

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

Draft 2 Validation Webinar



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Overview

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- 3 Key players and acronyms
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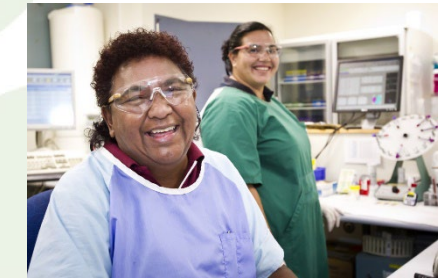


SkillsIQ Limited

- Not-for-profit organisation appointed by the Commonwealth Government as a Skills Service Organisation (SSO)
- Funded by the Commonwealth Department of Employment and Workplace Relations (since 1 July 2022) 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)

oversees
approval of
Training Package
Products

Industry
Reference
Committee (IRC)

oversees
development of
Training Package
Products

Technical
Advisory
Committee (TAC)

provides specialist
knowledge and
makes content
recommendations

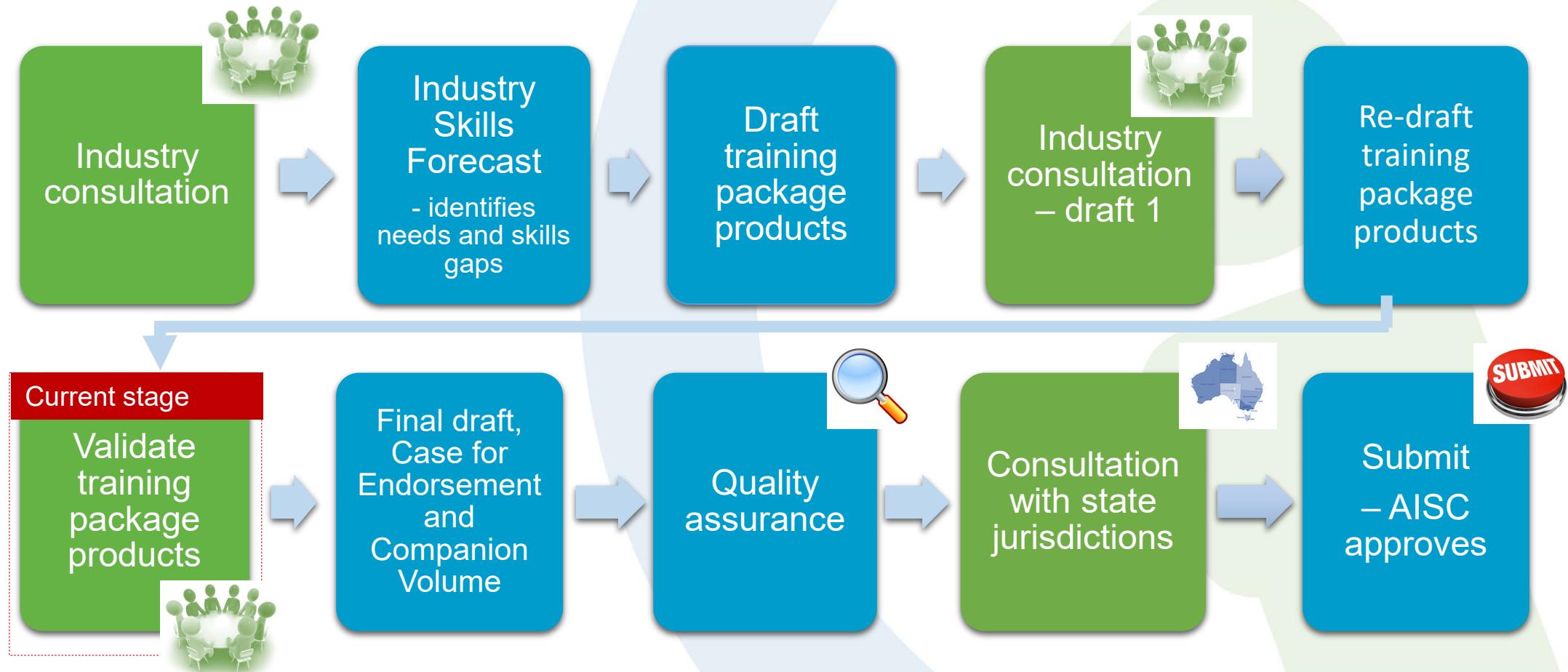
Skills Service
Organisation
(SSO)

