



SKILLSIQ

CAPABLE PEOPLE MAKE CLEVER BUSINESS

SHB Hairdressing and Beauty Services Training Package V3.0

**Case for Endorsement – Intense Pulsed Light
and Laser for Hair Reduction
Training Package Products**

July 2018



Contents

| | |
|--|-----------|
| A. Administrative details of the Case for Endorsement | 3 |
| Name of allocated IRC | 3 |
| Name of the SSO | 3 |
| Case for Change reference | 3 |
| Title and code for each of the Training Package Products that are submitted for approval | 3 |
| B. Description of work and request for approval | 4 |
| Description of work undertaken and why | 4 |
| Decision being sought from the AISC | 5 |
| C. Evidence of industry support | 6 |
| Written evidence of support by the IRC(s) responsible for the relevant Training Package Products | 6 |
| Evidence of consultation with all relevant stakeholders | 6 |
| D. Implementation of the new Training Package | 16 |
| E. Quality Assurance reports | 17 |
| F. Implementation of the COAG Industry and Skills Council reforms to Training Packages | 18 |
| G. A copy of the full content of the proposed Training Package Product(s) | 19 |
| Appendix A: List of Training Package Products proposed for endorsement | 20 |
| Qualification | 20 |
| Units of Competency and Assessment Requirements | 20 |
| Appendix B: Letters of support | 21 |
| Appendix C: Personal Services IRC and Technical Advisory Committee (TAC) membership | 31 |
| Current Personal Services IRC from November 2017 | 31 |
| Interim Wholesale, Retail and Personal Services IRC until November 2017 | 31 |
| IPL and Laser Hair Reduction TAC | 32 |
| Appendix D: Stakeholder consultation and engagement list | 33 |
| Appendix E: Quality Assurance Reports | 36 |
| Appendix F: Copy of Training Package Products proposed for endorsement | 54 |

A. Administrative details of the Case for Endorsement

Name of allocated IRC

Personal Services Industry Reference Committee (IRC)

Name of the SSO

SkillsIQ Limited

Case for Change reference

Case for Change reference

- Not required

Activity Order reference

- SkillsIQ/TPD/2016-17/005

Note: The Activity Order associated with this Case for Endorsement:

Category C – Update a Training Package, Qualification, Skill Set or Unit of Competency

Category D – Preparation of training products or materials to support the implementation of Training Packages.

Title and code for each of the Training Package Products that are submitted for approval.

This Case for Endorsement seeks the approval of new and revised Training Package Products for inclusion in the SHB Hairdressing and Beauty Training Package, inclusive of:

- One Qualification
- Six Units of Competency.

A full list of proposed Training Package Products can be found in [Appendix A: List of Training Package Products proposed for endorsement.](#)

B. Description of work and request for approval

Description of work undertaken and why

The *SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction* outlines the national standards for skills development in Intense Pulsed Light (IPL) and Laser Hair Reduction, and reflects the role of IPL and Laser Hair Reduction Therapists who use IPL and laser to remove unwanted hair from the body. These treatments, once considered advanced, are now prevalent in the beauty industry as a result of developments in technologies and increased accessibility of machinery. The qualification has not undergone a full review since its initial endorsement in 2010. Since this time, the industry has evolved significantly, making it a priority that this qualification be updated.

The increased access to IPL and laser equipment has allowed businesses to provide affordable hair and skin treatments to consumers, increasing demand and therefore also increasing demand for a greater number of industry operators.

Consultation activities have demonstrated the critical need for IPL and laser therapists to provide hair reduction treatments in a safe and effective manner to reduce risk to both themselves and their clients. Industry has also noted the reliance on supplier and manufacturer training which does not provide the underpinning knowledge required to safely apply IPL and laser to the skin.

The current qualification, the *SIB70110 Graduate Certificate in Intense Pulsed Light and Laser Hair Reduction*, has been identified as lacking in several key areas which have been addressed through this update.

- Client consultation skills that allow a therapist to assess a client and determine treatment suitability and potential risks associated with skin types have been strengthened in the Assessment Requirements. Learners will now be required to complete at least three consultations during assessments.
- Industry felt the role therapists play in early identification of possible cancerous spots was not well covered in the current qualification. Industry stresses that in no way are therapists to play a role in diagnosis but, rather, should possess the knowledge required to recommend that a client seek professional medical advice where they have concern for the appearance of a lump or spot. Further, industry stresses the importance of therapists understanding the scope of their role.
- Strengthened assessment requirements will act as a key driver of quality outcomes and propose the inclusion of practical demonstration of skill across a nominated duration of time, covering a nominated frequency of treatments.
- Strengthened assessor requirements will ensure assessors have the requisite industry skill, background, and experience to assess learners.
- A suitable option for Western Australia has been identified to access training, where learners in this state are unable to use a Class 4 laser. *Note: The legislation in Western Australia now allows individuals to apply for a license to use lasers.*

Consultation also raised the following key concerns which fall outside the scope of this Training Package update:

- Lack of national regulation. The sector remains largely unregulated, without a requirement to hold any formal training to be able to operate IPL and or laser equipment.
- IPL and laser for skin rejuvenation. There is currently no nationally recognised qualification which provides the skills and knowledge to perform these treatments. Industry is reliant on a mix of supplier training and accredited courses. The need for a nationally recognised Qualification in this area will be explored in a separate Case for Change.

Finally, the SHBBHRS coded Units of Competency align with the *recently endorsed AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care*. These revised standards extend to IPL, in addition to lasers, and are applicable beyond hospitals to now include private medical facilities, dental practices and the cosmetic industry.

Decision being sought from the AISC

SkillsIQ, under the direction of the Personal Services IRC, is seeking that the Training Package Products, listed in [Appendix A: List of Training Package Products proposed for endorsement](#), be endorsed by the AISC and approved for release on the national training register, www.training.gov.au.



C. Evidence of industry support

Written evidence of support by the IRC(s) responsible for the relevant Training Package Products.

Given the specialist nature of the Qualification and Units of Competency being developed, the former Wholesale, Retail and Personal Services (WRAPS) IRC approved the formation of a Technical Advisory Committee (TAC) to guide the development of the Training Package Products. Since the formation of the TAC, the WRAPS IRC has been subsequently split into two separate committees, and responsibility for this work was given to the Personal Services IRC. Letters of support will be sought by Personal Services IRC members and IPL and Laser for Hair Reduction TAC members when signing off for inclusion in the submission.

Letters of support from industry stakeholders can be found at [Appendix B: Letters of support](#).

Evidence of consultation with all relevant stakeholders.

This update process was originally overseen by the WRAPS IRC. This Qualification is now under the remit of the Personal Services IRC. The process has been guided by the IPL Laser Technical Advisory Committee (TAC).

A list of IRC and TAC members can be found at [Appendix C: Personal Services IRC and Technical Advisory Committee \(TAC\) membership](#).

National consultation workshops were held across Australia during August and September 2017. To ensure consultation and validation considered the needs of all interested groups and ensured inclusivity, teleconferences and webinars were offered to ensure national access, and more specifically access for those operating in remote or regional areas. In addition, draft Training Package Products were available for comment through SkillsIQ's online Feedback Forum.

A complete list of organisations and individuals involved in this development work can be found at [Appendix D: Stakeholder consultation and engagement list](#).

Table 1: Training Package Product development process and industry consultation

| Project Stage | Details |
|--|--|
| Scoping November 2016– January 2017 | SkillsIQ coordinated a survey which was widely distributed to ascertain the specific technological gaps. A Case for Change was submitted in January 2017. |
| Drafting (Draft 1) May–July 2017 | Draft 1 was developed based on the outcomes from scoping activities and ongoing input from key industry stakeholders. The TAC was key in informing this development work. Draft 1 was finalised in July 2017. |
| Consultation and Feedback August and September 2017 | SkillsIQ worked with key stakeholders and TAC members to conduct a range of consultation activities and seek feedback on proposed Training Package Products. The consultation period was promoted through SkillsIQ's communication channels inclusive of social media, news blasts and targeted emails. Stakeholder groups promoted this consultation through their networks. |

| Project Stage | Details |
|---|---|
| | <p>Consultation activities included:</p> <ul style="list-style-type: none"> • An advertisement in an industry magazine • National consultation workshops • Face-to-face meetings • Webinars • Consultation activities conducted by state representatives and bodies. <p>In addition to the above activities, stakeholders had an opportunity to provide feedback via SkillsIQ's Online Feedback Forum.</p> |
| <p>Drafting (Draft 2) September and October 2017</p> | <p>Feedback received during the consultation period informed the development of Draft 2.</p> <p>Draft 2 was finalised based on IPL and Laser Hair Reduction TAC discussions and decisions.</p> |
| <p>Validation November and December 2017</p> | <p>Draft 2 was made available for validation online via SkillsIQ's Online Feedback Forum.</p> <p>The validation period was promoted across SkillsIQ's communication channels inclusive of news blasts and targeted emails.</p> <p>A summary of Draft 2 feedback was provided to, and key issues were addressed by, the IPL and Laser Hair Reduction TAC.</p> |
| <p>Draft 3 March and April 2018</p> | <p>The Personal Services IRC reviewed the recommendations provided by the TAC. Based on that review, the IRC were of the opinion that the Entry Requirements of the Qualification needed to be tightened.</p> <p>Draft 3 consultation saw the Qualification with the proposed updated Entry Requirements open for stakeholder feedback.</p> |
| <p>Drafting (Final Draft) April 2018</p> | <p>Feedback received during the validation period and Draft 3 informed the development of the Final Draft.</p> <p>Final draft Training Package Products have been included in this Case for Endorsement.</p> |
| <p>Quality Assurance May-June 2018</p> | <p>The Final Draft Training Package Products will undergo an independent quality assurance review to confirm compliance with:</p> <ul style="list-style-type: none"> • Standards for Training Packages 2012 • Training Package Products policy • Training Package development and endorsement process policy. |
| <p>Submission July 2018</p> | <p>Submission to the Australian Industry and Skills Committee (AISC) for endorsement consideration.</p> |

Evidence that states/territories have been actively engaged and provided advice on the possible impact of implementing the proposed Training Package Product(s), including the implementation issues relating to Products proposed for deletion from the National Register.

Throughout each key stage, states and territories have been involved through the engagement of employers, ITABs, State Training Authorities and various state and territory networks and representative bodies. Access to the draft Training Package Products and supporting documentation was provided to these stakeholders. Through these materials stakeholders have gained an understanding of the implementation requirements and potential issues.

Advice on the management of implementation is provided within the supporting Companion Volume Implementation Guide (CVIG).

State Training Authorities were provided with access to Final Draft Training Package Products, the Case for Endorsement and the Companion Volume Implementation Guide for final comment prior to submission for endorsement.

Written support to submit was received from New South Wales, Queensland, Northern Territory, South Australia, Tasmania and Western Australia. There was no response from the ACT, despite follow up emails, which as per the initial email sent with the Training Package Products, indicates they have no objection to submission.

Table 2: Summary of State Training Authority Responses

| State | Response |
|-------|--------------------------------------|
| ACT | No response |
| QLD | Supported Case for Endorsement |
| NSW | Supported Case for Endorsement |
| NT | Supported Case for Endorsement |
| SA | Supported Case for Endorsement |
| TAS | Supported Case for Endorsement |
| VIC | Did not support Case for Endorsement |
| WA | Supported Case for Endorsement |

The Victorian Department of Education and Training (referred to as the Victorian STA in this document) advised that it is unable to support the progression of the Case for Endorsement to the Australian Industry and Skills Committee (AISC) for consideration. The Victorian Department of Education and Training's Training Products Unit have based this position on issues described in *Table 3*.

Table 3: Report by Exception

| Victorian STA Issue – Entry Requirements | SkillsIQ - Response and Actions | Decision to Proceed and Rationale |
|--|---|--|
| <p><u>Consultation</u></p> <ul style="list-style-type: none"> The mandated entry requirements for the <i>SHB60118 - Advanced Diploma in Intense Pulsed Light and Laser for Hair Reduction</i> are <u>contentious across industry and have not been agreed/validated</u> by a representative sample of the Beauty Sector industry. The Case for Endorsement evidences the fact that the IRC acted alone and without adequate consultation in relation to the final version of Entry Requirements – Page 9, “The IRC felt it was their responsibility to make the best decision for industry and therefore made the decision to proceed with 12 months post qualification industry experience as the Entry Requirements.” The lack of appropriate process required to meet the TPDEPP is evidenced by: <ul style="list-style-type: none"> The majority of the feedback during the Draft 2 consultation period indicated a preference for no mandated experience. | <p>SkillsIQ acknowledges that the inclusion of the proposed Entry Requirements may be contentious to some stakeholders.</p> <p>The Personal Services Industry Reference Committee made the decision after Draft 2 that Entry Requirements were appropriate given the level of risk associated with using Intense Pulsed Light and lasers. The qualification was released for a Draft 3 consultation to validate this. IRCs are the body appointed by the AISC to make ultimate and final decisions, and the Personal Services IRC therefore made the decision based on the feedback gathered during Draft 3, and based on what they considered was best for both the industry and consumers. As stated in the Case for Endorsement, the response was split roughly down the middle with some stakeholders opposed and some in favour.</p> <p>The Feedback Forum is one of several mechanisms for gathering stakeholder feedback. In addition to the feedback received via the Feedback Forum, SkillsIQ also received emails directly from stakeholders with their feedback, as well as one-on-one phone conversations.</p> <p>It should be noted there was a distinction between feedback from Registered Training Organisations (RTOs) and from the Beauty Industry. The consensus from RTOs was an expressed preference</p> | <p>SkillsIQ will proceed with the endorsement process for these IPL and Laser Training Package Products, as the Entry Requirements have been validated by the majority of industry during Draft 3 and confirmed by the Personal Services Industry Reference Committee.</p> |

| Victorian STA Issue – Entry Requirements | SkillsIQ - Response and Actions | Decision to Proceed and Rationale |
|--|---|-----------------------------------|
| <p>When agreement could not be reached Draft 3 was released for consultation.</p> <ul style="list-style-type: none"> ◦ The SkillsIQ Feedback Forum for DRAFT 3 indicates 6 individuals in favour of 12 month post-qualification experience and 12 against. This appears to contradict the sentence on page 9 of the CfE, “<i>The feedback from industry and employers was split half and half</i>” on the issue of 12 months’ post-qualification industry experience (working with skin) for the nurses. ◦ The debate by industry was primarily focused on the requirement for nurses to have post-qualification experience working with skin. Beauty Therapy graduates it must be noted have been trained in the knowledge of working with skin and skin contraindications. • Victoria’s industry has not had appropriate opportunity to discuss | <p>for NO Entry Requirements so that they could deliver the <i>Advanced Diploma of IPL and Laser for Hair Reduction</i> immediately after the <i>Diploma of Beauty Therapy</i>. The feedback from most of the beauty industry stakeholders was strongly opposed to the <i>Advanced Diploma</i> being delivered before learners had some experience working in industry.</p> <p>In response to the comment that Victoria’s industry has not had appropriate opportunity to discuss and contribute its viewpoints, SkillsIQ would like to highlight the fact that there were three rounds of industry consultation which were available to all stakeholders via the SkillsIQ Feedback Forum, in addition to the workshops and webinars which were held. The Victorian CMM (Curriculum Maintenance Manager) has been active in providing feedback during all three rounds of consultation.</p> | |

