communication and consultation with others, including other members of their organisations, association members and other networks.

The aim of this update is to ensure that the Complementary Health Training Package Products reflect current professional standards and practice, and to ensure that industry has access to graduates who have the requisite skills and knowledge of current industry content, language, and terminology.

## Draft 1

National consultation on Draft 1 for the *Certificate IV in Massage Therapy*, the *Diploma of Remedial Massage*, and associated Units of Competency was open from 26 November 2020 to 24 December 2020. National consultation on Draft 1 for the newly proposed *Advanced Diploma of Remedial Massage* and associated Units was open from 07 June 2021 to 25 June 2021.

On completion of the Draft 1 consultation process, IRC members met to analyse and discuss feedback received to determine actions for the development of Draft 2. As a result of the IRC's analysis, the Committee approved modifications made to the Certificate IV and Diploma-level Qualifications and their related Units of Competency but chose not to proceed with the further development of the Advanced Diploma due to a lack of stakeholder support. Instead, the IRC proposed the development of two Skill Sets, *Massage for Pain Management* and *Applied Massage for Pain Management,* which are also available for public commentary during this Draft 2 validation period.


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## Draft 2 – Validation and Timelines

Validation of Draft 2 allows stakeholders to review changes made to the Draft 1 components and confirm that the resultant Training Package Products meet their needs. It provides an opportunity for final input prior to submission for endorsement.

National validation of Draft 2 will be open from **Wednesday, 21 July and close at 5:00pm AEST on Wednesday, 04 August 2021.** During this period, input will be sought on the following:

- Two Qualifications
- Ten Units of Competency
- Two Skill Sets.

Following the close of validation, feedback will be collated and evaluated to inform the development of the Final Draft for submission.

## Webinars

SkillsIQ will host a series of webinars to seek stakeholder input. To register your interest in attending a webinar, please click on one of the links below.

| | Date | Time |
|---|---|---|
| Webinar 1: | Friday, 23 July 2021 | 1:00pm – 2:00pm AEST |
| Webinar 2: | Wednesday, 28 July 2021 | 1:00pm – 2:00pm AEST |
| Webinar 3: | Monday, 02 August 2021 | 1:00pm – 2:00pm AEST |

## Online Feedback Forum

Feedback can be provided online via the SkillsIQ Online Feedback Forum. The Feedback Forum is a tool designed to capture stakeholder feedback on draft Training Package Products. It also provides an opportunity for stakeholders to view feedback left by others.

To access the Feedback Forum, please click here.
For information on how to use the Feedback Forum, please click here.


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## About this Validation Guide

This Guide, which should be read in conjunction with the Draft 2 Training Package Products, provides:

- a summary of the proposed changes from Draft 1 to Draft 2
- information about the Qualifications and Skill Sets
- updated Units of Competency
- a list of Draft 2 Units of Competency and associated Prerequisites
- mapping of Draft 2 Qualifications, Skill Sets and Units to existing HLT Massage Qualifications.
- an explanation of the contents of the Units of Competency and Assessment Requirements found in Appendix A.

This Guide does not include Draft 2 Training Package components. These can be accessed via the Feedback Forum link above.

## Contact Details

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# Summary of Changes – Draft 1 to Draft 2

## General Issues

Several general issues and a range of viewpoints were raised in stakeholders' comments during Draft 1 consultation. The following table outlines the main points that were raised and the ways in which they were addressed.

| Component/s | Change from Draft 1 to Draft 2 |
|---|---|
| **Qualification** | |
| ***HLT42021 Certificate IV in Massage Therapy*** | |
| Qualification Code | No change |
| Qualification Description | No change |
| Entry Requirements | No change |
| Packaging Rules | Total number of Units remains the same, but the core and elective combination has changed to:<br>• 10 core Units<br>• 3 elective Units from the electives listed below.<br>All electives chosen must contribute to a valid, industry-supported vocational outcome. |
| Core Units | The core bank of Units has been reduced from 11 to 10 Units.<br><br>*BSBSMB404 Undertake small business planning* has been removed.<br><br>*CHCLEG001 Work legally and ethically*<br>has been replaced by<br>*CHCLEG003 Manage legal and ethical compliance.*<br><br>*HLTINF001 Comply with infection prevention and control policies and procedures*<br>has been replaced by<br>*HLTINF004 Manage the prevention and control of infection.*<br><br>*HLTWHS001 Participate in workplace health and safety*<br>has been replaced by<br>*HLTWHS004 Manage work health and safety.* |
| Elective Units | The elective bank of Units of Competency has increased from 12 to 15, with the addition of the three following Units:<br><br>*BSBESB401 Research and develop business plans*<br>*CHCPRP003 Reflect on and improve own professional practice*<br>*CHCPRP005 Engage with health professionals and the health system.* |