provides
technical and
engagement
support to IRCs

IRC Membership

IRC Member	Organisation	State/Territory
Warren Locke (Chair)	Department of Health, Queensland	QLD
Karl Briscoe (Deputy Chair)	National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners	ACT
Leigh Svendsen	Health Services Union National	VIC
Chris Eldridge	Queensland Aboriginal and Islander Health Council	QLD
Iris Raye	Chief Aboriginal Health Practitioner NT Department of Health, Northern Territory	NT
Ian Ludwick	Apunipima Cape York Health Council	QLD
Karrina DeMasi	Aboriginal Medical Services Alliance NT (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:

- HLT20121 Certificate 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 validation 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.

Key Changes from Draft 1 to Draft 2

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

Core Units Draft 1	Core Units in Draft 2
The majority of comments indicated that all proposed core units should be retained, including <i>HLTAHPR007 Promote lifestyle change</i> which was considered an essential skill.	There are no changes to core units from Draft 1 to Draft 2.
First Aid – elective in Draft 1	First Aid in Draft 2
<p>The majority of comments indicated that first aid is an essential skill for all practitioners.</p> <p>However, the inclusion of the currently endorsed unit (HLTAID011) as a core presents significant implementation issues.</p>	<p><i>HLTAID011 Provide first aid</i> appears as the only unit in Group A. The packaging rule requires selection of that one unit from Group A. This means that all learners will be required to complete this unit, even though it appears as an elective in the packaging rules.</p> <p>This ensures that the first aid unit can be updated via a minor change to the qualification, should it change in future.</p>

Key Changes from Draft 1 to Draft 2

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

Elective Units Draft 1	Elective Units in Draft 2
<p>Some stakeholders suggested additional elective units.</p>	<p>In response to comments, the elective list has been amended to add these units:</p> <ul style="list-style-type: none">HLTMAT001 Provide antenatal health careHLTADM001 Administer and coordinate Telehealth servicesHLTADM002 Manage Telehealth technologyHLTWHS006 Manage personal stressors in the work environmentHLTAHCS012 Provide support to older clientsCHCCCS014 Provide brief interventionsCHCCCS019 Recognise and respond to crisis situationsCHCCOM005 Communicate and work in health or community services
<p>The HLTADM and CHC units can be viewed by searching training.gov.au</p>	

Key Changes from Draft 1 to Draft 2

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

Elective Units Draft 1	Elective Units in Draft 2
<p>Stakeholders commented that some units describe complex skills not well suited to the health practitioner role (at entry level) and an AQF level 4 qualification.</p>	<p>In response to comments, the elective list has been amended to remove these units:</p> <p>BSBCMM411 Make presentations <i>(the IRC agreed that these skills are adequately covered in HLTAHPR007 which is in the core of the qualification)</i></p> <p>BSPOPS403 Apply business risk management processes</p> <p>CHCAOD009 Develop and review individual alcohol and other drugs treatment plans</p> <p>CHCCSL003 Facilitate the counselling relationship and process</p> <p>HLTRNL003 Contribute to the nursing care of a person with renal impairment</p> <p>PUAECO002 Process emergency incident calls and enquiries</p> <p>PUASAR022 Participate in a rescue operation</p> <p>PUASAR024 Undertake road crash rescue.</p> <p><i>It is noted that should an individual candidate have a specific need for one of the above units to be included in their program of study, it can be imported under the packaging rules.</i></p>

Key Changes from Draft 1 to Draft 2

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

Elective Units Draft 1	Elective Units in Draft 2
<p>HLTAHCS003 Complete routine physical assessments</p>	<p>This “routine” unit has not been included in the elective list to avoid repetitive training and assessment if selected as an elective, and the need to assess learners across 10 clients.</p> <p><i>HLTAHCS004 Complete comprehensive physical assessments</i> has been developed to cover skills and knowledge for completing both routine and comprehensive physical assessments. This includes knowledge of body systems, and Knowledge and Performance Evidence covering routine physical examinations and tests.</p> <p>RTOs can still combine training for learners completing the routine unit as a part of another qualification and those learners completing the comprehensive unit, and then split learner groups apart following completion of the content for the routine unit.</p> <p>RTOs can still use routine unit resources and assessment activities to cover relevant parts of the comprehensive unit.</p>