| Victorian STA Issue – Entry Requirements | SkillsIQ - Response and Actions | Decision to Proceed and Rationale |
|--|--|--|
| <p>and contribute to the decision regarding the Entry Requirements now appearing in the Case for Endorsement which are different from what was circulated for validation.</p> | | |
| <ul style="list-style-type: none"> The TPPP states that Entry Requirements ... must be specific to the knowledge, skills or experience required to commence the qualification. However, neither the Case for Endorsement nor the Companion Volume justify the Entry Requirements as vital to commence the qualification; and the qualification provides no specifics about how the “12 months post-qualification as a beauty therapist with a primary focus on providing facial services, skin services and hair reduction services” supports the knowledge, skills or experience to commence the Advanced Diploma. In addition, no information is provided regarding how “12 months” is constituted – e.g. Part-time etc. Given increased demand by consumers for safe IPL and Laser treatments to be administered by | <p>The proposed Training Package Products have undergone Editorial and Equity reports, and Quality Assurance. There were no objections or concerns around compliance with the Training Package Products Policy (TPPP).</p> <p>SkillsIQ will revise the Companion Volume Implementation Guide to include guidance around the proposed Entry Requirements.</p> <p>The Entry Requirements being perceived as a ‘barrier’ can be attributed to some degree to possible ambiguity in the wording, i.e. <i>“significant and relevant vocational experience as a beauty therapist with a primary focus on providing facial services, skin services and hair reduction services”</i>.</p> <p>The proposed Entry Requirements will ensure that only individuals with the appropriate prior knowledge will be able to enrol into the qualification, given the level of risk involved in operating IPL and laser machinery.</p> | <p>SkillsIQ will proceed with the endorsement process for these IPL and Laser Training Package Products given that the Quality Report confirms compliance with the Training Package Products Policy.</p> |

| Victorian STA Issue – Entry Requirements | SkillsIQ - Response and Actions | Decision to Proceed and Rationale |
|--|---------------------------------|-----------------------------------|
| <p>competent individuals which initiated the review (Page 4 CfE) and “stakeholders highlighting that current entry requirements can at times, act as a barrier to entry” it appears retrograde for the IRC to impose more stringent (and non-justified) entry requirements. Increased entry requirements will potentially create a decline in competent practitioners.</p> <ul style="list-style-type: none"> It appears from NVCER data that the current entry requirements create a barrier for potential learners across jurisdictions and, with additional requirements, will continue to alienate prospective practitioners including a sharp decrease in WA data. | | |

| Victorian STA Issue- IPL Skill Set | SkillsIQ Response and Actions | Decision to Proceed and Rationale |
|--|---|--|
| <p><u>Skill Set – not endorseable but creates a loophole</u></p> <ul style="list-style-type: none"> The Skill Set provides a loop hole for potential practitioners wanting to gain skills and knowledge in IPL without any underpinning knowledge of skin. The Skill Set includes 5 of the 7 Core Only units of competency in the | <p>The Skill Set was developed specifically for learners in Western Australia to be able to access training. Until recently (21 June 2018), the use of lasers was restricted to medical professionals in WA. The Skill Set was developed at the request of industry. While there is no provision for Entry Requirements in the Skill Set template, the ‘Target Group’ section includes the statement: <i>“This skill set is appropriate for individuals who have completed a Diploma of</i></p> | <p>Based on the recent changes to legislation in Western Australia, where non-medical professionals can now apply to use lasers, the Intense Pulsed Light Skill Set is no longer required and has been removed from the proposed Training Package Products in this Case for Endorsement.</p> |

| | | |
|--|---|--|
| <p>SHB60118 - Advanced Diploma in Intense Pulsed Light and Laser for Hair Reduction qualification.</p> <ul style="list-style-type: none"> It is feasible that beauty therapists can undertake the Skill Set and then the two additional UoCs later and thereby gain the requirements of the qualification without satisfying any of the proposed Entry Requirements for the qualification. You may already be aware that WA has altered legislation regarding the use of lasers which makes the Skill Set redundant. | <p><i>Beauty Therapy, and Enrolled Nurses and Registered Nurses who have 12 months post-qualification industry experience and wish to develop the necessary skills to provide intense pulsed light hair reduction treatments.” To be able to issue the Skill Set, RTOs will still need to demonstrate that the learner is indeed compliant with the requirements for the Target Group.</i></p> <p>At the time of writing and submitting the Case for Endorsement for STA review, the changes to legislation had not been announced. SkillsIQ was informed on 25 June 2018.</p> <p>The Personal Services IRC has agreed to remove the Intense Pulsed Light Skill Set from this Case for Endorsement.</p> | |
|--|---|--|

Where appropriate, advice about the alternative approaches explored and any competing views expressed by the allocated IRC(s) or other industry stakeholders, and how these competing views were resolved.

There were two main contentious points identified during this project.

The currently endorsed Units of Competency include both IPL and Laser modalities which means they must both be assessed for a student to achieve competency. Until 21 June 2018, legislation in Western Australia prohibited individuals within that state to use a laser unless they were registered medical professionals. This meant practitioners could only use IPL in this state. Throughout the consultation process, which commenced in August 2017, there was no indication that the Radiological Council of Western Australia would be updating the legislation to allow the use of lasers by non-medical professionals.

During Draft 1 there was a proposal to separate intense pulsed light and laser modalities into individual Units of Competency. Draft 2 proposed an alternative Qualification structure where individuals could choose to undertake IPL, laser or both through streamed elective options. This proposal was largely met with opposition during Draft 2 feedback. Stakeholders indicated that learners should be trained in both modalities, IPL and laser, even though a business may choose to use one modality or the other.

It is to be noted that no stakeholders in Western Australia provided feedback on Draft 2 and there was minimal support from other states and territories for the proposed 'streamed' qualification structure. On this basis, the TAC members agreed to include both IPL and laser within the core for the Final Draft and develop a Skill Set for Intense Pulsed Light.

On 21 June 2018, the Radiological Council of Western Australia website was updated to state that non-medical practitioners are now able to apply to use lasers for cosmetic procedures (including hair removal), with a current exemption from licence. The Personal Services IRC has agreed that as Western Australian learners can now use lasers by obtaining the appropriate licence, there is no longer a need for the IPL Skill Set, and it has thus been removed from this Case for Endorsement.

Secondly, the Entry Requirements of this qualification received varying feedback throughout consultation. The currently endorsed Entry Requirements mandate a prior Qualification plus industry experience. Some industry stakeholders have highlighted that current entry requirements can, at times, act as a barrier to entry and have recommended amendments be made to ensure the Qualification is available to both graduates of the Diploma of Beauty Therapy and individuals with demonstrated experience working in industry.

Based on feedback received during Draft 1, the Diploma of Beauty Therapy and Enrolled Nurse/Registered Nurse Qualifications were deemed appropriate but no consensus was reached in relation to appropriate experience. Draft 2 proposed three options regarding experience for stakeholders to indicate their preference. The majority of stakeholders overall indicated support for **no** experience post qualification. Based on this, the TAC recommended the Diploma of Beauty Therapy and Enrolled Nurses/Registered Nurses would be acceptable as Entry Requirements.

The IRC felt strongly that there **should** be a mandatory period of 12 months' post-qualification experience working in industry in addition to holding the Diploma of Beauty Therapy qualification, due to concerns over individuals having the necessary experience to enter the qualification. Therefore, Draft 3 of the Advanced Diploma was available for further stakeholder feedback for a period of three weeks. The majority of the feedback received by RTOs during Draft 3 indicated preference for no mandated experience. The feedback from industry and employers was split, with half of the stakeholders who commented in favour and the other half opposed. The main concerns identified by stakeholders who were opposed to the proposal were that there should also be mandated experience for nurses and that 12 months' industry

experience is not relevant unless that experience involves working with the skin (i.e. provision of services such as nails, tanning etc. is not relevant).

The IRC felt that their responsibility was to make the best decision for the industry and therefore made the decision to proceed with 12 months' post-qualification industry experience as the Entry Requirements.

Evidence that key stakeholders (including training providers) are aware of the expected impact of the changes. It is important that SSOs clearly identify any Training Package Products proposed for deletion from the National Register. Where a qualification or Unit of Competency is identified for deletion in the Case for Endorsement, the IRC must provide clear advice, informed by state/territory government authority feedback, about the downstream impacts and optimal timing for that deletion to take effect.

The six Units of Competency proposed within this Case for Endorsement are updated Training Package Products. There are no Training Package Products proposed for deletion in this Case for Endorsement.

There are 28 Registered Training Organisations (RTOs), at the time of writing, with SIB70110 Graduate Certificate in Intense Pulsed Light and Laser for Hair Reduction on their scope of registration. SkillsIQ provided all training providers with the opportunity to review the draft Training Package Products, and several provided their comments in consultation with their industry networks.

In the short term, it is anticipated that there will be an administrative burden on RTOs as they transition to delivery of the new Training Package Products and update their scope of registration, resources and assessment tools. This is, however, unavoidable. RTOs will be required to ensure the appropriate equipment and resources are available for the delivery of IPL and/or laser.

Advice about industry's expectations of training delivery - duration of training, delivery modes and pathways, work-based learning strategies, assessment and learner characteristics - is included in the Companion Volume Implementation Guide.

Industry's expectation is that graduates will be equipped with the skills and knowledge to operate in modern beauty and clinical workplaces. The rate of technological advancement in the sector is rapidly evolving. Industry also has expectations of quality training delivery and assessment from all RTOs involved in training, and often salons or clinics and training providers in this sector have close working relationships.

Industry values training and assessment that provide exposure to real and current work environments, scenarios and workplace contexts, although it is not always appropriate to assess in the workplace. Several of the Units of Competency mandate assessment in simulation only. This has been built into the proposed Training Package Products, through the Assessment Requirements. It is noted that Training Packages cannot mandate either the duration of training or delivery modes. However, the Assessment Conditions in several of the SHBBHRS Units of Competency require assessment to be directly observed, in person, by the assessor.

Upon completion of the Qualification listed in this Case for Endorsement learners will have the opportunity to undertake further study in dermal science higher education qualifications.

Recommendation from the allocated IRC/s as to whether the proposed Training Package Product(s) may be the basis for a traineeship or an apprenticeship and the nominal duration of the traineeship or apprenticeship.

Training Package Products proposed within this Case for Endorsement have been deemed as **unsuitable** for delivery through an apprenticeship or traineeship pathway.

D. Implementation of the new Training Package

Advice about how Training Package Product(s) meet occupational and licensing requirements.

Wherever a specific law, regulation, business or occupational licensing arrangement exists, it will be mentioned in the Application Statement of a Unit of Competency. Required knowledge of that law is also described, as above, in the Knowledge Evidence field, and any required resources are also prescribed in the Assessment Conditions.

Implementation issues of note and management strategy.

Implementation of new Units of Competency and Qualifications creates flow-on impacts and costs for RTOs in relation to administrative systems, training resources and assessment materials. In the short term, it is anticipated that there will be an administrative burden on RTOs as they look to update their scope of delivery to include the new Training Package Products. Trainers and assessors will need to be apprised of the content of the new Training Package Products and the methods used to deliver and assess them, and resources will need to be developed to support this delivery and assessment.

The following measures will need to be put in place to address systemic issues and ensure effective implementation:

- strong and ongoing relationships between industry/businesses and training providers, and industry involvement in the validation of learning and assessment materials/activities
- robust and reliable assessment by RTOs, including in relation to prior recognition practices
- the creation of new training and assessment resources to reflect the new Units of Competency, particularly in relation to the specification of foundation skills and Assessment Requirements.

Training Package Products proposed within this Case for Endorsement do not have associated work placement requirements. Due to the level of risk, the Units of Competency related to the designing and provision of IPL and/or laser treatments specify assessment must take place in a simulated salon or clinic environment.

Allocation and management of funding associated with the delivery of new Training Package Products will be determined by the appropriate state and territory bodies in consultation with industry stakeholders in their respective jurisdictions.

E. Quality Assurance reports

This Case for Endorsement supports the Training Package Products, listed in [Appendix A: List of Training Package Products proposed for endorsement](#), proposed for inclusion in the SHB Hairdressing and Beauty Services Training Package. SkillsIQ declares that these Training Package Products have been developed in accordance with the requirements of the *Standards for Training Packages 2012*, *Training Package Products Policy* and *Training Package Development and Endorsement Process Policy*.

An independent review of the SHB Training Package Products submitted for endorsement was undertaken by Carol Saville. The Quality Report ([Appendix E: Quality Assurance Reports](#)) confirms that the proposed Products meet the requirements of the Standards for Training Packages 2012, inclusive of the Training Package Quality Principles. Prior to the completion of the Quality Report, all qualifications, Units of Competency and Assessment Requirements were reviewed against the Standards for Training Packages. The Editorial Report and the Equity Report were completed by Tina Berghella, a member of the Quality Assurance Panel. ([Appendix E: Quality Assurance Reports](#)).

The SHB Hairdressing and Beauty Services Companion Volume Implementation Guide will be available on VETNet with links provided on www.training.gov.au.



F. Implementation of the COAG Industry and Skills Council reforms to Training Packages

The development of Training Package Products proposed within this Case for Endorsement considered opportunities to support the COAG Industry and Skills Council and used consultation activities and stakeholder engagement to identify:

- opportunities to identify and remove obsolete Training Package Products from the system
- industry expectations for training delivery and assessment to be documented within the Companion Volume Implementation Guide
- opportunities to enhance the portability of skills from one related occupation to another
- opportunities to remove unnecessary duplication within the system and create Training Package Products that may have application to multiple industry sectors
- opportunities for the development of Skill Sets.

Due to the specific nature of work undertaken, and the Units of Competency proposed, there are no obsolete Training Package Products, and neither was there a need to delete or remove any Training Package Products. In addition, the required IPL and laser hair reduction skills are specific to the beauty industry, and therefore the specified skills are not likely to be transferred between occupations.

As mentioned above, there was an Intense Pulsed Light Skill Set initially proposed for inclusion in this Case for Endorsement however has been removed as it is no longer required in Western Australia.

SkillsIQ confirms that development work has addressed work assigned by the AISC in the Activity Order that was issued.

SUPERSEDED TRAINING PACKAGE PRODUCTS

| Existing Qualification | Superseded By |
|--|--|
| <ul style="list-style-type: none"> • SIB70110 Graduate Certificate in Intense Pulsed Light and Laser Hair Reduction | <ul style="list-style-type: none"> • SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction |

SUPERSEDED TRAINING PACKAGE PRODUCTS

| Existing Unit of Competency | Superseded By |
|---|--|
| <ul style="list-style-type: none"> • SIBBHRS705A Apply intense pulsed light and laser safety protocols | <ul style="list-style-type: none"> • SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction |
| <ul style="list-style-type: none"> • SIBBHRS706A Design intense pulsed light and laser hair reduction treatment programs | <ul style="list-style-type: none"> • SHBBHRS006 Design laser hair reduction treatment programs |
| | <ul style="list-style-type: none"> • SHBBHRS008 Design intense pulsed light hair reduction treatment programs |
| <ul style="list-style-type: none"> • SIBBHRS707A Provide intense pulsed light and laser hair reduction treatments | <ul style="list-style-type: none"> • SHBBHRS007 Provide laser hair reduction treatments |
| | <ul style="list-style-type: none"> • SHBBHRS009 Provide intense pulsed light hair reduction treatments |

- | | |
|--|--|
| <ul style="list-style-type: none">• SIBBRES702A Investigate developments in cosmetic treatments using light or laser systems | <ul style="list-style-type: none">• SHBBRES002 Investigate developments in cosmetic treatments using light and laser systems |
|--|--|

G. A copy of the full content of the proposed Training Package Product(s)

Training Package Products proposed for endorsement can be found at [Appendix F: Copy of Training Package Products proposed for endorsement](#). The Training Package Products will be loaded on the National Register through the Training Package Content Management System (TPCMS).



