Aboriginal and Torres Strait Islander Health Worker Training Package Products Qualifications in Primary Health Care Practice

Draft 1 Consultation Webinar

Overview

1. Acknowledgement of Country
2. Who we are
3. Key players and acronyms
4. Training Package Product development
5. How to provide your feedback
6. Questions

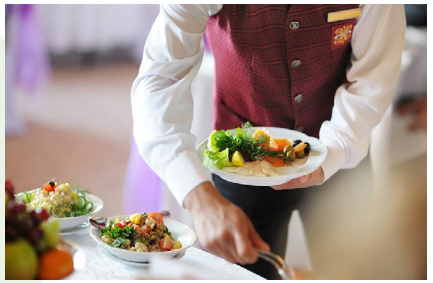
SKILLSIQ

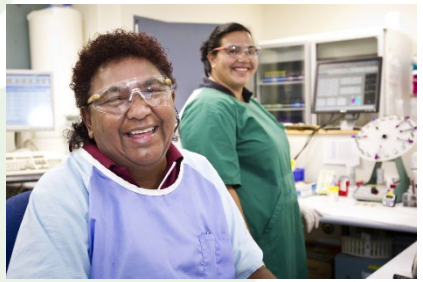
SkillsIQ Limited

- Not-for-profit organisation appointed by the Commonwealth Government as a Skills Service Organisation (SSO)
- Funded by the Commonwealth Department of Education, Skills and Employment to support 19 Industry Reference Committees in the people-facing industries
- Develop national skills standards, to ensure skills are relevant for jobs in industry and to meet critical skills gaps and shortages
- Undertake workforce development and research projects and are active in government strategy and policy development

Our Industry Reference Committees

- Aboriginal and Torres Strait Islander Health Worker
- Aged Services
- Ambulance and Paramedic
- Children's Education and Care
- Client Services
- Community Sector and Development
- Complementary Health
- Dental
- Direct Client Care and Support
- Disability Support
- Enrolled Nursing
- First Aid
- Local Government
- Personal Services
- Public Sector
- Sport and Recreation
- Technicians Support Services
- Tourism, Travel and Hospitality
- Wholesale and Retail Services.