Key Changes from Draft 1 to Draft 2

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

Packaging Rules Draft 1	Packaging Rules Draft 2
Stakeholders found Draft 1 packaging rules restrictive and requested flexibility to allow RTOs to respond to community needs identified via consultation.	<p>Packaging rules have been amended to allow flexibility.</p> <p>Groups A, B and C have been merged so that electives are found in one list: Group B.</p> <p>(Noting the previous discussion of Group A being for first aid)</p> <p>This contains a mix of Aboriginal and/or Torres Strait Islander Health Work units coded HLTA, Health units coded HLT and Community Services units coded CHC.</p> <p>There is also ability to import one unit from any current training package or accredited course.</p>

Key Changes from Draft 1 to Draft 2

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

Core Units Draft 1	Core Units in Draft 2
<p>The majority of comments indicated support for core units included in Draft 1, and support for adding HLTAHCS016.</p> <p>Some comments suggested inclusion of an additional core unit:</p> <p>HLTAMED004 Manage medications in Aboriginal and/or Torres Strait Islander primary health care.</p>	<p>In response to comments, the following unit has been added to the core: HLTAHCS016 Develop primary health care programs.</p> <p>HLTAMED004 has not been added to the core because:</p> <ul style="list-style-type: none">• In many work settings Aboriginal and/or Torres Strait Islander health practitioners do not <u>manage</u> medications. Assessment of all unit requirements would pose difficulties.• State and territory regulatory arrangements for managing medications differ and could pose a barrier for achieving this unit. <p>The unit has been retained as elective to allow selection according to need.</p> <p>The IRC suggests moving the following unit from the core to the elective list: <u>HLTINF003 Implement and monitor infection prevention and control policies and procedures.</u></p> <p>This unit is currently under review and will likely be more generic and managerial in nature. This may make it unsuitable for inclusion as a core in this practitioner qualification.</p>

Key Changes from Draft 1 to Draft 2

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

Elective Units Draft 1	Elective Units in Draft 2
Some stakeholders suggested additional elective units.	<p>In response to comments, the elective list has been amended to add these units:</p> <ul style="list-style-type: none">HLTADM001 Administer and coordinate Telehealth servicesHLTADM002 Manage Telehealth technologyHLTAHCS012 Provide support to older clientsHLTAHPR001 Develop health promotion programsHLTAADV004 Advocate on behalf of groups or the communityCHCAGE005 Provide support to people living with dementiaCHCGRP002 Plan and conduct group activities
The HLTADM and CHC units can be viewed by searching training.gov.au	

Key Changes from Draft 1 to Draft 2

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

Elective Units Draft 1	Elective Units in Draft 2
<p>Stakeholders commented that some units describe skills not well suited to the experienced health practitioner role.</p>	<p>In response to comments, the elective list has been amended to remove these units:</p> <ul style="list-style-type: none">BSBCMM411 Make presentationsBSPOPS403 Apply business risk management processesHLTRNL003 Contribute to the nursing care of a person with renal impairment.HLTRNL004 Apply renal replacement therapy.

Key Changes from Draft 1 to Draft 2

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

Specialisations are available but not forced

Draft 2 retains the option of delivering specialisations.

Experienced practitioners may specialise in particular health disciplines, and specialisations are available **but not mandatory** to achieve this qualification. A learner is able to complete the qualification without completing a specialisation.

If specialisations are not chosen, packaging rules allow flexibility of elective choice. RTOs can choose from any of the individual units appearing in the groups for a learner to complete the qualification.