Appendix A: List of Training Package Products proposed for endorsement

Qualification

| Qualification Code | Qualification Title |
|--------------------|---|
| SHB60118 | Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction |

Units of Competency and Assessment Requirements

| Unit Code | Unit Title |
|--------------------------------------|---|
| Hair Reduction Services (HRS) | |
| SHBBHRS005 | Identify and control safety risks for intense pulsed light and laser hair reduction |
| SHBBHRS006 | Design laser hair reduction treatment programs |
| SHBBHRS007 | Provide laser hair reduction treatments |
| SHBBHRS008 | Design intense pulsed light hair reduction treatment programs |
| SHBBHRS009 | Provide intense pulsed light hair reduction treatments |
| Research (RES) | |
| SHBBRES002 | Investigate developments in cosmetic treatments using light and laser systems |

Appendix B: Letters of support

The following stakeholders have indicated that they will supply letters of support in regard to this submission.

- Aesthetics Practitioners Advisory Network
- Beauty Therapy Training
- Ella Bache
- Hair and Beauty Australia
- Laser Clinics Australia
- Le Beau Visage
- Retail and Personal Services Skills Advisory Council
- Skin Deep Medi-Spas
- Stephanie's Luxury Spas.





APAN
AESTHETICS PRACTITIONERS
ADVISORY NETWORK PTY LTD
ACN 136 987 169 ABN 25 136 987 169

Ph: 07 5593 0360
Fax: 07 5593 0367
Email: info@apanetwork.com
Web: www.apanetwork.com
PO Box 5448
Q Super Centre Qld 4218
Australia

26th April 2018

Liz Petrovic
Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz

We are the Aesthetics Practitioners Advisory Network, a national membership organisation representing the aesthetics and beauty industry. We interact extensively with our members and industry professionals including subscribers, suppliers, educators, RTOs and business owners through our extensive communication platforms. Our database consists of 6500 industry professionals.

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing the needs of our members and supporters, we have circulated the updated draft recommendations of the Advanced Diploma of IPL and Laser for Hair Reduction through our various communication channels. I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs. I also believe that those needs have been appropriately addressed through updated training package products to be included in *SHB Hairdressing and Beauty Services Training Package V3.0*.

APAN's extensive database includes the vast majority of IPL and Laser practitioners within the broader Beauty Services industry. We have diligently consulted industry professionals with regards to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

APAN is committed to the advancement of education and is particularly supportive of the following:

- *Ensuring that existing nationally-accredited qualifications are constantly updated for relevance to meet the constantly changing needs of the aesthetics industry*
- *New technologies are included in qualifications*
- *Modalities such as microblading are included within a qualification framework*
- *Existing units of competency, such as Cosmetic Tattooing, be reviewed in terms of their position within a qualification framework that will best service the needs of the industry.*



APAN
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ADVISORY NETWORK PTY LTD
ACN 136 987 169 ABN 25 136 987 169

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Web: www.apanetwork.com
PO Box 5448
Q Super Centre Qld 4218
Australia

As the medical profession is undertaking many procedures that were traditionally delivered through beauty therapists, the risk of legislative restrictions on who can perform these procedures is very much a threat to the beauty industry. We believe nationally-approved qualifications will be the most valuable instrument we need to question such restrictions and protect the beauty industry's scope of practice as well as their business interests.

APAN will continue to actively support both the *SHB Hairdressing and Beauty Services Training Package* and SkillsIQ Limited by providing advice and recommendations on an ongoing basis to ensure that the revised training package products maintain industry currency.

We value our relationship with SkillsIQ and view its contribution to the advancement of this industry as invaluable and instrumental in ensuring its practices are constantly updated. We also believe that these initiatives will protected and support business growth and allow them to best contribution to the Australian economy.

Kind regards

Tina Viney
Chief Executive Officer
Aesthetics Practitioners Advisory Network

04/05/2018

Liz Petrovic
Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

- Dear Liz,

BTTA is an award winning school " best beauty collage on the Gold coast" BTTA is forging ahead with new developments staying at the cutting edge in training, facilities, and new technology. Offering students the most advanced devices so they can learn from a range of technologies with outstanding student outcomes and job ready qualifications. BTTA recently gained high commendation from QLD health because of both the high standard of training delivered as well as the thorough supervision of hours needed to reach competency standards rather than just working to a college timeframe ensuring our students have access to hands-on, practical training specialising in laser light based therapies tattoo removal, one of the fastest growing industries in the world.

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing Beauty Therapy Training Australia, I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs, and that those needs have been appropriately addressed through updated training package products to be included in *SHB Hairdressing and Beauty Services Training Package V3.0*.

Beauty Therapy Training Australia IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

Beauty Therapy Training Australia will continue to support both the *SHB Hairdressing and Beauty Services Training Package* and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,

Angela Todd
Director
Beauty Therapy Training Australia

8/5/2018
Liz Petrovic
Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

**Re: Endorsement of the SHB Hairdressing and Beauty Services
Training Package V3.0**

Dear Liz,

Ella Baché is an iconic Australia skincare brand, which has been in Australia for over 60 years.

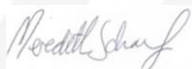
- Ella Baché is the largest premium salon network in Australia.
- A family owned business built on an unyielding passion for creating skincare that delivers effective yet non- invasive results and commitment to innovation.
- Ella Baché is at the forefront of the skincare industry and is still one of the only companies in Australia that has a dedicated team of researchers and manufacturing facility to create products specifically formulated to perform in the harsh Australian conditions.
- With over 60 years in the skin care industry the company continues to grow thanks to a clear vision, continuous innovation across the brand, education, product and franchise business model. Today Ella Baché boasts over 200 outlets across Australia and New Zealand across the salon network, David Jones and ecommerce platform.

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing Ella Baché I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs, and that those needs have been appropriately addressed through updated training package products to be included in *SHB Hairdressing and Beauty Services Training Package V3.0*.

Ella Baché's IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

Ella Baché will continue to support both the *SHB Hairdressing and Beauty Services Training Package* and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,



Meredith Schaerf
Dermal Therapies Program Manager
Ella Baché



1/06/2018

Liz Petrovic

Skills Engagement Executive

SkillsIQ

GPO Box 4194

SYDNEY NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz,

Hair and Beauty Australia (HABA) is the nationally registered peak body registered with the fair work commission for salon owners in the hair and beauty industry, promoting best practice and delivering personally tailored advice on all employment matters and interpretation of the modern award to comply with legislation.

As a member of the Personal Services Industry Reference Committee (IRC) representing HABA I can confirm the HABA believes that the beauty industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to through the updated training package products to be included in *SHB Hairdressing and Beauty Services V3.0*.

HABA believes that the IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

HABA will continue to support both the SHB Hairdressing and Beauty Services Training Package and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,

Maureen E. Harding

National President, Hair and Beauty Australia Industry Association

A handwritten signature in black ink, appearing to read 'Maureen E. Harding', is written below the typed name.

Unit 31, 6-8 Herbert Street
St Leonards NSW 2065

r.garsden@laserclinics.com.au
+61 412 248 358

Liz Petrovic

Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

27th April 2018

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz,

Laser Clinics Australia (LCA) is the largest provider of Laser Hair, Skin and Cosmetic Injectables in Australia. We employ over 1,000 therapist and a team of close to 200 doctors and nurses.

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing Laser Clinics Australia, I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs, and that those needs have been appropriately addressed through updated training package products to be included in SHB Hairdressing and Beauty Services Training Package V3.0.

LCA's IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

Laser Clinics Australia will continue to support both the SHB Hairdressing and Beauty Services Training Package and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,

Rob Garsden

Head of Laser, Skin and Product

Laser Clinics Australia

Le Beau Visage
Dermal Clinic

4 Northcote Road
Armadale, VIC 3162

4 May 2018

Liz Petrovic
Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz,

My name is Cristina Cadariu, and I am a professional dermal clinician graduated from Victoria University with the degree in Health Science in 2001. I am practicing since 1980.

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing Le Beau Visage, I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs, and that those needs have been appropriately addressed through updated training package products to be included in SHB Hairdressing and Beauty Services Training Package V3.0.

Le Beau Visage uses IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes, which satisfy the skills requirements of the workforce.

Le Beau Visage will continue to support both the SHB Hairdressing and Beauty Services Training Package and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Kind Regards,

Cristina Cadariu,

Director - Le Beau Visage

0413 276 474

Ms Liz Petrovic
Skills Engagement Executive
SkillsIQ
GPO Box 4194
SYDNEY NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz

The Retail and Personal Services Skills Advisory Council (RAPS Skills Advisory Council) is a peak industry advisory body to the Department of Training and Workforce Development and the State Training Board of WA.

As a member of the Personal Services Industry Reference Committee (IRC) representing RAPS Skills Advisory Council I can confirm the RAPS Skills Advisory Council believes that the beauty industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to through the updated training package products to be included in *SHB Hairdressing and Beauty Services V3.0*.

RAPS Skills Advisory Council believes that the IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

The RAPS Skills Advisory Council is in particular support of:

- *Minimum 12 Months Industry Experience prior to starting Advanced Training in IPL and Laser*

The RAPS Skills Advisory Council will continue to support both the SHB Hairdressing and Beauty Services Training Package and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Yours sincerely



Norma Roberts
Executive Director
Retail and Personal Services Skills Advisory Council

18th June 2018



skin deep
medi-spas

26th April 2018

Liz Petrovic
Skills Engagement Executive
SkillsIQ Limited
GPO Box 4194
Sydney, NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz,

As the owner of Skindeep medi-spas (a group of 4 medi-spas in Perth with a total of 28 staff who have been performing IPL for over 15 years)

As a member of the IPL and Laser Technical Advisory Committee (TAC) representing (Skindeep medi-spas), I can confirm that I believe that the beauty industry has been given sufficient opportunity to express its needs, and that those needs have been appropriately addressed through updated training package products to be included in *SHB Hairdressing and Beauty Services Training Package V3.0*.

Skindeep medi-spa's IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

Skindeep medi-spas particularly supports the following:

Entry to this qualification is open to individuals who:

- *have achieved a **Diploma of Beauty Therapy**; AND*
- *have **12 months post-qualification** experience as a beauty therapist with a primary focus on providing facial services, skin services and hair reduction services;*

OR

- *are an **Enrolled Nurse or Registered Nurse**; AND*
- *have **12 months post-qualification** experience in the application of knowledge in human biology, anatomy and physiology.*

And especially the IPL Skill Set for individuals in Western Australia being included.

Skindeep medi-spas will continue to support both the *SHB Hairdressing and Beauty Services Training Package* and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,

Helen Golisano

Founder / Director

Skindeep medi-spas

PERTH
Shop 4 Central Park Building
777 Hay St Perth WA
T (08) 9226 2997

MULLALOO
Shop 5 Mullaloo Plaza
Koorana Rd Mullaloo WA
T (08) 9307 6998 • (08) 9307 8150

FLOREAT
117 Birkdale Rd
Floreat WA
T (08) 9387 5414

COMO
Shop 1 Preston Centre
Cnr Preston Rd & Labouchere Rd Como WA
T (08) 9368 0829

Skindeep Total Body Care Pty Ltd ABN 38 082 216 993

www.skindeep.net.au

stephanies®

LUXURY SPA GROUP

8th June 2018

Liz Petrovic
Skills Engagement Executive
SkillsIQ
GPO Box 4194
SYDNEY NSW 2001

Re: Endorsement of the SHB Hairdressing and Beauty Services Training Package V3.0

Dear Liz,

Stephanies Luxury Spas has been in business for 24 years and in that time has grown to 5 Day Spa and Beauty Therapy Locations and a Head Office and Training Facility; employing 60+ employees in Queensland.

As a member of the Personal Services Industry Reference Committee (IRC) representing Stephanies Luxury Spas I can confirm that Stephanies Luxury Spas believes that the beauty industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to through the updated training package products to be included in *SHB Hairdressing and Beauty Services V3.0*.

Stephanies Luxury Spas believes that the IPL and Laser practitioners within the broader Beauty Services industry have been consulted with regard to identifying skill gaps relating to the provision of services that remove unwanted hair from the face and body. The updated training package products now provide outcomes which satisfy the skills requirements of the workforce.

Stephanies Luxury Spas is in particular support of:

- *Minimum 12 Months Industry Experience prior to starting Advanced Training in IPL and Laser*

Stephanies Luxury Spas will continue to support both the SHB Hairdressing and Beauty Services Training Package and SkillsIQ Limited by providing advice on an ongoing basis to ensure that the revised training package products maintain industry currency.

Regards,

Stephanie Shepherd
CEO & Founder
Stephanies Luxury Spas

Stephanies Urban Spa Stephanies Spa Retreat Stephanies Ocean Spa
Stephanies Mountain Spa Stephanies Vintage Spa
www.stephanies.com.au
T: 1300 Day Spa
5/58 Metroplex Avenue, Murarrie QLD 4172
ABN: 30 088 686 471

Appendix C: Personal Services IRC and Technical Advisory Committee (TAC) membership

Current Personal Services IRC from November 2017

| Name | Organisation |
|--------------------|--|
| Stephanie Shepherd | Stephanie's Luxury Spas |
| Mark Pampling | Alstonville Florist |
| Norma Roberts | Retail and Personal Services Skills Advisory Council |
| Sandy Chong | Australian Hairdressing Council |
| Maureen Harding | Hair and Beauty Australia |
| Sandra Campitelli | Hairdressing and Beauty Industry Association |
| Greg Milner | Australian Association of Floral Designers |
| Deanne McLeod | Australian Funeral Directors Association |
| Kate Brandreth | Australia's Workers Union |

Interim Wholesale, Retail and Personal Services IRC until November 2017

| Name | Organisation |
|-------------------|--|
| Trevor Maher | 7 Eleven Stores |
| Garry Terrill | Australian Retailers Association |
| Deanne McLeod | Australian Funeral Directors Association |
| Sandy Chong | Australian Hairdressing Council |
| Terry Mott | Australian Liquor Stores Association |
| Shannon Walker | Australian Sporting Goods Association |
| Mark Pampling | Alstonville Florist |
| Maureen Harding | Hair and Beauty Australia |
| Sandra Campitelli | Hairdressing and Beauty Industry Association |
| Jodie Calwell | Interflora Australia |
| Christine Potter | Master Grocers Australia |
| Katherine Younes | McDonalds Australia Ltd |
| Yvonne Williams | National Retail Association |
| Sue Bond | The Pharmacy Guild of Australia |

| | |
|----------------|--|
| Fiona Heslop | Rookwood Cemeteries Trust |
| Matt Galbraith | Shop Distributive Allied Employees Association |

IPL and Laser Hair Reduction TAC

| Name | Organisation |
|------------------|---|
| Rob Garsden | Laser Clinics Australia |
| Angela Todd | Beauty Therapy Training Australia |
| Helen Golisano | Skin Deep Medi-Spas |
| Holly Copping | Territory Laser Clinic |
| Maureen Harding | Hair and Beauty Australia |
| Meredith Schaerf | Ella Bache |
| Tina Viney | Aesthetics Practitioners Advisory Network |
| Cristina Cadariu | Le Beau Visage |
| Vera Koslova-Fu | Victoria University |