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| Component/s | Change from Draft 1 to Draft 2 |
|---|---|
| **Qualification** | |
| ***HLT52021 Diploma of Remedial Massage*** | |
| Qualification Code | No change |
| Qualification Description | No change |
| Entry Requirements | No change |
| Packaging Rules | No Change |
| Core Units | Total number of core Units remains the same.<br><br>*BSBSMB404 Undertake small business planning*<br>has been replaced by<br>*BSBESB401 Research and develop business plans*<br><br>The following Unit has been removed:<br>*HLTMSG012 Apply relaxation massage clinical practice*.<br><br>The following Unit of Competency has been added<br>*HLTAAP002 Confirm physical health status.* |
| Elective Units | The total number of Elective Units required remains the same.<br><br>*BSBSMB403 Market the small business*<br>has been replaced by<br>*BSBESB404 Market new business ventures.*<br><br>*BSBSMB405 Monitor and manage small business operations*<br>has been replaced by<br>*BSBESB406 Establish operational strategies and procedures for new business ventures*<br><br>*BSBSMB406 Manage small business finance has been replaced*<br>has been replaced by<br>*BSBESB407 Manage finances for new business ventures.* |
| **Qualification** | |
| ***HLT62021 Advanced Diploma of Remedial Massage (New)*** | |
| This Qualification was developed and made available for public review from Monday, 07 June 2021 to Friday, 25 June 2021. Stakeholder feedback, however, failed to support the further development of this Qualification. Feedback noted that:<br>• in many ways the draft Advanced Diploma was duplicative of the existing *Diploma of Remedial Massage*<br>• it neither reflected the needs of industry nor met the skills and knowledge requirements of an AQF Level 6 Qualification<br>• the job outcomes were deemed to be the same as those for *Diploma of Remedial Massage* holders.<br><br>The IRC therefore elected not to move forward with the Advanced Diploma Qualification and instead proposed the development of two Skill Sets, *Massage for Pain Management* and *Applied Massage for Pain Management,* for consideration as part of this Draft 2 validation. | |


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## Units of Competency

More detail can be found in the Unit Mapping Table below.

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|---|---|
| Codes | The Unit Codes of most of the Units have been reassigned. Please see Unit of Competency Prerequisite table below. |
| Titles | The Title of Unit *Understand the principles of pain neuroscience* has been changed to *Apply principles of neuroscience*. |
| Application Statements | Some Application Statements have been changed to better clarify the intent of the Unit.<br>The following statement has been added to all units:<br>*No occupational licensing, certification or specific legislative requirements apply to this Unit at the time of publication* |
| Elements and Performance Criteria (PCs) | The following Elements and Performance Criteria have been amended.<br>• ***HLTMSG009 Develop massage practice***<br>◦ Elements 1 and 4 amended from *understand* to *navigate*<br>• ***HLTMSG010 Assess client massage needs***<br>◦ Some of the Performance Criteria have been edited for clarity.<br>• ***HLTMSG011 Provide massage treatments***<br>◦ Element 2 *Use massage techniques and sequences* has been changed to *Use massage treatment techniques*<br>◦ Performance Criteria 3.2 has been altered<br>◦ Performance Criteria 4.3 has been changed to reflect *ongoing treatment*<br>◦ Performance Criteria 4.4 has been changed from, *Fully document treatment details and recommendations made* to *Document all treatment details and recommendations made.*<br>• ***HLTMSG012 Apply relaxation massage clinical practice***<br>◦ Some of the Performance Criteria have been edited for clarity.<br>• ***HLTMSG013 Perform remedial massage musculoskeletal assessments***<br>◦ *Performance Criteria 2.6* has been amended to include *client-reported outcomes*<br>◦ *Performance Criteria 2.10* has been amended to read *client-centric*<br>◦ *Performance Criteria 3.6* has been amended to read *client-centric.*<br>• ***HLTMSG014 Provide remedial massage treatments***<br>◦ Performance Criteria for Elements 1 and 2 have been amended to read *client-centric.* |