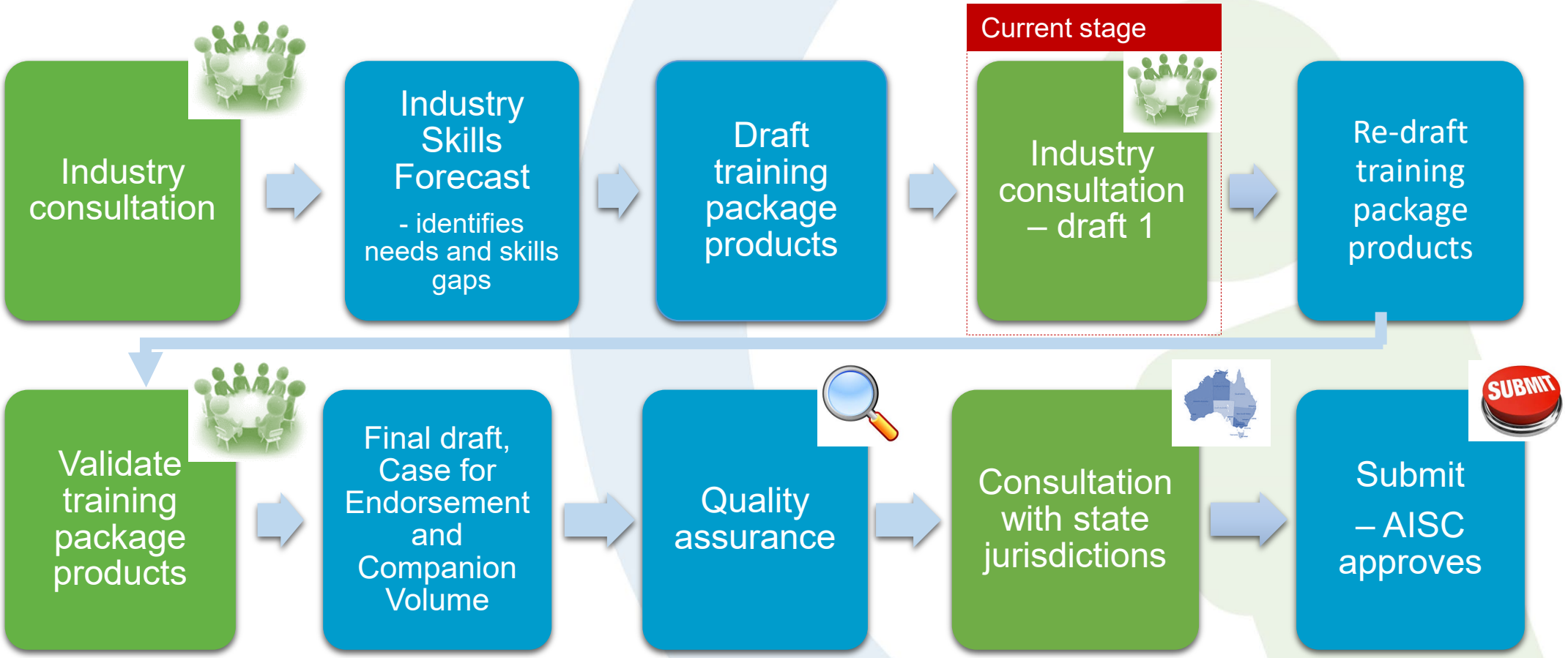
Key Players and Acronyms

Australian Industry & Skills Committee (AISC)	Industry Reference Committee (IRC)	Technical Advisory Committee (TAC)	Skills Service Organisation (SSO)
oversees approval of Training Package Products	oversees development of Training Package Products	provides specialist knowledge and makes content recommendations	provides technical and engagement support to IRCs

IRC Membership

IRC Member	Organisation	State or Territory
Warren Locke	Department of Health, Queensland	QLD
Karl Briscoe	National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners	ACT
Leigh Svendsen	HSU National	VIC
Chris Eldridge	Queensland Aboriginal and Islander Health Council (QAIHC)	QLD
Iris Raye	Department of Health, Northern Territory	NT
Ian Ludwick	Apunipima Cape York Health Council	QLD
Karrina DeMasi	Aboriginal Medical Services Alliance Northern Territory (AMSANT)	NT
Jodie Davis	Australian Nursing & Midwifery Federation (ANMF)	ACT
Nadine Blair	National Aboriginal Community Controlled Health Organisation (NACCHO)	ACT

Stages of review and development of training packages



Project Background

On 12 November 2021, the Australian Industry and Skills Committee (AISC) approved the following qualifications along with 55 Units of Competency:

- HLT20121Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care
- HLT30121 Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care
- HLT40121 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care
- HLT50221 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management
- HLT60121 Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management

The above qualifications and units of competency have been approved by the AISC and endorsed by the State and Territory Skills Ministers. However, they are not yet able to be published on training.gov.au, until such time that the Individual Support Training Package Products have been endorsed and are published.

Project Background

The AISC has asked the Aboriginal and Torres Strait Islander Health Worker Industry Reference Committee (IRC) to reconsider the Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice using the updated and approved Units of Competency.

Therefore, the Aboriginal and Torres Strait Islander Health Worker IRC, is consulting on **two** proposed **Practice qualifications**: the **Certificate IV of Aboriginal and/or Torres Strait Islander Primary Health Care Practice** and the **Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice**.

Please note that this consultation is limited to stakeholder feedback only on these two Qualifications and not on Qualifications or Units of Competency which have already been approved by the AISC and endorsed by State and Territory Skills Ministers.

Overview of Draft 1 Qualifications

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

This qualification reflects the role of Aboriginal and Torres Strait Islander health practitioners. It provides culturally safe health and wellbeing promotion, preventative health care and clinical treatment skills suited to an entry level practitioner role.

This qualification can be used by Registered Training Organisations (RTOs) to design and accredit their courses for the purpose of graduates applying for registration with the Aboriginal and Torres Strait Islander Health Practice Accreditation Committee (ATSIHPAC).

Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice

This qualification reflects the role of senior Aboriginal and Torres Strait Islander health practitioners. It is a qualification that allows practitioners to extend their skills in culturally safe health and wellbeing promotion, preventative health care and clinical treatment.

Senior practitioners may specialise in particular health disciplines, and specialisations are available but not mandatory to achieve this qualification.