Appendix D: Stakeholder consultation and engagement list

| Name | Organisation |
|--------------------------|--|
| Julie O'Rourke | Advanced Beauty Training |
| Desa Fuller | Advanced Nail and Beauty |
| Lorna Smyth | Advanced School of Beauty Therapy |
| Nicole Kratzmann | AKISS College |
| Olivia Figliuzz | Australian Academy of Beauty and Spa Therapy |
| Sue Campbell | Australian Academy of Beauty and Spa Therapy |
| Bianca Long | Australian Academy of Beauty and Spa Therapy |
| Trevor Neale | Australian Aesthetic Devices |
| Meikin Li Rees | Australian Association for Laser Therapy |
| Christopher Qualita | Australian College of Laser Therapy |
| Deb Westland | Australian College of Laser Therapy |
| Vivian Tran | Australian International Skills Training |
| Chrys Antoniou | Australian Society of Dermal Clinicians |
| Jennifer Hookham | Australian Society of Dermal Clinicians |
| Elissa O'Keefe | Bravura Education |
| Kim Dainty | Brace Education & Training |
| Andrew Byrant | Brazilian Beauty |
| Josie-Marie Micale | Brazilian Beauty Ashgrove |
| Fiona Warde | Charles Darwin University |
| Linda Manning | Charles Darwin University |
| Patricia Sweeney Fawcett | Charles Darwin University |
| Sara Whithorn | Clairderm Medical Aesthetics |
| Metro-Dora Clifford | ClinicalPRO |
| Julie Watt | Demi International Beauty Academy |
| Tracy Dobbin | Destination Sunshine Cove |
| Patricia Boehler | Dermal Essence Pty Ltd |
| Lyndal Stary | Doctors Tasmania |
| Denise Doyle | Doyle's Academy |
| Denise Kelly | Doyle's Academy |
| Ann Thatcher | Ella Bache |
| Meredith Schaerf | Ella Bache College |
| Godfrey Town | GCG Healthcare Australia |
| Belinda Leonardos | Heather Langton Academy of Beauty Therapy |
| Laila Sanchez | Laila's Beauty & Laser |

| Name | Organisation |
|-----------------------|--|
| Amanda Bailey | Laser Clinics Australia |
| Borka Buseska | Laser Clinics Australia |
| Elise Birchall | Laser Clinics Australia |
| Jo Ralston | Laser Professionals |
| Philip Rees | Laser Therapy & Natural Medicine Pty Ltd |
| Emma Jacobs | Lush Beauty and Laser |
| Ashley Taylor | Melbourne College of Hair and Beauty |
| Sandra Piva | Melbourne College of Hair and Beauty |
| Irene Hill | Oasis Skin and Laser Clinic |
| Simon Critchley | Queensland Department of Health |
| Kerry Gilmore | Rapport Institute |
| Norma Roberts | Retail and Personal Services Skills Advisory Council |
| Candice Heskey | Scentia |
| Jess Herraman | Silk Laser Clinics |
| Julie Giuffre | SkillsIQ NSW ITAB |
| Catherine Lee | SKYN Pty Ltd |
| Jane Stanton | Spa Face and Body |
| Claire Pierre | SRTAFE Bunbury |
| Emily Parslow | SRTAFE Bunbury |
| Melissa Jendrzejak | SRTAFE Bunbury |
| Ilse Taumberger | Sydney Beauty & Dermal Institute |
| Carole Stow | TAFE NSW |
| Cheryl Ballinger | TAFE NSW |
| Franca Semsarian | TAFE NSW |
| Julie-Ann Willis | TAFE NSW |
| Maria Patane | TAFE NSW |
| Alyse Baume | TAFE NSW |
| Cathy Bahari | TAFE NSW |
| Melinda Vaughn-Gibson | TAFE NSW |
| Farzana Farhat | TAFE NSW |
| Rabbiya Ajaz | TAFE NSW |
| Elizabeth Rensink | TAFE NSW |
| Yvette Priest | TAFE NSW |
| Gaille Last | TAFE Queensland |
| Kerry Ferschmann | TAFE Queensland |
| Sylvia White | TAFE Queensland |
| Teri Simpson | Tender Touch |

| Name | Organisation |
|---------------------|--|
| Maria Ogurekova | The Advanced Skills Academy |
| Aimee Quirke | The Australian Academy of Beauty and Spa Therapy |
| Alexandra Mulder | The Beauty Room by Alexandra |
| Angela Clifft-McNae | The French Beauty Academy |
| Renee Smith | The French Beauty Academy |
| Sherelle French | The French Beauty Academy |
| Tiana Arthur | Tiana's Beauty Clinic |
| Jayde Fisher | True Queen Beauty |
| Alison Hollands | Curriculum Maintenance Manager (CMM) Victoria University |
| Teresa Russo | Visible Changes Laser and Beauty |
| Ashleigh Brown | Urban Spa |
| Michelle Taylor | Urban Spa |



Appendix E: Quality Assurance Reports

Editorial Report

| 1. Cover page | |
|--|--|
| Information required | Detail |
| Training Package title and code | SHB Hairdressing and Beauty Training Package V3.0 |
| Number of new qualifications and their titles ¹ | Nil |
| Number of revised qualifications and their titles | One qualification: <ul style="list-style-type: none"> • SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction |
| Number of new units of competency and their titles | Nil |
| Number of revised units of competency and their titles | Six units of competency: <ul style="list-style-type: none"> • SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments • SHBBHRS006 Design laser hair reduction treatment programs • SHBBHRS008 Design intense pulsed light hair reduction treatment programs • SHBBHRS007 Provide laser hair reduction treatments • SHBBHRS009 Provide intense pulsed light hair reduction treatments • SHBBRES002 Investigate developments in cosmetic treatments using light and laser systems |
| Confirmation that the draft training package components are publication-ready | Yes |
| Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name. | Tina Berghella |
| Date of completion of the report | 7 th June 2018 |

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

2. Content and structure

Units of competency

| Editorial requirements | Comments |
|---|---|
| Standard 5: <ul style="list-style-type: none"> The structure of units of competency complies with the unit of competency template. | The structure of the units of competency complies with the unit of competency template. |
| Standard 7: <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. | <p>The unit of competency has associated assessment requirements.</p> <p>The structure of assessment requirements complies with the assessment requirements template.</p> |

Qualifications

| Editorial requirements | Comments by the editor |
|--|--|
| Standard 9: <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. | The structure of the qualification complies with the qualifications template. |
| Standard 10: <ul style="list-style-type: none"> Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. | The structure of the credit arrangements complies with the template. No credit arrangements exist. |

Companion Volumes

| Editorial requirements | Comments by the editor |
|--|--|
| Standard 11: <ul style="list-style-type: none"> A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. | <p>A draft Companion Volume Implementation Guide was sighted and confirmed against the mandatory requirements of the companion volume implementation guide template.</p> <p>The developer confirmed that the companion volume implementation guide had been quality assured.</p> |

3. Proofreading

| Editorial requirements | Comments by the editor |
|--|---|
| <ul style="list-style-type: none"> Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. | Unit codes and titles were cross-referenced throughout the editorial review and were checked against the mapping information. |
| <ul style="list-style-type: none"> Units of competency and their content are presented in full. | The units were provided in full for the editorial review. |
| <ul style="list-style-type: none"> The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates | All components have been edited and proofread. All editorial issues raised during this editorial review were resolved by the developer. |

Equity Report

Section 1 – Cover page

| Information required | Detail |
|---|--|
| Training Package title and code | SHB Hairdressing and Beauty Training Package V3.0 |
| Number of new qualifications and their titles ¹ | Nil |
| Number of revised qualifications and their titles | One qualification: <ul style="list-style-type: none"> • SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction |
| Number of new units of competency and their titles | Nil |
| Number of revised units of competency and their titles | Six units of competency: <ul style="list-style-type: none"> • SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments • SHBBHRS006 Design laser hair reduction treatment programs • SHBBHRS008 Design intense pulsed light hair reduction treatment programs • SHBBHRS007 Provide laser hair reduction treatments • SHBBHRS009 Provide intense pulsed light hair reduction treatments • SHBBRES002 Investigate developments in cosmetic treatments using light and laser systems |
| Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i> | Yes |
| Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name. | Tina Berghella |
| Date of completion of the report | 7 th June 2018 |

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

Section 2 – Equity checklist of draft training package components

| Equity requirements | Equity reviewer comments |
|---|---|
| <p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation. | <p>Provide brief commentary on whether the draft endorsed components meet each of the equity requirements</p> <p>A review of all proposed components indicates that the Training Package Products Policy in relation to access and equity requirements has been adhered to.</p> <p>This includes:</p> <ul style="list-style-type: none"> • The draft materials do not breach Commonwealth anti-discrimination legislation and associated standards and regulations • Advice to support reasonable adjustment is provided in the companion volume implementation guide |

Section 3 - Training Package Quality Principles

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

Do the units of competency meet the diversity of individual and employer needs and support equitable access and progression of learners?

What evidence demonstrates that the units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth so that they support implementation across a range of settings?

Are there other examples that demonstrate how the key features of flexibility are being achieved?

| Equity requirements | Equity reviewer comments |
|---|---|
| <p>1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?</p> | <p>The draft components meet the diverse needs of individuals and employers across a wide range of industry contexts evidenced by industry support for the changes detailed in the case of endorsement.</p> <p>The qualification is not flexible. The qualification has a core only structure with no option to select electives, it does not include units imported from other training packages and it has entry requirements. This is justified given the complex regulatory environment and the high-risk nature of the work and is clearly supported by the industry in the case for endorsement.</p> <p>The option of two entry requirements clearly expressed within the qualification and in the companion volume implementation guide allows flexible access to the qualification. The case for endorsement describes the challenges involved in reaching IRC agreement on including the requirement for 12 months' post-qualification industry experience. The entry requirements are:</p> <p><i>Entry to this qualification is open to individuals who:</i></p> <ul style="list-style-type: none"> • <i>have achieved a Diploma of Beauty Therapy; AND</i> • <i>have 12 months post-qualification experience as a beauty therapist with a primary focus on providing facial services, skin services and hair reduction services;</i> <p><i>OR</i></p> <ul style="list-style-type: none"> • <i>are an Enrolled Nurse or Registered Nurse; AND</i> • <i>have 12 months post-qualification experience in the application of knowledge in human biology, anatomy and physiology.</i> <p>The units of competency offer some flexibility in that they are applicable to practitioners working in a diverse range of beauty industry sectors and business contexts. However, the assessment conditions in several units specify that they can only be assessed in a simulated</p> |

| Equity requirements | Equity reviewer comments |
|--|---|
| | workplace and assessment must be directly observed by the assessor which the developer explained was due to the high-risk nature of the work. |
| 2. Is there evidence of multiple entry and exit points? | The companion volume implementation guide includes pathways advice that shows a pathway from the Diploma of Beauty Therapy into the Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction. This is consistent with one of the two entry requirement options. |
| 3. Have prerequisite units of competency been minimised where possible? | Four of the six units of competency included in this submission include the same prerequisite unit, 'SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments' to address the safety concerns related to using light-based modalities for hair reduction. Given the high-risk nature of the work, it is appropriate that a safety unit is included retained as a pre-requisite unit and the approach is clearly supported by industry in the case for endorsement. |
| 4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved? | The submission also includes the Intense Pulsed Light for Hair Reduction offering an alternative pathway for individuals wishing to develop the skills to provide these services. |

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

Support learner transition between education sectors.

| Equity requirements | Equity reviewer comments |
|---|---|
| 1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications? | <p>Pathways advice is provided in the Companion Volume Implementation Guide in the form of pathways charts.</p> <p>The qualification is not appropriate for entry level workers.</p> <p>The credit arrangement templates states that no national credit arrangements exist.</p> |

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

Support implementation across a range of settings and support sound assessment practices.

| Equity requirements | Equity reviewer comments |
|--|--|
| <p>1. Does the Companion Volume Implementation Guide include advice about:</p> <ul style="list-style-type: none"> • Pathways • Access and equity • Foundation skills? <p>(see Training Package Standard 11)</p> | <p>A draft Companion Volume Implementation Guide was sighted and included information about pathways, access and equity, and foundation skills.</p> |
| <p>2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?</p> | <p>Foundation skills are either explicit in the performance criteria or identified in the foundation skills field of the unit of competency.</p> <p>The foundation skills appear to reflect and not exceed those required in the workplace. The approach is clearly supported by industry in the case for endorsement.</p> |

Quality Report

Section 1 – Cover page

| Information required | Detail |
|--|--|
| Training Package title and code | SHB Hairdressing and Beauty Training Package V3.0 |
| Number of new qualifications and their titles ³ | NIL |
| Number of revised qualifications and their titles | <p>One qualification:</p> <ul style="list-style-type: none"> • SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction <p>One skill set:</p> <ul style="list-style-type: none"> • SHBSS00001 Intense Pulsed Light for Hair Reduction |
| Number of new units of competency and their titles | NIL |
| Number of revised units of competency and their titles | <p>Six units of competency (<i>including assessment requirements</i>):</p> <ul style="list-style-type: none"> • SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments • SHBBHRS006 Design laser hair reduction treatment programs • SHBBHRS008 Design intense pulsed light hair reduction treatment programs • SHBBHRS007 Provide laser hair reduction treatments • SHBBHRS009 Provide intense pulsed light hair reduction treatments • SHBBRES002 Investigate developments in cosmetic treatments using light and laser systems. |

³ When the number of training products is high the titles can be presented as an attached list.

| Information required | Detail |
|---|---|
| <p>Confirmation that the panel member is independent of:</p> <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') | <p>Yes</p> |
| <p>Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i></p> | <p>Yes, as indicated in responses to the following questions regarding Standards and Principles.</p> |
| <p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i></p> | <p>As above</p> |
| <p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i></p> | <p>As above</p> |

| Information required | Detail |
|--|---|
| <p>Panel member's view about whether:</p> <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 | <p>As the Quality Report writer (subsequently referred to as 'the writer'), I can confidently report both dot points on the corresponding left hand side of this table, have been met, to a high standard. I make this statement having considered:</p> <ul style="list-style-type: none"> • the following documents provided to me, by SkillsIQ: <ul style="list-style-type: none"> ○ Draft Training Products for which endorsement is being sought ○ Revised Companion Volume Implementation Guide ○ Consultation and Validation Guides ○ TAC minutes ○ Issues and points raised during workshops and other consultations ○ Survey results ○ Case for Endorsement ○ Equity and Editorial Reports ○ Information mapped to policies covering Training Packages, Standards, Products, Development and Endorsement Process, and • generous responses to questions posed to SkillsIQ, aimed seeking clarification on a number of points. |
| <p>Name of panel member completing Quality Report</p> | <p>Carol Saville, Words to Action</p> |
| <p>Date of completion of the Quality Report</p> | <p>14th June 2018</p> |