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| | • ***HLTMSG015 Adapt massage treatments to meet specific needs***<br>◦ Performance Criteria for Elements 1, 2 and 3 have been amended to read *client-centric.*<br><br>• ***HLTMSG016 Apply principles of pain neuroscience***<br>◦ Elements and Performance Criteria amended to put emphasis on *Maintain, apply* and *reflect* respectively, with regard to principles of pain neuroscience<br>◦ All Performance Criteria have been amended to reflect the intent of the Elements.<br><br>• ***HLTMSG017 Apply remedial massage clinical practice***<br>◦ Performance Criteria 2.1 amended for clarity<br>◦ Performance Criteria 3.1 amended to include reference to *allocated time.*<br><br>• ***HLTMSG018 Adapt massage practice for athletes***<br>◦ Performance Criteria 1.1 amended for clarity and reference to *appropriate persons* removed. |
| Foundation Skills | • ***HLTMSG010 Assess client massage needs***<br>◦ Foundation Skills statement relating to *Technology skills* has been removed.<br><br>• ***HLTMSG011 Provide massage treatments***<br>◦ Technology Skills - *use digital equipment to record client information* has been removed.<br><br>• ***HLTMSG012 Apply relaxation massage clinical practice***<br>◦ Technology Skills - *use digital equipment to record client information* has been removed.<br><br>• ***HLTMSG016 Apply principles of pain neuroscience***<br>◦ Technology Skills - *use digital equipment to record client information* has been replaced with *access online sources of information*. |
| Performance Evidence | Performance Evidence's lead-in statements and sub-points have been amended, removed and/or replaced in the following Units.<br><br>• ***HLTMSG009 Develop massage practice***<br>◦ The lead-in-in statement *source and summarise a total of three credible pieces of information on the theory and practice of massage, one from each of the following* has been changed to *source and summarise three credible pieces of information on the theory and practice of massage, including one from each of the following.* |


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| | • ***HLTMSG010 Assess client massage needs***<br>◦ The lead-in-in statement and all sub-points have been amended to clarify the Assessment Requirements.<br>• ***HLTMSG011 Provide massage treatments***<br>◦ The lead-in statement *during the above treatments, demonstrate appropriate sequencing of the following massage techniques* has been changed to *using the following massage treatment techniques* and inserted as a sub-point. The listed techniques have been changed as follows:<br>▪ *Friction* changed to *friction techniques*<br>▪ *Kneading* removed<br>▪ *Longitudinal gliding strokes* removed and replaced with *gliding strokes*<br>▪ *Rocking* added<br>▪ *Vibrations* removed.<br>• ***HLTMSG012 Apply relaxation massage clinical practice***<br>◦ The work placement hours for relaxation massage consultations have changed from 60 hours to 40 hours, and techniques to be incorporated as part of the tasks have been stipulated.<br>• ***HLTMSG013 Perform remedial massage musculoskeletal assessments***<br>◦ Tasks relating to *whole upper body assessment including shoulder, elbow, wrist and hand; whole lower body assessment including pelvis, hip, knee, ankle and foot*; and *whole spinal assessment including cervical, thoracic and lumber* have been added.<br>• ***HLTMSG014 Provide remedial massage treatments***<br>◦ The following treatment positions have been removed: *supine, seated, prone, side-lying*<br>◦ The remedial massage techniques have been minimised and amended to reflect modern-day terminology.<br>• ***HLTMSG015 Adapt massage treatments to meet specific needs***<br>◦ Sub-point *documented a process of reflection, identifying changes in own understanding of client needs* has been changed to *undertake a process of reflection, identifying changes in own understanding of client needs*.<br>• ***HLTMSG016 Apply principles of pain neuroscience***<br>◦ Tasks relating to *during a consultation with three different clients, explain how the biopsychosocial (BPS) model relates to their pain presentation, including* has been replaced by tasks relating to *apply the principles of pain neuroscience involving.* |


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| | • ***HLTMSG017 Apply remedial massage clinical practice***<br>◦ The work placement hours have been amended to incorporate *40 hours of relaxation massage consultations including assessments* and *100 hours of remedial massage consultations of one hour duration*<br>◦ Techniques for each of the work placement situations have been listed<br>◦ Tasks relating to *clients must include people from different stages of life with varied presentations* have been changed to *clients from different stages of life with varied presentations*<br>◦ Tasks relating to *monitored and evaluated treatments provided to at least three different clients with at least three treatments per client* have been changed to *monitoring and evaluating remedial massage treatments provided to at least three different clients with at least three treatments per client*. |
| Knowledge Evidence | Knowledge Evidence lead-in statements have been amended and tasks have been added and/or removed for the following Units.<br>• ***HLTMSG009 Develop massage practice***<br>◦ The lead-in statement *different types of massage treatments and their key features and purpose, including the difference between relaxation and remedial massage* has been changed by removing the word *different*<br>◦ The lead-in statement *key features of complementary therapies used in conjunction with massage, including* has been changed by removing the word *including*. The addition of naturopathy has been added as a therapy<br>◦ The lead-in statement *key features of allied health services and their relationship to massage, including* has been changed by removing the word *including*. Naturopathy has been removed from the list.<br>◦ The lead-in statement *needs of different types of massage clients* has been changed to *types and information needs of massage clients*. The sub-points *groups* and *individuals* have been removed<br>◦ The lead-in statement *different methods of communicating with clients* has been changed by the removal of the word *different*. The method *virtual online* has been added as a sub-point.<br>◦ The lead-in statement *different models of professional massage practice and their employment opportunities* has been changed to *models of professional massage practice and their career opportunities*.<br>◦ The sub-point *economic – opportunities and viability* has been changed to *economic, including opportunities and viability*" |