Key Questions Draft 1

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

14 Core Units		Questions
CHCCOM002	Use communication to build relationships	Are the core units appropriate? Do they reflect the essential skills required by entry level Aboriginal and/or Torres Strait Islander health practitioners? Should any units be added to or deleted from the core units? *HLTAHPR007 Promote lifestyle change* appears in the core of the qualification. Does this unit cover essential skills and knowledge required by Aboriginal and/or Torres Strait Islander health practitioners? Should this be retained as a core unit or moved to an elective?
CHCLEG001	Work legally and ethically	
HLTAADV002	Support the rights and needs of clients	
HLTAHPR007	Promote lifestyle change	
HLTAHCS004	Complete comprehensive physical health assessments	
HLTAHCS006	Implement complex health care plans	
HLTAMED002	Support the safe use of medications	
HLTAMED003	Administer medications	
HLTASEW002	Assess and support the social and emotional wellbeing of clients	
HLTAWOR003	Use and promote reflective practice in Aboriginal and/or Torres Strait Islander primary health care	
HLTAWOR002	Work in Aboriginal and/or Torres Strait Islander primary health care	
HLTAWOR004	Provide support to address social and cultural determinants of client and community health	
HLTINF001	Comply with infection prevention and control policies and procedures	
HLTWHS001	Participate in workplace health and safety	

Key Questions Draft 1

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Packaging Rules	Questions
5 elective units are required. 5 elective units, consisting of: **2 units from Group A** Group A: Health Care and Clinical Treatment (provides a choice of 25 Units). **2 units from Group A or Group B** Group A: Health Care and Clinical Treatment (provides a choice of 25 Units). Group B: Advocacy, Health Promotion and Education, Population Health (provides a choice of 11 Units). Total choice of 36 Units. **1 unit from Group A, Group B, or Group C, or from any current training package or accredited course** Group A 25 Units Group B 11 Units Group C: General Electives (provides a choice of 21 Units).	Are the packaging rules appropriate to allow employers, learners and registered training organisations flexibility to meet their needs? The packaging rules require selection of units from specified groups. Is this appropriate? Should any units be added to or deleted from any of the groups? Are the HLTA units included in elective lists those most relevant to the entry level Aboriginal and/or Torres Strait Islander health practitioner job role? Are the general health and imported electives those most relevant to the entry level Aboriginal and/or Torres Strait Islander health practitioner job role?

Key Questions Draft 1

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Electives	Questions
HLTAHCS003 Complete routine physical assessments This unit has been included in the elective unit list because some stakeholders have said this skill is missing from Certificate IV. The content of a **core** unit *HLTAHCS004 Complete comprehensive physical health assessments* covers skills for completing both routine and comprehensive health assessments.	Is it necessary to include HLTAHCS003 (routine unit) in electives? If selected, would this result in repetitive training and assessment?
HLTAID011 Provide first Aid This unit appears as an elective unit and not a core. The rationale for its placement as an elective unit is: First aid units are regularly reviewed, and updated units are usually not equivalent. This triggers regular updates for qualifications where first aid appears in the core. RTOs are then required to update their scope. RTOs are required to deliver an outdated version of a first aid unit if it appears in the core, until the qualification is updated. This means outdated practices may be delivered. If RTOs outsource first aid training, they can find it difficult to find a provider still delivering the outdated (yet mandated) core unit. If the first aid unit appears in the elective list, RTOs can choose the updated version.	Should HLTAID011 Provide first Aid appear as a core or an elective unit?

Key Questions Draft 1

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Deleted / Removed Units	Questions
A number of elective units have been removed from the version of the qualification that was previously submitted as a Diploma, because they describe complex skills not well suited to the entry level practitioner role and an AQF level 4 qualification. They appear instead in the Diploma of Practice qualification.	Do you agree with the removal of these elective units from the Certificate IV? Are there any that can apply to the entry level practitioner job role?
There are also a number of elective units which have been removed from the Certificate IV Practice for other reasons which are indicated on page 9 of the Consultation Guide. These do not appear in the Diploma of Practice.	Do you agree with the removal of these elective units from the Certificate IV? Please provide your reasons if you think any deleted electives should be retained in the Certificate IV Practice or Diploma qualification.

Key Questions Draft 1

Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice

5 Core Units		Questions
HLTAHPR005	Promote awareness and prevention of chronic disease	Are the core units appropriate? Do they reflect the essential skills required by senior Aboriginal and/or Torres Strait Islander health practitioners? Should any units be added to or deleted from the core units? In particular, should the highlighted team leadership units be included in the core of the qualification? The IRC seeks your view on whether or not *HLTAHCS016 Develop primary health care programs* (refer Appendix C for a copy of the endorsed unit) should be included in the core (currently it appears as an elective).
HLTASEW003	Provide support to clients affected by loss, grief or trauma	
HLTASEW005	Provide supervision for Aboriginal and/or Torres Strait Islander health workers	
HLTINF003	Implement and monitor infection prevention and control policies and procedures	
HLTWHS003	Maintain work health and safety	