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><i>The Case for Endorsement, clearly sets out:</i></p> <ul style="list-style-type: none"> - <i>the Qualification</i> - <i>a Skills set</i> - <i>Units of competency, and</i> - <i>assessment requirements associated with each</i> <ul style="list-style-type: none"> • <i>unit of competency.</i> <p><i>At the time of seeking endorsement for this Training Package, there are no national credit arrangements in place.</i></p> <p><i>The Companion Volume Implementation Guide supporting the SHB Hairdressing and Beauty Services Training Package V3.0:</i></p> <ol style="list-style-type: none"> 1. <i>reflects the revised changes outlined above, and</i> 2. <i>has been screened for quality assurance.</i> |
| <p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p> | <p>Yes</p> | <p><i>The writer has considered the documents listed on Page 3, and can confidently state the requirements of Standard 2 have been met.</i></p> <p><i>In addition, whilst the Quality Report is not required to make comment on skills sets (usually reserved for reporting on qualifications and units of competency), the writer considers it may be of value to make mention of the development of a skills set relating to intense pulsed light (IPL) treatment.</i></p> <p><i>The IPL skills set will enable therapists in West Australia, have access to quality training given state legislation confines the use of laser equipment, to registered medical practitioners alone.</i></p> |
| <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><i>The Case for Endorsement and accompanying documents clearly demonstrate, the Training Package Developer has complied with this policy.</i></p> <p><i>In particular, letters of support and feedback provided by industry stakeholders attesting to the proposed revised training products addressing skills gaps in developments in aspects of hair and beauty industry which relate to hair reduction.</i></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 | <i>Well laid out and comprehensive in nature whilst responsive to industry requests.</i> |
| <p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p> | Yes | <i>As indicated in the Editorial Report, the structure of units comply with the unit of competency template.</i> |
| <p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p> | Yes | <i>Assessment requirements clearly expressed in accordance with industry requirements and as accepted by the Technical Advisory Committee.</i> |
| <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 | <i>As indicated in the Editorial Report, each unit of competency has associated assessment requirements; and the structure of assessment requirements comply with the relevant template.</i> |
| <p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework (AQF) specification for that qualification type</p> | Yes | <i>Qualification - SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction complies with the AQF specification (for Advanced Diploma level), and will supersede SIB70110 Graduate Certificate in IPL and Laser following AISC endorsement. (It is noted Industry has determined job outcomes in the revised Qualification are equivalent to the qualification which is being updated).</i> |
| <p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p> | Yes | <i>Congruent with the response provided in the Editorial Report, the structure of the qualification complies with the qualification template.</i> |

| 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> | <p>No</p> | <p><i>There are no credit arrangements in place at this time.</i></p> |
| <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> | <p>Yes</p> | <p><i>The writer has sighted and considered a revised Companion Volume Implementation Guide (CVIG), which is understood will be submitted as part of the endorsement process and ready for use following endorsement of the qualification and units of competency.</i></p> <p><i>The CVIG complies with the relevant template and has been through a quality assurance process.</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> | <p>Yes</p> | <p><i>Whilst those elements of the CVIG relating to 'hair reduction treatments' have been updated in the current CVIG, the writer is reliably informed by SkillsIQ Limited, a Case for Change is currently being developed which following approval, will inform a full review of the SHB Hairdressing and Beauty Services Training Package V3.0. At this time the CVIG will also undergo revision to complement the newly revised training package.</i></p> |

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 | Informed by industry's expressed need, this work has been undertaken under direction of the Personal Services Industry Reference Committee (PSIRC). |
| <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 • ensure that the training system better supports individuals to move easily from one related occupation to another | Yes | <p>Activity Order, Reference Number SkillsIQ/TPD/2016-17/005, provides direction and context on behalf of PSIRC, to Skills IQ Limited which has resulted in the preparation of draft qualification - SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction.</p> <p>The Case for Endorsement:</p> <ul style="list-style-type: none"> • addresses a range of technology, system and service delivery developments in hair removal treatments since the existing qualification was first developed over eight years ago • strengthens assessments and assessor requirements • better reflects industry requirements • improves alignment to AQF, and • provides for national implementation. <p>The qualification and units of competency (UoC), are all revised. There are no obsolete or superfluous qualifications at this time.</p> <p>Given the very specific nature of the qualification and units, it is unlikely they can be used in other industries however this does not take away from practitioners in the hair and beauty industry broadening skills, knowledge and expertise through the completion of this qualification.</p> <p>As indicated earlier, the design of the IPL skills set provides for therapists in West Australia to be able to have access to quality training in intense pulsed light treatments. This recognises state legislation which requires the users of laser equipment to hold a medical qualification.</p> |

| | | |
|---|-----|--|
| <ul style="list-style-type: none"> • 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 | Following extensive consultation and the distribution of a survey instrument, the IRC and SSO have sought to respond to increased consumer demand for safe and quality hair removal treatments conducted by trained therapists. Input has also been provided by employer stakeholders. |

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 | 200 respondents to the skills and workforce survey have provided current information which has informed the review of the qualification and units of competency. Given the specialist nature of the qualification, this will provide for individuals to expand expertise and enable movement across the hair and beauty industry. |
| Promote national and international portability | | SkillsIQ Limited, have ensured units of competency align with the recently endorsed AS/NZS4173:2018 Safe use of lasers and intense light sources in health care. |
| Reflect regulatory requirements and licensing | | Whilst there appears to be a lack of national regulations specific to light and laser treatments, assessment requirements outline the need to comply with a range of other legislation and regulations. These cover areas such as general employment law, health and safety and state-based law, regulatory requirements and licensing. In the case of Tasmania, operators of laser equipment are required to be registered with the Department of Health - as indicated in Case for Endorsement and the CVIG. Mention has already been made of one aspect of West Australian legislation whilst other information is outlined in the Case for Endorsement and CVIG. |

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 | <p>SkillsIQ Limited, conducted a range of consultation activities aimed at surfacing issues and engaging stakeholders, nationally and which included:</p> <ul style="list-style-type: none"> • advertisements in industry magazine • national consultation workshops and webinars • face to face meetings • receiving submissions • on-line feedback posting • survey results. <p>Minutes of TAC meetings and validation reports attest to broad range of input, discussion and resolution.</p> <p>Letters of support from stakeholders and members of the TAC demonstrate industry support in relation to:</p> <ul style="list-style-type: none"> • sufficient opportunity provided: citing skills gaps and areas in need of further support as well as commentary on draft qualifications and units of competency • on-going commitment to supporting a national training package and continuing to provide industry intelligence. |
| Recognise convergence and connectivity of skills | Yes | Validation reports provided feedback to stakeholders on progress. |

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 | <p>The writer concurs with the Equity Report and points to evidence provided by industry in support of changes outlined in the Case for Endorsement.</p> <p>The extensive industry engagement and consultation process provided for individual employer needs to be tabled and considered.</p> |

| 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 equitable access and progression of learners | Yes | <p>The hair and beauty industry, is indeed very broad with a range of qualifications available to entry level learners which subsequently provide a pathway to the Diploma of Beauty Therapy. The Diploma continues the pathway to the Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction.</p> <p>The Equity Report points out The Diploma of Beauty Therapy, together with 12 months post-qualification experience as a beauty therapist, is one of two entry requirements to the Advanced Diploma, the other being a qualification as an Enrolled Nurse or Registered Nurse together with 12 months experience. These requirements are deemed necessary by the industry given the high-risk and specialised nature of the work.</p> <p>Pre-requisite units of competency used have been minimised and whilst four of the six units require a pre-requisite - it is the same unit in each case - SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments’.</p> |

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 | N/A | <p>The Advanced Diploma requires learners to have a minimum of twelve months experience following the awarding of one of three qualifications indicated in the Case for Endorsement. This deems the qualification unsuitable for entry level learners.</p> <p>Conversely, a learning pathway to be encouraged and supported could be progression to a business and management qualification in either VET or higher education.</p> |

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 | The SHB Hairdressing and Beauty Services Training CVIG provides clear advice about training delivery and assessment and a revised version will be available at the same time as the release of the endorsed training package. |
| Support sound assessment practice | Yes | Units of Competency comply with the Training Standards and provide extensive information supporting sound assessment practice. |
| Support implementation | Yes | Training products comply with the TGA/National Register requirements for publication, as confirmed by the SSO. The revised CVIG will be ready for publication at the same time as the Training Package. |

Appendix F: Copy of Training Package Products proposed for endorsement

| | |
|----------------------------------|--|
| QUALIFICATION CODE | SHB60118 |
| QUALIFICATION TITLE | Advanced Diploma in Intense Pulsed Light and Laser for Hair Reduction |
| QUALIFICATION DESCRIPTION | <p>This qualification reflects the role of individuals who apply substantial specialised knowledge and skills to design and safely apply non-ionising radiation treatments using intense pulsed light and laser technologies to reduce unwanted hair on the face and body.</p> <p>In this role they make complex, independent judgements in consulting with clients and analysing their skin and hair characteristics, designing and evaluating intense pulsed light and laser hair reduction treatment programs, selecting and using appropriate technology, and applying it within the context of safe client and operator practices and in compliance with regulatory requirements.</p> <p>Ongoing technological developments in this area of practice require the use of broad knowledge and the identification, analysis and evaluation of information from a variety of sources to build personal capability.</p> <p>Practice may be undertaken in a salon or clinic in the beauty industry or in other settings where cosmetic laser hair reduction services are offered.</p> <p>The use of intense pulsed light and laser is subject to legislation, regulation and licensing in some Australian states and territories.</p> |
| ENTRY REQUIREMENTS | <p>Entry to this qualification is open to individuals who:</p> <ul style="list-style-type: none"> • have achieved a Diploma of Beauty Therapy; AND • have 12 months post-qualification experience as a beauty therapist with a primary focus on providing facial services, skin services and hair reduction services; <p>OR</p> <ul style="list-style-type: none"> • are an Enrolled Nurse or Registered Nurse; AND • have 12 months post-qualification experience in the application of knowledge in human biology, anatomy and physiology. |
| PACKAGING RULES | 7 core units must be completed. |
| CORE UNITS | <p>Core Units</p> <p>SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction</p> <p>SHBBHRS006 Design laser hair reduction treatment programs</p> <p>SHBBHRS007 Provide laser hair reduction treatments</p> |

| | | |
|--|--|---|
| | SHBBHRS008 | Design intense pulsed light hair reduction treatment programs |
| | SHBBHRS009 | Provide intense pulsed light hair reduction treatments |
| | SHBBRES002 | Investigate developments in cosmetic treatments using light and laser systems |
| | SHBBINF001 | Maintain infection control standards |
| ELECTIVE UNITS | No elective units. | |
| QUALIFICATION MAPPING INFORMATION | SIB70110 Graduate Certificate in Intense Pulsed Light and Laser Hair Reduction | |
| LINKS | Companion Volume Implementation Guide | |

| | |
|--|--|
| UNIT CODE | SHBBHRS005 |
| UNIT TITLE | Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to identify, eliminate or control health and safety risks and hazards associated with the use of intense pulsed light and laser for hair reduction. It requires the ability to assess risks and hazards, and determine suitable action to eliminate or control safety risks.</p> <p>This unit applies to individuals working in a diverse range of beauty industry sectors and business contexts where intense pulsed light and laser equipment is used to provide hair reduction treatments. It applies to practitioners operating independently, under limited supervision of others and within established organisational policies and procedures. It may also apply to non-practitioners such as business owners, franchise owners and front desk staff.</p> <p>The unit reflects the safety guidelines, for a broad range of clinic intense pulsed light and laser dermal applications, expressed in the following Australian and New Zealand safety standards, current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS IEC 60825.1:2014 Safety of laser products – Part 1: Equipment classification and requirements • AS/NZS 1336:2014 Eye and face protection – Guidelines. <p>The use of intense pulsed light and laser is subject to legislation, regulation and licencing in some Australian states and territories.</p> |
| PREREQUISITE UNIT | Nil |
| COMPETENCY FIELD | Hair Reduction Services |
| UNIT SECTOR | Beauty |
| ELEMENTS | PERFORMANCE CRITERIA |
| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Identify health and safety requirements for intense pulsed light and laser hair reduction treatments. | <p>1.1. Interpret workplace policies and procedures to identify workplace health and safety requirements for provision of intense pulsed light and laser hair reduction treatments.</p> <p>1.2. Interpret legislative, regulatory, compliance and licencing information to identify regulatory health and safety requirements for the provision of intense pulsed light and laser hair reduction treatments.</p> <p>1.3. Interpret industry and safety standard information to identify industry and standard health and safety requirements for the provision of intense pulsed light and laser hair reduction treatments.</p> |

| | |
|---|--|
| | <p>1.4. Identify safety hazards related to features and functions of equipment used in intense pulsed light and laser hair reduction treatments.</p> |
| <p>2. Assess and control safety risks in the treatment environment.</p> | <p>2.1. Complete equipment maintenance checks as per organisational requirements and manufacturer instructions.</p> <p>2.2. Comply with manufacturer instructions, safety data sheets and workplace policies and procedures to ensure correct functioning of intense pulsed light and laser equipment.</p> <p>2.3. Review logs to confirm routine maintenance of intense pulsed light and laser equipment has occurred.</p> <p>2.4. Troubleshoot, report and escalate equipment and treatment safety issues according to workplace policies and procedures.</p> <p>2.5. Report and document equipment failures and faults to relevant personnel.</p> <p>2.6. Check window coverings, hazard and warning signs to ensure they are correctly installed and used according to workplace policies and procedures and legislative requirements.</p> <p>2.7. Check treatment environment to ensure it is fitted with required plume extractor and smoke evacuation systems that provide safe ventilation according to current standards and workplace policies and procedures.</p> <p>2.8. Identify and remove potentially flammable and combustible items from treatment area.</p> <p>2.9. Check to ensure suitable fire extinguishers are available and correctly maintained.</p> <p>2.10. Prepare treatment area to minimise risk of laser treatment fire hazard associated with reflective equipment</p> <p>2.11. Complete clinical procedure checklists and records according to federal, state or territory and local legislation, regulations and workplace policies and procedures.</p> <p>2.12. Clean, sanitise and store equipment according to manufacturer instructions and workplace policies and procedures.</p> |
| <p>3. Assess and control safety risks to practitioner and client.</p> | <p>3.1. Identify actual and potential safety hazards and assess risks that may pose harm to the health and safety of practitioner, client and others who may be present during treatment.</p> <p>3.2. Use correct personal protective equipment for practitioner, client and others who may be present during treatment.</p> |
| <p>4. Respond to health and safety risks.</p> | <p>4.1. Complete on-the-spot risk assessment and determine action and control measures to avoid injury to practitioner, client and others who may be present during treatment.</p> <p>4.2. Take action to control safety risks within scope of own responsibility or refer to appropriate personnel for action.</p> <p>4.3. Complete reporting and documentation according to workplace policies and procedures.</p> |

FOUNDATION SKILLS

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

| SKILLS | DESCRIPTION |
|---------------------------------|---|
| Reading skills to: | <ul style="list-style-type: none">• interpret both familiar and unfamiliar, and sometimes complex documents:<ul style="list-style-type: none">◦ workplace policies and procedures◦ materials describing industry and regulatory requirements of intense pulsed light and laser hair reduction◦ non-ionising radiation safety protection plan◦ manufacturer instructions for the safe use, maintenance and storage of intense pulsed light and laser equipment. |
| Numeracy skills to: | <ul style="list-style-type: none">• comprehend units of measurement related to laser and intense pulsed light apparatus. |
| UNIT MAPPING INFORMATION | No equivalent unit. |
| LINKS | Companion Volume Implementation Guide |

| | |
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| TITLE | Assessment Requirements for SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • identify three safety hazards and complete three risk assessments in at least one of the following: <ul style="list-style-type: none"> ◦ an intense pulsed light treatment environment ◦ a laser treatment environment • develop, implement and maintain safety practices and risk control measures to respond to safety hazards associated with use of at least one of the following: <ul style="list-style-type: none"> ◦ intense pulsed light ◦ laser • for the above, record the following: <ul style="list-style-type: none"> ◦ workplace documentation and checks for the maintenance of equipment ◦ workplace health and safety reporting related to intense pulsed light or laser hair reduction treatments • during risk assessments, follow workplace policies and procedures, non-ionising radiation safety protection plan and relevant state or territory laws, codes and guidelines related to the use of intense pulsed light and laser for hair reduction. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • key aspects of current legislation, regulation and industry standards and guidelines relevant to intense pulsed light and laser hair reduction treatments: <ul style="list-style-type: none"> ◦ laser classification and hazard analysis ◦ maintenance and auditing of facilities ◦ equipment inspection and maintenance protocols ◦ investigation and management of intense pulsed light and laser incidents ◦ personal protective equipment ◦ potential for fire and explosion and protection against flammability hazards ◦ management of airborne contaminants ◦ electrical safety laser controlled treatment areas: <ul style="list-style-type: none"> - designation - warning signs - entry controls - control of access to the laser ◦ safety of intense pulsed light and laser products ◦ equipment classification ◦ safe use of intense pulsed light and laser equipment ◦ intense pulsed light and laser hazards: <ul style="list-style-type: none"> - beam hazards - non-beam hazards ◦ risk and hazard management including risk assessment ◦ hierarchy of hazard control: <ul style="list-style-type: none"> - engineering controls |