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| | ◦ The sub-point *human – personal health, professional development* has been changed to *human, including personal health and professional development*<br>◦ The lead-in statement *legal (national and state/territory) requirements and ethical considerations and how these are applied in individual practice* has been changed to *national and State/Territory legal requirements and ethical considerations and how these are applied in individual practice*.<br>• ***HLTMSG010 Assess client massage needs***<br>◦ The lead-in statement, *legal and ethical considerations (national and state/territory) for client assessment* has been changed to *national and State/Territory legal and ethical considerations for client assessment*<br>◦ The sub-point *social environment* has been changed to *social environment social determinants*<br>◦ *Listening* has been added to the point *assessment methods - how and when they are used*<br>◦ *Cautions and contraindications to treatment and possible indications for referral, including* has been changed by removing the word *including*. The following sub-points have also been changed:<br>▪ "*weak bone/joint instability* changed to *weak bone and joint mobility*<br>▪ *pain of excessive nature or abnormal responses to treatment* changed to *pain of excessive nature and abnormal responses to treatment*<br>▪ Sub-point *protracted pain or pain which is non-reproducible* changed to *protracted pain and pain which is non-reproducible*<br>▪ Sub-point *fatigue* changed to *excessive fatigue*<br>▪ Sub-point *changes in habits such as appetite elimination or sleep* changed to *changes in habits including appetite elimination and sleep*<br>▪ Sub-point *nausea, vomiting or diarrhoea* changed to *nausea, vomiting and diarrhoea*<br>◦ Lead-in statement *major muscle anatomy including* changed by removal of word *including*. The following sub-point has been changed:<br>▪ *Actions of individual muscles or muscle groups* changed to *actions of individual muscles and muscle groups*<br>• *Calf muscles - anterior and posterior* changed to *calf muscles including anterior and posterior* |


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| | ◦ Content on *physiology* changed as follows:<br><br>▪ *muscle physiology (reflexes, chemistry, proprioceptors)* changed to *muscle physiology including reflexes, chemistry and proprioceptors*<br>▪ *inflammation - cardinal signs* changed to *inflammation including cardinal signs*<br>▪ *injury acute chronic grades* changed to *injury including acute and chronic grades*<br>▪ *and wound healing – stages* changed to *wound healing including stages*<br>◦ Content related to *documentation requirements* has been added.<br><br>• ***HLTMSG011 Provide massage treatments***<br>◦ Content relating to *targets for relaxation treatment* has been added<br><br>◦ Lead-in statement *massage techniques and how to apply them in supine, prone and lateral positions* has been changed to *massage treatment techniques and how to apply them in supine, prone sideline and seated positions* and sub-points amended as follows:<br><br>▪ *Friction* changed to *friction techniques*<br>▪ *Kneading* removed<br>▪ *Longitudinal gliding strokes* removed and replaced with *gliding strokes*<br>▪ *Rocking* added<br>▪ *Vibrations* removed<br><br>◦ Lead-in statement *potential reactions during treatment and how to respond* changed to *potential responses during treatment and how to respond* with sub-points amended as follows:<br><br>▪ "*Discomfort or pain* changed to *discomfort and pain*<br>▪ *Level of interoception* added<br>▪ *Feedback - verbal, tactile, visual* changed to, *feedback including verbal, tactile and visual*<br><br>◦ Lead-in statement *potential reactions following treatment and appropriate client advice to provide* changed to *potential responses following treatment and appropriate client advice to provide*<br>◦ Content related to *documentation requirements* has been added.<br><br>• ***HLTMSG012 Apply relaxation massage clinical practice*** |