Key Questions Draft 1

Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Packaging Rules	Questions
10 elective units, consisting of: **8 units from Groups A to J** Groups A to I comprise units for a particular discipline, e.g. maternal health Group J contains Aboriginal and/or Torres Strait Islander Health Work units and other HLT Health units Groups A to J provide a choice of 50 units. **2 units from Groups A to K or from any current training package or accredited course** Group K: General Electives (provides a choice of 19 units). It is not necessary to select all units from any of the specialist groups. For example, 2 units could be selected from Group A, 3 from Group D, 1 from Group E, 2 from Group J and 2 from Group K to make up the 10 required electives. Senior practitioners may specialise in particular health disciplines, and specialisations are available ***but not mandatory*** to achieve this qualification.	Are the packaging rules appropriate to allow employers, learners and registered training organisations flexibility to meet their needs? Should any units be added to or deleted from any of the groups? Are the HLTA units included in elective lists those most relevant to the senior Aboriginal and/or Torres Strait Islander health practitioner job role? Are the general health and imported electives those most relevant to the senior Aboriginal and/or Torres Strait Islander health practitioner job role? Should any units be added to or deleted from the elective lists?

Key Questions Draft 1

Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Specialisations	Questions
Specialisations are available in the following nine disciplines: • Alcohol and other Drugs Care (select all 5 units) • Aural Health (select 3 from a choice of 4) • Children's Health (select all 3 units) • Chronic Condition Health (select 4 from a choice of 7) • Leadership and Management (select all 3 units) • Maternal Health (select 2 from a choice of 3) • Oral Health (select 4 from a choice of 5) • Sexual Health (select 2 from a choice of 3) • Social and Emotional Wellbeing (select 4 from a choice of 4) It is possible to select two specialisations in the one qualification, e.g. Children's Health and Maternal Health.	Are the specialisations helpful in providing skills for those senior practitioners that specialise in a particular discipline? Do you support the specialisations? Can you identify any other specialisations that could be added to support community health needs?

Key Questions Draft 1

Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Proposed Entry Requirement	Questions
Entry to this qualification is open to individuals who: hold current registration as an Aboriginal Health Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) ***OR*** hold the following units of competency, or units that have been superseded by these units, OR who can demonstrate competency in these units through workplace experience and application: CHCCOM002 Use communication to build relationships CHCLEG001 Work legally and ethically HLTAADV002 Support the rights and needs of clients HLTAHPR007 Promote lifestyle change HLTAHCS004 Complete comprehensive physical health assessments HLTAHCS006 Implement complex health care plans HLTAMED002 Support the safe use of medications HLTAMED003 Administer medications HLTASEW002 Assess and support the social and emotional wellbeing of clients HLTAWOR003 Use and promote reflective practice in Aboriginal and/or Torres Strait Islander primary health care HLTAWOR002 Work in Aboriginal and/or Torres Strait Islander primary health care HLTAWOR004 Provide support to address social and cultural determinants of client and community health HLTINF001 Comply with infection prevention and control policies and procedures HLTWHS001 Participate in workplace health and safety These 14 units are the core units in the Certificate IV Practice qualification.	Is it appropriate to have an entry requirement for the Diploma of Practice? Does the entry requirement provide enough flexibility for entry to the qualification? Should the Entry Requirement be restricted to ***only*** those individuals who hold current registration as an Aboriginal Health Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) or is the alternate pathway listing units of competency also required?

SkillsIQ Online Feedback Forum

https://www.skillsiq.com.au/FeedbackForum/FeedbackHome

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- Be specific:
  - Qualification Description
  - Entry Requirements
  - Packaging Rules
  - Core Units
  - Electives
- Provide solutions
- Comment on what works well (as well as what doesn't)
- Check other comments – join an open thread

Consultation guide

- Consider questions posed throughout the guide
- Read relevant drafts
- Provide comment on the Feedback Forum
- All comments on the Feedback Forum are visible to all

Draft 1 Public Consultation

- Open until Friday, 10 June 2022
- Information webinars and SkillsIQ's Online Feedback Forum
- IRC Member organisations also conducting consultation with their stakeholders – please enquire directly
- Feedback to be considered by the Aboriginal and Torres Strait Islander Health Worker IRC prior to Draft 2 Validation.

Project Timeframes

Activity	Date
Draft 1 Public Consultation – 4 weeks	16 May – 10 June 2022
Draft 2 Public Consultation – 2 weeks	4 – 15 July 2022
External Quality Assurance	11 - 24 August 2022
STA Consultation – 2 weeks	25 August - 7 September 2022
IRC Sign Off	8 September 2022
Submission to AISC	9 September 2022
Considered by AISC	12 October 2022

Due to strict submission timeframes for this project, these deadlines cannot be changed or extended.

QUESTIONS?

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