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| | <ul style="list-style-type: none"> - administration controls - personal protective equipment - quality assurance testing and preventive maintenance - safe work practices • workplace work health and safety policies: <ul style="list-style-type: none"> ◦ procedures for: <ul style="list-style-type: none"> - identifying hazards - assessing risk - controlling risk ◦ non-ionising radiation safety protection plan ◦ ergonomics • types of safety hazards related to intense pulsed light and laser hair reduction and associated control measures: <ul style="list-style-type: none"> ◦ ocular and skin ◦ equipment specific ◦ reflected beams ◦ fire, explosive, electrical and environmental • control measures applied to minimise health and safety risks during intense pulsed and laser hair reduction treatments: <ul style="list-style-type: none"> ◦ pre-treatment patch testing ◦ personal protective equipment: <ul style="list-style-type: none"> - eye protection - masks - gowns - gloves ◦ ventilation systems ◦ filtering and exhaust systems ◦ window coverings ◦ draping of treatment environment • equipment preventive maintenance: <ul style="list-style-type: none"> ◦ documentation, including: <ul style="list-style-type: none"> - equipment safety standards - equipment service history - schedule for recommended testing and maintenance ◦ regular testing • biophysics of laser and intense pulsed light technologies as outlined in <i>AS/NZS 4173:2018, Safe use of lasers and intense light sources in health care</i> or its replacement • how light energy interacts with skin and hair • physics of light related to intense pulsed light and laser treatments: <ul style="list-style-type: none"> ◦ energy forms ◦ electromagnetic spectrum ◦ optical region of the electromagnetic spectrum ◦ wavelengths ◦ characteristics of a wave • operational characteristics of lasers: <ul style="list-style-type: none"> ◦ programmable systems ◦ basic set-up (manual choice) ◦ generation of laser beam and propagation of light |
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| | <ul style="list-style-type: none"> ◦ characteristics of laser beams ◦ properties of different types of lasers ◦ optical pathways ◦ delivery systems and applicators used for hair reduction • operational characteristics of intense pulsed light apparatus: <ul style="list-style-type: none"> ◦ programmable systems ◦ basic set-up (manual choice) ◦ powerful systems ◦ significantly lower power systems ◦ common differences in imported systems ◦ chilled sapphire or similar optical substance head ◦ non-chilled sapphire head ◦ non-laser light source ◦ characteristics of flashlamp ◦ capacitors - free discharge and partial discharge ◦ different filters ◦ properties of intense pulsed light equipment • laser controls: <ul style="list-style-type: none"> ◦ emergency control ◦ delivery systems ◦ ionising and non-ionising radiation • parameters that effect the delivery of light: <ul style="list-style-type: none"> ◦ spectrum of delivered wavelengths as determined by cut-off filters ◦ number of delivered pulses, including single and multiple pulsed shots ◦ pulse duration in milliseconds ◦ delay between pulses in milliseconds ◦ delivered fluence ◦ laser hazards. |
| <p>ASSESSMENT CONDITIONS</p> | <p>Skills must be demonstrated in:</p> <ul style="list-style-type: none"> • an industry workplace, or • a simulated industry environment. <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • documentation related to intense pulsed light and laser treatments: <ul style="list-style-type: none"> ◦ workplace policies and procedures ◦ workplace reporting documentation and templates ◦ current standards and guidelines: <ul style="list-style-type: none"> - AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care - AS/NZS IEC 60825.1:2014 Safety of laser products – Part 1: Equipment classifications and requirements - AS/NZS 1336:2014 Eye and face protection - Guidelines ◦ key aspects of relevant local, federal, state or territory, legislation and regulations relating to use of intense pulsed light and laser for hair reduction ◦ manufacturer instructions and safety data sheets |

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| | <ul style="list-style-type: none"> ◦ non-ionising radiation safety protection plan • a clinical treatment area: <ul style="list-style-type: none"> ◦ as per relevant state or territory legislation either, or both, of the following: <ul style="list-style-type: none"> - a radiation warning sign - an illuminated light above door ◦ non-flammable screens fitted inside all windows to protect a person outside window from non-ionising radiation levels greater than maximum permissible exposure from radiation ◦ ventilation designed to ensure that airborne hazards are not passed downstream in air handling or exhaust system ◦ fire extinguishing equipment ◦ sufficient clinical lighting ◦ eye protection equipment for practitioners and clients compliant with AS/NZS 1336:2014 Eye and face protection – Guidelines ◦ disposable masks • equipment which, when energised, can emit an amount of non-ionising radiation higher than accessible limit for a Class 3B laser for relevant period stated in, and measured in accordance with, laser standards AS2211. This must include a Class 4 laser or equivalent in the case of IPL. • one or more of the following: <ul style="list-style-type: none"> ◦ cosmetic laser equipment that: <ul style="list-style-type: none"> - can treat Fitzpatrick skin types one to six - is registered for purpose on the Australian Register of Therapeutic Goods ◦ intense pulsed light equipment that is registered for purpose on the Australian Register of Therapeutic Goods and has one or more of the following characteristics: <ul style="list-style-type: none"> - programmable - manual - multiple pulsed shots - single pulsed shots - appropriate cooling delivery systems - one or minimal choice of filters - multiple filters • activities that require the individual to work within commercially realistic timing and productivity. <p>Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors, and:</p> <ul style="list-style-type: none"> • have at least three years' experience in operating laser equipment; OR • have at least three years' experience in operating intense pulsed light equipment. |
| LINKS | Companion Volume Implementation Guide |

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| UNIT CODE | SHBBHRS006 |
| UNIT TITLE | Design laser hair reduction treatment programs |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to design laser hair reduction treatment programs to reduce unwanted hair on the face and body. It requires the ability to consult with clients, determine client suitability for laser hair reduction treatments and design treatment programs based on client needs.</p> <p>This unit applies to laser practitioners working in a diverse range of beauty industry sectors and business contexts who design staged treatment programs for multiple treatments that will safely achieve optimal hair reduction outcomes for the client. These individuals operate independently, under limited supervision of others and within established organisational policies and procedures.</p> <p>The unit reflects the safety guidelines, for a broad range of clinical laser dermal applications, expressed in the following Australian and New Zealand Standards, current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS IEC 60825.1:2014 Safety of laser products – Part 1: Equipment classifications and requirements • AS/NZS 1336:2014 Eye and face protection - Guidelines. <p>The use of laser is subject to legislation, regulation and licensing in some Australian states and territories.</p> |
| PREREQUISITE UNIT | SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| COMPETENCY FIELD | Hair Reduction Services |
| UNIT SECTOR | Beauty |

| ELEMENTS | PERFORMANCE CRITERIA |
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| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Consult with client on hair reduction requirements. | <ul style="list-style-type: none"> 1.1. Determine, through discussion and questioning, client hair reduction requirements and preferences. 1.2. Administer and collect client consultation form. 1.3. Review client medical and treatment history to identify factors impacting or prohibiting suitability for treatment. 1.4. Use diagnostic tools and observation techniques to determine client Fitzpatrick skin type and characteristics. 1.5. Discuss treatment suitability, options and limitations with client. 1.6. Advise client on treatment procedure, outcomes, and possible effects and after care. 1.7. Encourage client questions and check client understanding of treatment procedure, outcomes, and possible effects and self-care. |
| 2. Determine contraindications to treatment. | <ul style="list-style-type: none"> 2.1. Consult with and visually observe client to identify and determine impact of contraindications. 2.2. Determine non-medical precautions for non-medical contraindications and explain to client. 2.3. Advise client to seek and provide signed proof of medical release for medical contraindications and medical precautions prior to treatment. |
| 3. Prepare self and client for patch test. | <ul style="list-style-type: none"> 3.1. Check treatment environment is correctly organised and free from safety risks and hazards. 3.2. Confirm completion of risk assessment and equipment checks and take any required corrective action. 3.3. Set up equipment and check to ensure correct functioning as per manufacturer instructions and safe practice protocols. 3.4. Cleanse and prepare treatment area and sanitise equipment prior to use on client. 3.5. Instruct client to prepare for patch testing, check client comfort and make any required adjustments to ensure client comfort. 3.6. Identify jewellery worn by self and client and remove, or where not removable, tape according to workplace procedures. 3.7. Fit and adjust personal protective equipment, including eye protection, to self, client and others who may be present during treatment. 3.8. Explain patch test process and likely sensations to client to ensure client comfort. 3.9. Select and prepare patch test area within proposed treatment area. |
| 4. Complete patch test. | <ul style="list-style-type: none"> 4.1. Follow workplace policies and procedures, non-ionising radiation safety plan and legislative requirements to complete laser patch test. |

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| | <p>4.2. Select energy settings (fluence) based on outcomes of client consultation and apply a small number of pulses to test area.</p> <p>4.3. Record energy settings and observe immediate reactions looking for an end point to assist in designing safe and effective treatment.</p> <p>4.4. Identify and respond immediately to adverse reactions by stopping treatment and explaining reason for stoppage to client.</p> <p>4.5. Select and apply post-treatment skin cooling products according to client reaction to patch test.</p> <p>4.6. Wait length of time specified in organisational policy and observe and record skin response.</p> |
| 5. Design treatment program. | <p>5.1. Determine treatment type and program according to outcomes of client consultation and patch test, and within safe practice protocols.</p> <p>5.2. Discuss proposed treatment program, expected results and risks with client.</p> <p>5.3. Communicate pre-treatment and post-treatment precautions and care, and ask questions to confirm client understanding.</p> <p>5.4. Discuss role and responsibilities of the practitioner and the client and gain client agreement to client responsibilities.</p> <p>5.5. Identify need for and take and store photographs of hair reduction pre-treatment area according to workplace policies and procedures.</p> <p>5.6. Discuss and select treatment evaluation strategies with client.</p> <p>5.7. Finalise and document treatment program and gain signed client consent.</p> |
| FOUNDATION SKILLS | |
| <i>Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.</i> | |
| SKILLS | DESCRIPTION |
| Reading skills to: | <ul style="list-style-type: none"> • interpret both familiar and unfamiliar, and sometimes complex documents: <ul style="list-style-type: none"> ◦ workplace policies and procedures ◦ non-ionising radiation safety protection plan ◦ materials describing industry standards and regulatory requirements of laser hair reduction ◦ manufacturer instructions for the safe use, maintenance and storage of laser equipment. |
| Writing skills to: | <ul style="list-style-type: none"> • clearly and correctly document client treatment programs. |
| Oral communications skills to: | <ul style="list-style-type: none"> • respond to client questions and provide information to client, throughout consultation process. |
| Numeracy skills to: | <ul style="list-style-type: none"> • calculate treatment parameters for use in treatment sessions. |
| Problem-solving skills to: | <ul style="list-style-type: none"> • respond to contraindications and adverse effects to minimise risk and ensure client safety. |
| UNIT MAPPING INFORMATION | No equivalent unit. |
| LINKS | Companion Volume Implementation Guide |

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| TITLE | Assessment Requirements for SHBBHRS006 Design laser hair reduction treatment programs |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • consult with at least three different clients, each with different Fitzpatrick skin types and hair reduction needs • for each client, complete patch tests on each body area proposed for hair reduction, and evaluate results • design and document a staged laser treatment program for each of the above clients and cumulatively develop programs for the following body areas: <ul style="list-style-type: none"> ◦ back and neck ◦ Brazilian ◦ chest ◦ facial area ◦ arms or legs ◦ underarm • for at least one of the above consultations, test patches must be with a Fitzpatrick 5 or 6 • record information obtained through all client consultation, observation and patch testing; as specified in the Knowledge Evidence • during all consultations and patch tests, consistently follow workplace policies and procedures, non-ionising radiation safety plan and relevant state or territory laws, codes and guidelines related to the use of laser for hair reduction. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • current local state or territory health legislation, regulation and industry standards and guidelines relevant to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ non-ionising radiation protection ◦ skin penetration ◦ work health and safety • practitioner’s legal and insurance liabilities and responsibilities for laser treatment: <ul style="list-style-type: none"> ◦ role and importance of indemnity insurance ◦ potential risks, liabilities and consequences of non-coverage • responsibilities of practitioner and client related to safe and responsible laser hair reduction treatments • workplace policies and procedures related to laser hair reduction treatments, including those for treating minors • workplace laser safety protection plan • information to be obtained and recorded during client consultation and observation: <ul style="list-style-type: none"> ◦ client details ◦ consent from parent or guardian for treatment of minors when required ◦ client needs and expectations ◦ consent for collection of personal information and photographic content, when required |