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| | ◦ The lead-in statement *legal and ethical considerations (national and state/territory) for monitoring and evaluation* has been changed to *national and State/Territory legal and ethical considerations for monitoring and evaluation*<br>◦ Content relating to *massage treatment techniques* has been added.<br><br>• ***HLTMSG013 Perform remedial massage musculoskeletal assessments***<br>◦ Content relating to f*actors that affect individual health status* has been amended to include *social determinants*<br>◦ Content relating to *cautions and contraindications to treatment and possible indications for referral* has been amended to include *pregnancy*<br>◦ Content relating to *key elements of remedial massage treatment techniques and when and why they are used* has been amended to reflect modern-day terminology<br>◦ Content relating to *muscle origins, insertions and actions including synergistic groups* has been amended to include *tensor fasciae latae (TFL)*<br>◦ Content related to *documentation requirements* has been added.<br><br>• ***HLTMSG014 Provide remedial massage treatments***<br>◦ Content relating to *remedial massage techniques and how to apply them* has been minimised and amended to reflect modern-day terminology<br>◦ Content related to *documentation requirements* has been added<br><br>• ***HLTMSG015 Adapt massage treatments to meet specific needs***<br>◦ Statement *legal and ethical considerations (national and state/territory) for working with specific groups* changed to, *national and State/Territory legal and ethical considerations for working with specific groups*<br>◦ Sub-point statements amended to reflect Training Package Product development policy requirements.<br><br>• ***HLTMSG016 Apply principles of pain neuroscience***<br>◦ Content relating to *anatomy and physiology of nervous system* has been changed to *anatomy and physiology of the central and peripheral nervous system applicable to massage assessment and treatment*<br>◦ Content relating to *contemporary models of pain* has been removed<br>◦ Content relating to *how people experience pain, how chronic pain is developed* and *how acute pain is developed* has been added |


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| | ◦ Content relating to *how a biopsychosocial understanding of pain influences clinical practice* has been changed to *how a biopsychosocial understanding of pain can be applied to clinical practice*<br>◦ Content relating to *criteria for determining credible sources of information* has been added.<br><br>• ***HLTMSG017 Apply remedial massage clinical practice***<br>◦ Statement *legal and ethical considerations (national and state/territory) for working with specific groups* changed to *national and State/Territory legal and ethical considerations for working with specific groups*<br><br>• ***HLTMSG018 Adapt massage practice for athletes***<br>◦ Sub-point *dieticians/nutritionists* changed to *dieticians and nutritionists*<br>◦ Sub-point *parents/guardians* changed to *parents and guardians*<br>◦ Statement *legal and ethical considerations (national and state/territory) for client assessment and treatment* changed to *national and State/Territory legal and ethical considerations for client assessment and treatment*<br>◦ Sub-point *practitioner/client boundaries* changed to *practitioner and client boundaries*<br>◦ Sub-points *bursitis* and *tendinopathy* added to statement *common sports injuries and how massage may play a role in their treatment*<br>◦ Lead-in statement t*ypes of cryotherapy or thermotherapy used for recovery from injury and techniques used to apply them* changed to *types of cryotherapy and thermotherapy used for recovery from injury and techniques used to apply them*<br>◦ Sub-point *conduction - cold packs, ice massage and immersion baths* changed to *conduction including cold packs, ice massage and immersion baths*<br>◦ Sub-point *convection - cooling devices* changed to *convection including cooling devices.* |
| Assessment Conditions | Assessment Conditions for the following Units have been changed:<br>• ***HLTMSG009 Develop massage practice***<br>○ Sub-point *state/territory legislation and regulation that applies to massage practices* changed to *national and State/Territory legislation and regulation that applies to massage practices*.<br>• ***HLTMSG010 Assess client massage needs***<br>○ Lead-in statement *use of suitable facilities, equipment and resources, including* has been removed<br>○ Sub-point *client information – case history* changed to *client information including case history*<br>○ Sub-point *treatment plan template* added |