RTOs can continue to respond to community needs via consultation, offering one or more specialisations or none at all. Specialisations are available in the following ten disciplines:

- Alcohol and other Drugs Care
- Children's Health
- Chronic Condition Health
- Ear and Hearing Health (change of name from Draft 1 to Draft 2)
- Emergency Response (additional specialisation in Draft 2)
- Leadership and Management
- Maternal Health
- Oral Health
- Sexual Health
- Social and Emotional Wellbeing

Key Changes from Draft 1 to Draft 2

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

Specialisations are available but not forced

Open selection is available

RTOs can choose individual units appearing in the groups to make up the 10 required electives, e.g.:

BSBTWK502	Manage team effectiveness	1 from Group F
CHCAOD009	Develop and review individual alcohol and other drugs treatment plans	1 from Group A
CHCDFV002	Provide support to children affected by domestic and family violence	1 from Group L
CHCPRT003	Work collaboratively to maintain an environment safe for children and young people	1 From Group L
HLTAHCS014	Provide ear health care	1 from Group D
HLTAMAT003	Provide postnatal health care for mothers and babies	1 from Group G
HLTAMAT004	Assess children's health	1 from Group B
HLTAMED004	Manage medications in Aboriginal and/or Torres Strait Islander primary health care	1 from Group K
HLTARES003	Research community health	1 from Group K
HLTASEW004	Contribute to the care of clients living with mental illness	1 from Group J

Key Changes from Draft 1 to Draft 2

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

The qualification is intended for experienced practitioners who have a set of existing health care and clinical treatment skills. It provides a training and career pathway for those practitioners who wish to extend their skills.


Entry requirement Draft 1	Entry Requirement Draft 2
<p>The majority of comments indicated support for an entry requirement.</p> <p>Stakeholders differed in their view about what the entry requirement should be, and suggested various options and combinations.</p> <p>Registration was supported.</p> <p>The 2nd Draft 1 option to demonstrate competency in listed units was not supported.</p>	<p>The IRC wants to ensure that experienced practitioners who have previously held registration are not precluded from entry. Experienced practitioners seeking to extend their skills may have allowed their registration to lapse for various reasons. Provided they have the ability to apply for re-registration, their entry to the qualification should not be excluded.</p> <p>The entry requirement has been amended but still allows optional pathways.</p> <p>Entry to this qualification is open to individuals who:</p> <ul style="list-style-type: none">• hold current registration as an Aboriginal or Torres Strait Islander health practitioner with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA) <p>OR</p> <ul style="list-style-type: none">• hold a HLT40213 Certificate IV in Aboriginal and/or Torres Strait Islander Health Practice or a HLT40222 Certificate IV in Aboriginal and/or Torres Strait Islander Health Practice issued by a Registered Training Organisation which had its Certificate IV program of study approved by the Aboriginal and Torres Strait Islander Health Practice Accreditation Committee (ATSIPAC) at the time of awarding the qualification, and who have post qualification experience working as an Aboriginal and/or Torres Strait Islander health practitioner. <p>The second option above provides for those experienced practitioners who may have allowed their registration to lapse, but wish to enrol in the Diploma.</p>

SkillsIQ Online Feedback Forum

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

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Feedback Forum

The SkillsIQ Feedback Forum is a custom built tool designed to collect your feedback during the process of training package product development. Whether you are an employer, peak body or industry association, government body or regulator, employee association, training provider, or a student, we want to hear your views on proposed changes to the training packages that provide the skills and knowledge relating to your industry.

The Feedback Forum provides all stakeholders with the opportunity to provide detailed input on any aspect of proposed training package components (qualifications, units of competency and skill sets) during designated consultation periods.

READ MORE



CHC Community Services Training Package




HLT Health Training Package



LGA Local Government Training Package




PSP Public Sector Training Package




SIS Sport, Fitness and Recreation Training Package



SIT Tourism, Travel and Hospitality Training Package



SIR Retail Services Training Package



SHB Hairdressing and Beauty Services Training Package




SFL Floristry Training Package



SIF Funeral Services Training Package

Projects Open for Feedback



Infection Prevention and Control - Draft 1

View

1

How To

We want to hear from you! The SkillsIQ Feedback Forum gives you with the ability to provide input on draft training package components. You can comment on qualifications, units of competency or skill sets and offer specific feedback on the various aspects such as packaging rules, performance criteria or assessment requirements.

SkillsIQ Online Feedback Forum

<https://www.skillsiq.com.au/FeedbackForum>



- 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

Validation 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, 15 July 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 submission to the AISC.

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
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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Thank you