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| | <ul style="list-style-type: none"> ◦ family history of skin cancer ◦ medical history, conditions, allergies and medications ◦ treatment history ◦ presence of tattoos and other artificial pigment ◦ vitamins and supplements ◦ sun exposure and reactions ◦ treatment area ◦ Fitzpatrick skin type ◦ skin characteristics and condition ◦ hair characteristics ◦ treatment types and equipment settings ◦ signed client informed consent for treatment ◦ signed medical release, when required ◦ pre-treatment photographs, when required ◦ patch test results ● information to be provided during client consultation and observation: <ul style="list-style-type: none"> ◦ self-care instructions and precautions ◦ likely results and effects ◦ risks ◦ information to manage client expectations ◦ a workplace pre-treatment handout to the client ● types of laser equipment commonly used within industry and accepted by industry standards, their recommended use and application ● types of equipment used in hair reduction and their actions on pigmented hair and on skin ● diagnostic equipment and tools ● principles of light energy and how it interacts with skin and hair ● factors impacting client suitability for laser treatments and their associated risks, benefits and required action ● client characteristics and their relationship to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ Fitzpatrick skin type one to six ◦ hair colour: <ul style="list-style-type: none"> - dark - medium - pale ◦ hair type: <ul style="list-style-type: none"> - lanugo, vellus, terminal - ingrown ◦ skin type: <ul style="list-style-type: none"> - dry/alipid/lipid dry - oily/lipid - diffused red ◦ difference between male and female skin and hair types ◦ specific hair reduction treatment areas ◦ pain tolerance ◦ heat tolerance ◦ medical history: <ul style="list-style-type: none"> - existing medical conditions |
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| | <ul style="list-style-type: none"> - previous medical conditions - medications • six Fitzpatrick skin types: <ul style="list-style-type: none"> ◦ apparent versus underlying skin type ◦ appearance and identification ◦ features ◦ responses to tanning • hair structure and growth: <ul style="list-style-type: none"> ◦ factors affecting hair growth: <ul style="list-style-type: none"> - hormonal: <ol style="list-style-type: none"> (1) topical (2) systemic - exposure to sunlight - heredity - drugs and chemicals ◦ hair growth patterns and cycle and impact of laser hair reduction treatments ◦ histology of hair • factors which can stimulate hair growth and areas which may be affected: <ul style="list-style-type: none"> ◦ hormones ◦ illness ◦ medications • anatomy and physiology of the skin and skin structures as related to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ normal process of skin ageing and structural change ◦ normal skin response to irritation and trauma ◦ scars, including hypertrophic and keloid, their origin and evolution, and abnormal scar tissue ◦ causes of skin damage ◦ effects of laser treatments on physical structure of the skin ◦ wound healing in different skin types and locations ◦ tissue interaction with laser hair reduction treatments ◦ chromophores ◦ melanin absorption • contraindications and their relationship to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ pre-treatment sun exposure ◦ artificially tanned skin ◦ pregnancy ◦ some herbal remedies ◦ active herpes simplex ◦ active impetigo ◦ active eczema ◦ active acne ◦ photo-sensitive medication ◦ hypertrophic and keloid scars ◦ artificial pigment in the treatment area ◦ psoriasis in the treatment area ◦ certain circulatory conditions ◦ inappropriate hair type and colour • for the above listed contraindications: |
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| | <ul style="list-style-type: none"> ◦ appearance and identification ◦ required action and treatment precautions ◦ instances where treatment should not occur ◦ instances where recommendation to seek advice of other professionals should be provided ● appearance of pigmented skin lesions and referral to medical professionals ● medical contraindications, their relationship to laser hair reduction treatments, and required action and treatment precautions: <ul style="list-style-type: none"> ◦ conditions already being treated by a general practitioner, dermatologist or skin therapist ◦ medical oedema ◦ recent surgery ◦ diabetes ◦ asthma ◦ epilepsy ● effects of laser hair reduction treatments and associated responses and control measures: <ul style="list-style-type: none"> ◦ paradoxical increased hair growth ◦ temporary heat ◦ temporary localised pain ◦ erythema ● causes of, appearance and management of specific treatment reactions or adverse effects: <ul style="list-style-type: none"> ◦ hypopigmentation ◦ hyperpigmentation ◦ blistering ◦ scarring and textural changes ◦ perifollicular oedema ◦ perifollicular erythema ◦ infections of the hair follicle ◦ burns to skin ● factors impacting treatment planning, their effect and appropriate responses: <ul style="list-style-type: none"> ◦ body temperature ◦ patch test results ◦ skin healing ◦ skin reaction ◦ follicle distribution ◦ areas treated ◦ extent of area to be treated ◦ hypertrophic and keloid scarring ◦ outcomes of previous treatments ◦ pain tolerance ◦ wound healing ● client post-treatment care requirements: <ul style="list-style-type: none"> ◦ avoidance of: <ul style="list-style-type: none"> - sun exposure - topical tanning agents - chlorine found in spas and pools - picking abrasions |
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| | <ul style="list-style-type: none"> - other phototherapy concurrent with a laser hair reduction treatment program - activity that raises body temperature o application of sunscreen to treatment area o post-treatment care and advice for the treatment area o precautions related to: <ul style="list-style-type: none"> - tweezing - waxing - bleaching - sunbathing - solarium treatments - use of depilatory creams - electrolysis - use of self-tanning products • post-treatment care procedures: <ul style="list-style-type: none"> o low-frequency laser o healing products o cooling products: <ul style="list-style-type: none"> - cold compress - cryogen sprays - cold gels • use of light-emitting diodes (LED) in treating adverse effects • patch test evaluation strategies: <ul style="list-style-type: none"> o discussing and reviewing response to treatment o taking photographs of treatment area before and after treatment o reviewing achievement of treatment goals o monitoring time frame for achievement of treatment goals • key inclusions of a treatment program: <ul style="list-style-type: none"> o treatment area o follicle type and distribution o hair type o planned treatment parameters based on patch test results: <ul style="list-style-type: none"> - wavelengths to be used - pulse duration - energy settings (fluence) - treatment duration o products o equipment o follow-up procedures o after care advice and precautions o observed contraindications o relevant medical history and medications o signed medical release o outcomes of previous temporary and permanent hair reduction treatments o before and after photographs, and when they are required o client consent. |
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| <p>ASSESSMENT CONDITIONS</p> | <p>Skills must be demonstrated in a simulated laser hair reduction clinical workplace environment set up for the purposes of assessment.</p> <p>Assessment must be directly observed, in person, for the total duration of each laser client consultation and patch test, by assessors who meet the assessor requirements outlined below.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • documentation relevant to designing laser hair reduction treatment programs: <ul style="list-style-type: none"> ◦ workplace policies and procedures ◦ workplace reporting documentation and templates ◦ treatment program templates ◦ current safety standards and guidelines ◦ key aspects of federal, state or territory, and local acts and regulations relating to use of laser for hair reduction ◦ non-ionising radiation safety protection plan • laser equipment which: <ul style="list-style-type: none"> ◦ when energised, can emit an amount of non-ionising radiation higher than accessible limit for a Class 3B laser for the relevant period stated in, and measured in accordance with, the laser standard AS2211 ◦ which can treat Fitzpatrick skin types one to six ◦ is registered for purpose on the Australian Register of Therapeutic Goods • laser clinical treatment environment that includes: <ul style="list-style-type: none"> ◦ as per relevant state or territory legislation either, or both, of the following: <ul style="list-style-type: none"> - a radiation warning sign - an illuminated light above door ◦ non-flammable screens fitted inside windows to protect a person outside the window from non-ionising radiation levels greater than maximum permissible exposure from radiation ◦ ventilation designed to ensure that airborne hazards are not passed downstream in air handling and exhaust system ◦ fire extinguishing equipment ◦ eye protection equipment for practitioners and clients compliant with AS/NZS 1336:2014 ◦ disposable masks ◦ disposable gloves ◦ sufficient, clinical lighting ◦ cooling post-treatment products ◦ real people with different Fitzpatrick skin types seeking hair reduction treatments on different areas of the face and body • activities that reflect industry practice and allow the individual to work with commercial timing and productivity to complete client consultations within designated timeframes. |
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| | Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors, and: <ul style="list-style-type: none">• have at least three years' experience in operating laser equipment. |
| LINKS | Companion Volume Implementation Guide |

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| UNIT CODE | SHBBHRS007 |
| UNIT TITLE | Provide laser hair reduction treatments |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to safely provide laser hair reduction treatments to reduce unwanted hair on the face and body. It requires the ability to follow an agreed treatment program, monitor and modify treatments in response the client's skin and hair reactions, and assess treatment results.</p> <p>This unit applies to laser practitioners working in a diverse range of beauty industry sectors and business contexts who provide laser hair reduction treatments. These individuals operate independently, under limited supervision of others and within established organisational policies and procedures.</p> <p>The unit reflects the safety guidelines, for a broad range of laser dermal applications, expressed in the following Australian and New Zealand Standards. current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS IEC 60825.1:2014 Safety of laser products – Part 1: Equipment classifications and requirements • AS/NZS 1336:2014 Eye and face protection - Guidelines. <p>The use of laser is subject to legislation, regulation and licensing in some Australian States and Territories.</p> |
| PREREQUISITE UNIT | SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| COMPETENCY FIELD | Hair Reduction Services |
| UNIT SECTOR | Beauty |
| ELEMENTS | PERFORMANCE CRITERIA |
| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Prepare treatment environment and equipment. | <p>1.1. Access and review agreed client treatment program to determine requirements for individual treatment.</p> <p>1.2. Check that treatment environment is correctly organised and free from safety risks and hazards.</p> <p>1.3. Confirm completion of risk assessment and equipment checks and take any required corrective action.</p> <p>1.4. Set up equipment and check to ensure correct functioning as per manufacturer instructions, and safe practice protocols.</p> <p>1.5. Cleanse and prepare treatment area and sanitise equipment prior to use on client.</p> <p>1.6. Complete workplace and pre-treatment documentation required for treatment environment and equipment preparation.</p> |
| 2. Prepare self and client. | <p>2.1. Identify need for and receive signed medical approval to proceed with treatment from client.</p> <p>2.2. Confirm treatment program with client.</p> |

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| | <p>2.3. Determine, through discussion and questioning, changes to client medical history and contraindications arising since time of treatment program development.</p> <p>2.4. Adjust treatment program to reflect identified changes and obtain signed client consent for adjusted treatment program.</p> <p>2.5. Explain treatment process and likely sensations to client to ensure client comfort.</p> <p>2.6. Identify jewellery worn by self and client and remove, or where not removable, tape according to workplace procedures.</p> <p>2.7. Fit and adjust personal protective equipment, including eye protection, to self, client and others who may be present during treatment.</p> |
| <p>3. Provide laser treatment.</p> | <p>3.1. Follow workplace policies and procedures, laser safety plan and legislative requirements to apply laser according to treatment program.</p> <p>3.2. Identify requirement for coupling gel and apply ensuring minimum wastage.</p> <p>3.3. Perform a test shot on treatment area, observe immediate skin reaction and level of client discomfort, and adjust equipment settings in preparation for treatment.</p> <p>3.4. Commence treatment on areas of least pain sensitivity.</p> <p>3.5. Work sequentially on treatment area avoiding repeat treatment on area immediately after first shot.</p> <p>3.6. Monitor client reaction to treatment and pain tolerance continuously and adjust equipment settings to minimise client discomfort.</p> <p>3.7. Identify potential and actual hazards and assess risks throughout treatment and take action to minimise risk to self and client.</p> <p>3.8. Identify and respond immediately to adverse reactions by stopping treatment and explaining reason for stoppage to client.</p> <p>3.9. Identify need for, and take and store photographs of hair reduction treatment area according to workplace policies and procedures.</p> <p>3.10. Turn off equipment and remove coupling gel at completion of treatment.</p> |
| <p>4. Provide post-treatment care and advice.</p> | <p>4.1. Select and apply post-treatment skin cooling products according to treatment plan and client reaction to treatment.</p> <p>4.2. Advise client on post-treatment and self-care and ask questions to confirm client understanding.</p> <p>4.3. Advise client on client care and precautionary requirements for period leading up to next treatment</p> <p>4.4. Record treatment and adjust treatment plan to reflect treatment and outcomes.</p> <p>4.5. Complete post treatment documentation according to workplace procedures.</p> <p>4.6. Initiate follow-up to check for post-treatment complications and adverse effects according to workplace procedures.</p> |

FOUNDATION SKILLS

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

| SKILLS | DESCRIPTION |
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| Reading skills to: | <ul style="list-style-type: none">• interpret both familiar and unfamiliar, and sometimes complex documents:<ul style="list-style-type: none">◦ client treatment programs◦ client records◦ workplace policies and procedures◦ non-ionising radiation safety protection plan◦ materials describing industry standards and regulatory requirements of laser hair reduction◦ manufacturer instructions for the safe use, maintenance and storage of laser equipment. |
| Writing skills to: | <ul style="list-style-type: none">• clearly and legibly make amendments to treatment plan. |
| Oral communication skills to: | <ul style="list-style-type: none">• consult with, inform and reassure clients throughout treatment process• respond to client questions and provide information to client throughout treatment process. |
| Numeracy skills to: | <ul style="list-style-type: none">• calculate and modify equipment settings. |
| UNIT MAPPING INFORMATION | No equivalent unit |
| LINKS | Companion Volume Implementation Guide |

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| TITLE | Assessment Requirements for SHBBHRS007 Provide laser hair reduction treatments |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • safely provide laser treatments to at least three different clients, each with different Fitzpatrick skin types, that cumulatively cover the following body areas (18 treatments in total): <ul style="list-style-type: none"> ◦ back and neck ◦ Brazilian ◦ chest ◦ facial area ◦ legs or arms ◦ underarm • complete at least one of the above 18 treatments on a Fitzpatrick skin type 5 or 6 • for each of the above laser treatments: <ul style="list-style-type: none"> ◦ adjust and modify treatment programs in response to client reaction to treatment ◦ correctly set-up, operate and pack down equipment ◦ provide pre and post-treatment advice to clients ◦ complete and store client records and workplace documentation ◦ consult, advise and reassure clients at all stages in treatment • during treatments, consistently follow workplace policies and procedures, non-ionising radiation safety protection plan and relevant state or territory laws, codes and guidelines related to the safe use of laser for hair reduction. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • current local, state or territory health legislation, regulation and industry standards and guidelines relevant to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ non-ionising radiation protection ◦ skin penetration ◦ work health and safety • practitioner's legal and insurance liabilities and responsibilities for laser treatment: <ul style="list-style-type: none"> ◦ role and importance of indemnity insurance ◦ potential risks, liabilities and consequences of non-coverage • responsibilities of practitioner and client related to safe and responsible laser hair reduction treatments • workplace policies and procedures related to laser hair reduction treatments, including those for treatment of minors • workplace non-ionising radiation safety protection plan • types of laser equipment commonly used within industry and accepted by industry standards, their recommended use and application |

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| | <ul style="list-style-type: none"> • factors impacting client suitability for laser treatments and their associated risks, benefits and required action • typical features and skin tanning response of each of the six Fitzpatrick skin types and their relationship to laser hair reduction treatments • hair growth patterns and effect on laser hair reduction on hair growth • anatomy and physiology of the skin and skin structures as related to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ normal process of skin ageing and structural change ◦ normal skin response to irritation and trauma ◦ scars, including hypertrophic and keloid origin and evolution, and abnormal scar tissue ◦ causes of skin damage ◦ effects of laser treatments on physical structure of the skin ◦ wound healing in different skin types and locations ◦ tissue interaction with laser hair reduction treatments ◦ chromophores ◦ melanin absorption • contraindications and their relationship to laser hair reduction treatments: <ul style="list-style-type: none"> ◦ pre-treatment sun exposure ◦ artificially tanned skin ◦ pregnancy ◦ herbal remedies ◦ active herpes simplex ◦ active impetigo ◦ active eczema ◦ active acne ◦ photo-sensitive medication ◦ hypertrophic and keloid scars ◦ artificial pigment in the treatment area ◦ psoriasis in the treatment area ◦ certain circulatory conditions ◦ inappropriate hair type and colour • for the above listed contraindications: <ul style="list-style-type: none"> ◦ appearance and identification ◦ required action and treatment precautions ◦ instances where treatment should not occur ◦ instances where recommendation to seek advice of other professionals should be provided • medical contraindications, their relationship to laser hair reduction treatments, and required action and treatment precautions: <ul style="list-style-type: none"> ◦ conditions already being treated by a general practitioner, dermatologist or skin therapist ◦ medical oedema ◦ recent surgery ◦ diabetes ◦ asthma ◦ epilepsy |
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| | <ul style="list-style-type: none"> • effects of laser hair reduction treatments and appropriate responses and control measures: <ul style="list-style-type: none"> ◦ paradoxical increased hair growth ◦ temporary heat ◦ temporary localised pain ◦ erythema • causes of, appearance and management of specific treatment reactions and adverse effects: <ul style="list-style-type: none"> ◦ hypopigmentation ◦ hyperpigmentation ◦ blistering ◦ scarring and textural changes ◦ perifollicular oedema ◦ perifollicular erythema ◦ infections of the hair follicle ◦ burns to skin • factors affecting treatments, their effect and appropriate responses: <ul style="list-style-type: none"> ◦ test shot skin reaction ◦ skin healing ◦ skin reaction ◦ follicle distribution ◦ areas treated ◦ extent of area to be treated ◦ hypertrophic and keloid scarring ◦ outcomes of previous treatments ◦ pain tolerance ◦ wound healing • post-treatment care procedures: <ul style="list-style-type: none"> ◦ low-frequency laser ◦ healing products ◦ cooling products: <ul style="list-style-type: none"> - cold compress - cryogen sprays - cold gels • client post-treatment care requirements: <ul style="list-style-type: none"> ◦ post-treatment care and advice for the treatment area ◦ post treatment precautions related to: <ul style="list-style-type: none"> - tweezing - waxing - bleaching - sunbathing - solarium treatments - use of depilatory creams - electrolysis - use of self-tanning products • treatment evaluation strategies: <ul style="list-style-type: none"> ◦ discussing and reviewing response to treatment ◦ taking photographs of treatment area before and after each session, as required ◦ reviewing achievement of treatment goals ◦ monitoring time frame for achievement of treatment goals |
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| | <ul style="list-style-type: none"> • key features, uses, benefits and limitations of the following laser equipment types: <ul style="list-style-type: none"> ◦ long pulsed alexandrite ◦ long pulsed Nd:Yag ◦ diode • treatment settings and their application in laser hair reduction treatments: <ul style="list-style-type: none"> ◦ wavelengths ◦ pulse duration ◦ energy settings (fluence) ◦ treatment duration. |
| <p>ASSESSMENT CONDITIONS</p> | <p>Skills must be demonstrated in a simulated laser hair reduction clinical workplace environment set up for the purposes of assessment.</p> <p>Assessment must be directly observed, in person, for the total duration of each laser treatment, by assessors who meet the assessor requirements outlined below.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • documentation relevant to providing laser hair reduction treatments: <ul style="list-style-type: none"> ◦ workplace policies and procedures for laser use ◦ non-ionising radiation safety protection plan ◦ current safety and environmental standards, guidelines regarding laser safety ◦ client consent and consultation forms ◦ treatment log book ◦ post-care forms • laser equipment which: <ul style="list-style-type: none"> ◦ when energised, can emit an amount of non-ionising radiation higher than accessible limit for a Class 3B laser for the relevant period stated in, and measured in accordance with, the laser standard AS2211 (a Class 4 laser) ◦ which can treat Fitzpatrick skin types one to six ◦ is registered for purpose on the Australian Register of Therapeutic Goods ◦ complies with Safety of laser products equipment classification and requirements AS/NZS IEC 60825.1:2014 • laser clinical treatment environment that includes: <ul style="list-style-type: none"> ◦ as per relevant state or territory legislation either, or both, of the following: <ul style="list-style-type: none"> - a radiation warning sign - an illuminated light above door ◦ non-flammable screens fitted inside windows to protect a person outside the window from non-ionising radiation levels greater than maximum permissible exposure from radiation ◦ ventilation designed to ensure that airborne hazards are not passed downstream in air handling and exhaust system ◦ fire extinguishing equipment |