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| | ○ Lead-in statement *modelling of industry operating conditions, including provision of services to the general public* replaced with *hand washing or hand sanitising facilities* and added as sub-point.<br><br>• ***HLTMSG011 Provide massage treatments***<br>○ Lead-in statement *use of suitable facilities, equipment and resources, including* has been removed<br>◦ Sub-point *client information – case history* changed to *client information including case history*<br>◦ Sub-point *treatment records* has been removed<br>◦ Sub-point *modelling of industry operating conditions, including provision of services to the general public* replaced with *hand washing or hand sanitising facilities.*<br><br>• ***HLTMSG012 Apply relaxation massage clinical practice***<br>◦ The statement *Skills must be demonstrated in the workplace or in a simulated clinical environment that reflects workplace conditions* has been changed to *Skills must be demonstrated in a simulated clinical environment that reflects workplace conditions*<br>◦ The lead-in statement *use of suitable facilities, equipment and resources, including* has been removed<br>◦ The sub-point *client information – case history, treatment plan* has been changed to *client information including case history and treatment plan*<br>◦ The sub-point *treatment plan template* has been added<br>◦ The sub-point *hand washing facilities* has been removed<br>◦ The lead-in statement *face-to-face direct clinic supervision by a person who meets the assessor requirements outlined below for at least 60 of the 80 hours of client consultation work* changed to *on-campus and in-person clinic supervision by a person who meets the assessor requirements outlined below for 40 hours of relaxation massage clinical work*<br>◦ The statement *At least 60 massage consultations as outlined in the Performance Evidence must be directly observed in a face-to-face environment by the assessor* has been changed to *The massage consultations as outlined in the Performance Evidence must be directly observed in a face-to-face environment by the assessor*.<br><br>• ***HLTMSG013 Perform remedial massage musculoskeletal assessments***<br>◦ The lead-in statement *use of suitable facilities, equipment and resources* has been removed to reflect the statement *Assessment must ensure access to*<br>◦ *Access to hand washing or hand sanitising facilities* has been added. |


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| | • ***HLTMSG014 Provide remedial massage treatments***<br>◦ The sub-point *modelling of industry operating conditions, including provision of services to the general public* replaced with *hand washing or hand sanitising facilities*.<br><br>• ***HLTMSG016 Apply principles of pain neuroscience***<br>◦ The lead-in statement *use of suitable facilities, equipment and resources* has been removed to reflect the statement *Assessment must ensure access to*<br>◦ The sub-point *client information – health records* has been amended to *client information including health records*<br>◦ The sub-point *treatment record templates* has been amended to *treatment plan template*.<br><br>• ***HLTMSG017 Apply remedial massage clinical practice***<br>◦ The lead-in statement *use of suitable facilities, equipment and resources* has been removed to reflect the statement *Assessment must ensure access to*<br>◦ Assessment Conditions relating to *client information – case history, treatment plan* have been changed to " *client information including case history and treatment plan*<br>◦ Assessment Conditions relating to *treatment plan template* have been added<br>◦ Assessment Conditions relating to *hand washing or hand sanitising facilities* have been added<br>◦ Assessment Conditions relating to *face-to-face clinic supervision* have been changed to *on-campus and in-person clinic supervision* together with the amended work placement requirement of *40 hours of relaxation massage clinic work and 100 hours of remedial massage clinic work*.<br><br>• ***HLTMSG018 Adapt massage practice for athletes***<br>◦ The lead-in statement *use of suitable facilities, equipment and resources, including* deleted<br>◦ The sub-point *client information – health assessment consultation forms, case history* changed to *client information including health assessment and treatment plan*<br>◦ The sub-point *towels/sheets for draping* changed to *towels and sheets for draping*<br>◦ The sub-point *oils/balms* changed to *oils and balms*<br>◦ The sub-point *hot/cold packs* changed to *hot and cold packs*<br>◦ The sub-point *modelling of industry operating conditions, including provision of services to athletes or sports-active people* has been changed to *hand washing or hand sanitising facilities.* |


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# Questions for Consideration

The following series of questions has been developed to guide feedback for Draft 2 of the Massage Therapy Training Package Products.

## Suite of Units of Competency

Are all draft Units required? Should any be deleted?

Are there any essential Prerequisites that should be nominated?

Are there any additional Units of Competency required?

## Titles and Application Statements - Units of Competency

Do the Titles reflect the skill being described? Could any Title be changed to better indicate what the Unit covers?

Do the Application Statements provide a clear and accurate description of the skills being described?

## Elements and Performance Criteria

Do the Elements and Performance Criteria accurately describe what people do in Massage Therapy job roles? If not, what could be added?

Do the Performance Criteria adequately describe the level of proficiency?

## Performance Evidence

Would the types of evidence prove that a person is competent in all the Unit outcomes, including Performance Criteria, Foundation Skills and Knowledge?

Is the suggested volume (sufficiency) of evidence appropriate? Too little, too much?

Are the statements clear? Would assessors understand exactly what they must do?

## Knowledge Evidence

What is the essential knowledge required of an individual in order to perform the tasks described in the Performance Criteria? Are the Knowledge Evidence requirements specific enough?

Is there anything which should be added or deleted?

What is the breadth and depth of knowledge required? Is this described well enough to assist assessors in understanding the scope?

## Assessment Conditions

- Are the nominated environments appropriate?
- Are the statements clear? Would assessors understand what they must provide for assessment?


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# Draft 2 Qualifications and Units of Competency

## Qualifications

| Previous Qualification Code and Title (Draft 1) | New Qualification Code and Title (Draft 2) |
|---|---|
| *HLT42021 Certificate IV in Massage Therapy* | *No change* |
| *HLT52021 Diploma of Remedial Massage.* | *No change* |

## Unit of Competency and Prerequisites

| Previous Unit Code and Title (Draft 1) | New Unit Code and Title (Draft 2) | Prerequisites |
|---|---|---|
| *HLTMSG009 Develop massage practice* | *No change* | Nil |
| *HLTMSG010 Assess client massage needs* | *No change* | Nil |
| *HLTMSG011 Perform remedial massage musculoskeletal assessments* | *HLTMSG013 Perform remedial massage musculoskeletal assessments* | Nil |
| *HTLMSG012 Provide massage treatments* | *HLTMSG011 Provide massage treatments* | Nil |
| *HTLMSG013 Provide remedial massage treatments* | *HLTMSG014 Provide remedial massage treatments* | Nil |
| *HLTMSG014 Adapt massage treatments to meet specific needs* | *HLTMSG015 Adapt massage treatments to meet specific needs* | Nil |
| *HLTMSG015 Adapt massage practice for athletes* | *HLTMSG018 Adapt massage practice for athletes* | Nil |
| *HLTMSG016 Apply remedial massage clinical practice (**New**)* | *HLTMSG017 Apply remedial massage clinical practice (**New**)* | *HLTMSG012 Apply relaxation massage clinical practice (**New**)* |
| *HLTMSG017 Apply relaxation massage clinical practice (**New**)* | *HLTMSG012 Apply relaxation massage clinical practice (**New**)* | Nil |
| *HLTMSG018 Understand the principles of pain neuroscience (**New**)* | *HLTMSG016 Apply principles of pain neuroscience (**New**)* | Nil |


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## Skill Sets

| Previous Skill Set Code and Title | New Skill Set Code and Title | Status |
|---|---|---|
| | *HLTSS0074 Massage for Pain Management* | **New** |
| | *HLTSS0075 Applied Massage for Pain Management* | **New** |


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# Mapping Guide

## Qualification Mapping

A Qualification is mapped as Equivalent (E) to another one when it provides the same skill and knowledge outcomes, including when:

- core Units remain the same or are replaced by similar Units which provide the same skill and knowledge outcomes
- numbers of electives remain the same or are raised or reduced slightly.

A Qualification is mapped as Not Equivalent (N) when it provides different skill and knowledge outcomes, including when:

- Units have been added to the core which provide additional mandatory skill and knowledge outcomes
- Units have been removed from the core which reduce mandatory skill and knowledge outcomes
- a significant number of additional elective Units are required
- Entry Requirements are altered, creating significant differences to the structure of the Qualification.

| Existing Qualification Code and Title | New Qualification Code and Title | Comment in Relation to Previous Version<br>E = Equivalent<br>N = Not Equivalent |
|---|---|---|
| *HLT42015 Certificate IV in Massage Therapy* | *HLT42021 Certificate IV in Massage Therapy* | N<br>Packaging Rules changed<br>Core Units changed<br>Elective list updated |
| *HLT52015 Diploma of Remedial Massage.* | *HLT52021 Diploma of Remedial Massage.* | N<br>Packaging Rules changed<br>Core Units changed<br>Elective list updated |
| | *HLT62021 Advanced Diploma of Remedial Massage* | Not proposed for Draft 2. |

## Unit of Competency Mapping

A Unit of Competency is mapped as Equivalent (E) when:

- it provides the same skill and knowledge outcomes
- Elements and associated Performance Criteria have remained the same, but are better expressed
- Knowledge Requirements have remained the same but are better expressed.

A Unit of Competency is mapped as Not Equivalent (N) when:

- it provides different skill and knowledge outcomes
- Elements and/or Performance Criteria have been added or removed
- Performance Evidence or Knowledge Requirements have been added or removed.

| Existing Unit Code and Title | New Unit Code and Title | Comment in Relation to Unit<br>E = Equivalent, N = Not Equivalent,<br>A = Application, EI = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria |
|---|---|---|
| *HLTMSG001 Develop massage practice* | *HLTMSG009 Develop massage practice* | N<br>Changes to:<br>Unit Code<br>Application Statement<br>Elements<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence. |
| *HLTMSG002 Assess client massage needs* | *HLTMSG010 Assess client massage needs* | N<br>Changes to: |

| | | |
|---|---|---|
| | | Unit Code<br>Application Statement<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |
| *HLTMSG003 Perform remedial massage musculoskeletal assessments* | *HLTMSG013 Perform remedial massage musculoskeletal assessments* | N<br><br>Changes to:<br>Unit Code<br>Application Statement<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |
| *HTLMSG004 Provide massage treatments* | *HLTMSG011 Provide massage treatments* | N<br><br>Changes to:<br>Unit Code<br>Application Statement<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |
| *HTLMSG005 Provide remedial massage treatments* | *HLTMSG014 Provide remedial massage treatments* | N<br><br>Changes to:<br>Unit Code<br>Application Statement<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |

| | | |
|---|---|---|
| *HLTMSG006 Adapt remedial massage treatments to meet specific needs* | *HLTMSG015 Adapt massage treatments to meet specific needs* | N<br>Changes to:<br>Unit Code<br>Title<br>Application Statement<br>Element<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |
| *HLTMSG007 Adapt remedial massage practice for athletes* | *HLTMSG018 Adapt massage practice for athletes* | N<br>Changes to:<br>Unit Code<br>Title<br>Application Statement<br>Element<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence. |
| *HLTMSG008 Monitor and evaluate remedial massage treatments* | Deleted | Proposed for deletion at Draft 1. Content relating to monitoring and evaluation exists in *HLTMSG011 Provide massage treatments* and *HLTMSG018 Adapt massage practice for athletes.* Content has been contextualised for use in Unit *HLTMSG016 Apply remedial massage clinical practice.* |
| *HLTMSG016 Apply remedial massage clinical practice (**New**)* | *HLTMSG017 Apply remedial massage clinical practice (**New**)* | N<br>Changes to:<br>Unit Code<br>Application Statement<br>Performance Criteria |

| | | |
|---|---|---|
| | | Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions. |
| *HLTMSG017 Apply relaxation massage clinical practice (**New**)* | *HLTMSG012 Apply relaxation massage clinical practice (**New**)* | N<br>Changes to:<br>Unit Code<br>Application Statement<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence<br>Assessment Conditions |
| *HLTMSG018 Understand the principles of pain neuroscience (**New**).* | *HLTMSG016 Apply principles of pain neuroscience (**New**)* | N<br>Changes to:<br>Unit Code<br>Title<br>Assessment Conditions<br>Application statement<br>Elements<br>Performance Criteria<br>Performance Evidence<br>Knowledge Evidence. |

## Appendix A: Training Package Unit of Competency Terminology Guide

Units of Competency specify the skills and knowledge a learner needs in order to complete a work task. Each Unit of Competency has associated Assessment Requirements which detail what a learner must demonstrate and know in order to be deemed competent, along with any special conditions which apply to the assessment of competency.

| | |
|---|---|
| **UNIT CODE** | Unique code which identifies the Unit of Competency |
| **UNIT TITLE** | The Unit Title is a brief statement of the outcome of the Unit of Competency, i.e. what the task is that learners will be able to complete once they are deemed competent |
| **APPLICATION** | The Application summarises:<br>• the content of the Unit of Competency and the skill area it addresses<br>• any relationship with other Units of Competency<br>• any licensing requirements or relevant legislation<br>• the Unit of Competency's scope, purpose and operation in different contexts, for example, by showing how it applies in the workplace. |
| **PREREQUISITE UNIT** | Prerequisites are other Units of Competency or in some cases licences, etc. that a learner must complete before undertaking this Unit of Competency. This may be in order to provide underpinning skills or knowledge that is essential for a learner to undertake this Unit. |
| **ELEMENTS** | The Elements are the basic themes of the Unit of Competency. They describe the significant functions that form part of the work task that the Unit of Competency covers. |
| **PERFORMANCE CRITERIA** | The Performance Criteria specify the required steps that enable the learner to undertake the work task. |
| **Assessment Requirements** | |
| **PERFORMANCE EVIDENCE** | Identifies what a learner must demonstrate in order to be deemed competent at the work task. |
| **KNOWLEDGE EVIDENCE** | Identifies what a learner needs to know to perform the work task effectively. |


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| | |
|---|---|
| **ASSESSMENT CONDITIONS** | Assessment Conditions provide the context for the Unit of Competency, describing essential operating conditions that must be present for assessment, depending on the work situation, needs of the candidate, accessibility of the items required, and local industry and regional contexts.<br><br>They may specify any of the following:<br>• The conditions under which competency must be assessed, including variables such as the assessment environment or necessary equipment or tools<br>• Whether or not the Unit must be assessed in the workplace or may also be assessed via simulation<br>• Resource implications, for example access to particular equipment, infrastructure or situations<br>• Any required characteristics of the assessor, e.g. whether the assessor must hold a higher Qualification in that field, etc. |


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