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| | <ul style="list-style-type: none"> ◦ sufficient, clinical lighting ◦ eye protection equipment for practitioner and clients compliant with AS/NZS 1336:2014 ◦ disposable masks ◦ disposable gloves ◦ skin grid pencils ◦ handwashing basin ◦ cooling post-treatment products ◦ antibacterial cleaning products ◦ client skin wipes ◦ real people with different Fitzpatrick skin types seeking hair reduction treatments on different areas of the face and body • activities that reflect industry practice and allow the individual to work with commercial timing and productivity to complete client treatments within designated timeframes. <p>Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors, and:</p> <ul style="list-style-type: none"> • have at least three years' experience in operating laser equipment. |
| LINKS | Companion Volume Implementation Guide |

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| UNIT CODE | SHBBHRS008 |
| UNIT TITLE | Design intense pulsed light hair reduction treatment programs |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to design intense pulsed light (IPL) hair reduction treatment programs to reduce unwanted hair on the face and body. It requires the ability to consult with clients, determine client suitability for IPL hair reduction treatments and design treatment programs based on client needs.</p> <p>This unit applies to IPL practitioners working in a diverse range of beauty industry sectors and business contexts who design staged treatment programs for multiple treatments that will safely achieve optimal hair reduction outcomes for the client. These individuals operate independently, under limited supervision of others and within established organisational policies and procedures.</p> <p>The unit reflects the safety guidelines, for a broad range of clinical IPL dermal applications, expressed in the following Australian and New Zealand Standards, current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS 1336:2014 Eye and face protection - Guidelines. <p>The use of intense pulsed light is subject to legislation, regulation and licensing in some Australian states and territories.</p> |
| PREREQUISITE UNIT | SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| COMPETENCY FIELD | Hair Reduction Services |
| UNIT SECTOR | Beauty |
| ELEMENTS | PERFORMANCE CRITERIA |
| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Consult with client on hair reduction requirements. | <p>1.1. Determine, through discussion and questioning, client hair reduction requirements and preferences, and administer client consultation form.</p> <p>1.2. Review client medical and treatment history to identify factors impacting or prohibiting suitability for treatment.</p> <p>1.3. Use diagnostic tools and observation techniques to determine client Fitzpatrick skin type and characteristics.</p> <p>1.4. Discuss treatment suitability, options and limitations with client.</p> <p>1.5. Advise client on treatment procedure, outcomes, and possible effects and after care.</p> <p>1.6. Encourage client questions and check client understanding of treatment procedure, outcomes, and possible effects and self-care.</p> |

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| <p>2. Determine contraindications to treatment.</p> | <p>2.1. Consult with and visually observe client to identify and determine impact of contraindications. 2.2. Determine non-medical precautions for non-medical contraindications and explain to client. 2.3. Advise client to seek and provide signed proof of medical release for medical contraindications and medical precautions prior to treatment.</p> |
| <p>3. Prepare self and client for patch test.</p> | <p>3.1. Check treatment environment is correctly organised and free from safety risks and hazards. 3.2. Confirm completion of risk assessment and equipment checks and take any required corrective action. 3.3. Set up equipment and check to ensure correct functioning as per manufacturer instructions and safe practice protocols. 3.4. Cleanse and prepare treatment area and sanitise equipment prior to use on client. 3.5. Instruct client to prepare for patch testing, check client comfort and make any required adjustments to ensure client comfort. 3.6. Identify jewellery worn by self and client and remove, or where not removable, tape according to workplace procedures. 3.7. Fit and adjust personal protective equipment, including eye protection, to self, client and others who may be present during treatment. 3.8. Explain patch test process and likely sensations to client to ensure client comfort. 3.9. Select and prepare patch test area within proposed treatment area.</p> |
| <p>4. Complete patch test.</p> | <p>4.1. Follow workplace policies and procedures, non-ionising radiation safety plan and legislative requirements to complete intense pulsed light patch test. 4.2. Select energy settings (fluence) based on client consultation and apply a small number of pulses to test area. 4.3. Record energy settings and observe immediate reactions looking for an end point to assist in designing safe and effective treatment. 4.4. Identify and respond immediately to adverse reactions by stopping treatment and explaining reason for stoppage to client. 4.5. Select and apply post-treatment skin cooling products according to client reaction to patch test. 4.6. Wait length of time specified in organisational policy, and observe and record skin response.</p> |
| <p>5. Design treatment program.</p> | <p>5.1. Determine appropriate treatment type and program according to outcomes of client consultation and patch test, and within safe practice protocols. 5.2. Discuss proposed treatment program, expected results and risks with client. 5.3. Communicate pre-treatment and post-treatment precautions and care, and ask questions to confirm client understanding.</p> |

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| | <p>5.4. Discuss role and responsibilities of the practitioner and the client and gain client agreement to client responsibilities.</p> <p>5.5. Identify need for and take and store photographs of hair reduction pre-treatment area according to workplace policies and procedures.</p> <p>5.6. Discuss and select treatment evaluation strategies with client.</p> <p>5.7. Finalise and document treatment program and gain signed client consent.</p> |
| FOUNDATION SKILLS | |
| <i>Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.</i> | |
| SKILLS | DESCRIPTION |
| Reading skills to: | <ul style="list-style-type: none"> • interpret both familiar and unfamiliar, and sometimes complex documents: <ul style="list-style-type: none"> ◦ workplace policies and procedures ◦ non-ionising radiation safety protection plan ◦ materials describing industry standards and regulatory requirements of intense pulsed light hair reduction ◦ manufacturer instructions for the safe use, maintenance and storage of intense pulsed light equipment. |
| Writing skills to: | <ul style="list-style-type: none"> • clearly and correctly document client treatment programs. |
| Oral communications skills to: | <ul style="list-style-type: none"> • respond to client questions and provide information to client throughout consultation process. |
| Numeracy skills to: | <ul style="list-style-type: none"> • calculate treatment parameters for use in treatment session. |
| Problem-solving skills to: | <ul style="list-style-type: none"> • respond to contraindications and adverse effects to minimise risk and ensure client safety. |
| UNIT MAPPING INFORMATION | No equivalent unit. |
| LINKS | Companion Volume Implementation Guide |

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| TITLE | Assessment Requirements for SHBBHRS008 Design intense pulsed light hair reduction treatment programs |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • consult with at least three different clients, each with different Fitzpatrick skin types and hair reduction needs • for each client, complete patch tests on each body area proposed for hair reduction, and evaluate results • design and document a staged intense pulsed treatment program for each of the above clients and cumulatively develop programs for the following body areas: <ul style="list-style-type: none"> ◦ back and neck ◦ Brazilian ◦ chest ◦ facial area ◦ arms or legs ◦ underarm • record information obtained through all client consultation, observation and patch testing; as specified in the Knowledge Evidence • during all consultations and patch tests, consistently follow workplace policies and procedures, non-ionising radiation safety protection plan and relevant state or territory laws, codes and guidelines related to the use of intense pulsed light for hair reduction. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • current local, state or territory health legislation, regulation and industry standards and guidelines relevant to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ non-ionising radiation protection ◦ skin penetration ◦ work health and safety • practitioner's legal and insurance liabilities and responsibilities for intense pulsed light treatment: <ul style="list-style-type: none"> ◦ role and importance of indemnity insurance ◦ potential risks, liabilities and consequences of non-coverage • responsibilities of practitioner and client related to safe and responsible intense pulsed light hair reduction treatments • workplace policies and procedures related to intense pulsed light hair reduction treatments, including those for treating minors • workplace non-ionising radiation safety protection plan • information to be obtained and recorded during client consultation and observation: <ul style="list-style-type: none"> ◦ client details ◦ consent from parent or guardian for treatment of minors, when required ◦ client needs and expectations ◦ consent for collection of personal information and photographic content, when required |

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| | <ul style="list-style-type: none"> ◦ family history of skin cancer ◦ medical history, conditions, allergies and medications ◦ treatment history ◦ presence of tattoos and other artificial pigment ◦ vitamins and supplements ◦ sun exposure and reactions ◦ treatment area ◦ Fitzpatrick skin type ◦ skin characteristics and condition ◦ hair characteristics ◦ treatment types and equipment settings ◦ signed client informed consent for treatment ◦ signed medical release, when required ◦ pre-treatment photographs, when required ◦ patch test results ● information to be provided during client consultation and observation <ul style="list-style-type: none"> ◦ self-care instructions and precautions ◦ likely results and effects ◦ risks ◦ information to manage client expectations ◦ a workplace pre-treatment handout to the client ● types of intense pulsed light equipment commonly used within industry and accepted by industry standards, their recommended use and application ● types of equipment used in hair reduction and their actions on pigmented hair and on skin ● diagnostic equipment and tools ● principles of light energy and how it interacts with skin and hair ● factors impacting client suitability for intense pulsed light treatments and their associated risks, benefits and required action ● client characteristics and their relationship to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ Fitzpatrick skin type one to six ◦ hair colour: <ul style="list-style-type: none"> - dark - medium - pale ◦ hair type: <ul style="list-style-type: none"> - lanugo, vellus, terminal - ingrown ◦ skin type: <ul style="list-style-type: none"> - dry/alipid/lipid dry - oily/lipid - diffused red ◦ difference between male and female skin and hair types ◦ specific hair reduction treatment areas ◦ pain tolerance ◦ heat tolerance ◦ medical history: |
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| | <ul style="list-style-type: none"> - existing medical conditions - previous medical conditions - medications • six Fitzpatrick skin types: <ul style="list-style-type: none"> ◦ apparent versus underlying skin type ◦ appearance and identification ◦ features ◦ responses to tanning • hair structure and growth: <ul style="list-style-type: none"> ◦ factors affecting hair growth: <ul style="list-style-type: none"> - hormonal: <ol style="list-style-type: none"> (1) topical (2) systemic - exposure to sunlight - heredity - drugs and chemicals ◦ hair growth patterns and cycle and impact of intense pulsed light hair reduction treatments ◦ histology of hair • factors which can stimulate hair growth and areas which may be affected: <ul style="list-style-type: none"> ◦ hormones ◦ illness ◦ medications • anatomy and physiology of the skin and skin structures as related to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ normal process of skin ageing and structural change ◦ normal skin response to irritation and trauma ◦ scars, including hypertrophic and keloid, their origin and evolution, and abnormal scar tissue ◦ causes of skin damage ◦ effects of intense pulsed light treatments on physical structure of the skin ◦ wound healing in different skin types and locations ◦ tissue interaction with IPL hair reduction treatments ◦ chromophores ◦ melanin absorption • contraindications and their relationship to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ pre-treatment sun exposure ◦ artificially tanned skin ◦ pregnancy ◦ some herbal remedies ◦ active herpes simplex ◦ active impetigo ◦ active eczema ◦ active acne ◦ photo-sensitive medication ◦ hypertrophic and keloid scars ◦ artificial pigment in the treatment area ◦ psoriasis in the treatment area ◦ certain circulatory conditions ◦ inappropriate hair type and colour |
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| | <ul style="list-style-type: none"> • for the above listed contraindications: <ul style="list-style-type: none"> ◦ appearance and identification ◦ required action and treatment precautions ◦ instances where treatment should not occur ◦ instances where recommendation to seek advice of other professionals should be provided • appearance of pigmented skin lesions and referral to medical professionals • medical contraindications, their relationship to intense pulsed light hair reduction treatments, and required action and treatment precautions: <ul style="list-style-type: none"> ◦ conditions already being treated by a general practitioner, dermatologist or skin therapist ◦ medical oedema ◦ recent surgery ◦ diabetes ◦ asthma ◦ epilepsy • effects of intense pulsed light hair reduction treatments and associated responses and control measures: <ul style="list-style-type: none"> ◦ paradoxical increased hair growth ◦ temporary heat ◦ temporary localised pain ◦ erythema • causes of, appearance and management of specific treatment reactions or adverse effects: <ul style="list-style-type: none"> ◦ hypopigmentation ◦ hyperpigmentation ◦ blistering ◦ scarring and textural changes ◦ perifollicular oedema ◦ perifollicular erythema ◦ infections of the hair follicle ◦ burns to skin • factors impacting treatment planning, their effect and appropriate responses: <ul style="list-style-type: none"> ◦ body temperature ◦ patch test results ◦ skin healing ◦ skin reaction ◦ follicle distribution ◦ areas treated ◦ extent of area to be treated ◦ hypertrophic and keloid scarring ◦ outcomes of previous treatments ◦ pain tolerance ◦ wound healing • client post-treatment care requirements: <ul style="list-style-type: none"> ◦ avoidance of: <ul style="list-style-type: none"> - sun exposure - topical tanning agents - chlorine found in spas and pools - picking abrasions |
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| | <ul style="list-style-type: none"> - other phototherapy concurrent with an intense pulsed light hair reduction treatment program - activity that raises body temperature o application of sunscreen to treatment area o post-treatment care and advice for the treatment area o precautions related to: <ul style="list-style-type: none"> - tweezing - waxing - bleaching - sunbathing - solarium treatments - use of depilatory creams - electrolysis - use of self-tanning products • post-treatment care procedures: <ul style="list-style-type: none"> o healing products o cooling products: <ul style="list-style-type: none"> - cold compress - cryogen sprays - cold gels • use of light-emitting diodes (LED) in treating adverse effects • patch test evaluation strategies: <ul style="list-style-type: none"> o discussing and reviewing response to treatment o taking photographs of treatment area before and after treatment o reviewing achievement of treatment goals o monitoring time frame for achievement of treatment goals • key inclusions of a treatment program: <ul style="list-style-type: none"> o treatment area o follicle type and distribution o hair type o planned treatment parameters based on patch test results: <ul style="list-style-type: none"> - wavelengths to be used - pulse duration - energy settings (fluence) - treatment duration o products o equipment o follow-up procedures o after care advice and precautions o observed contraindications o relevant medical history and medications o signed medical release o outcomes of previous temporary and permanent hair reduction treatments o before and after photographs, and when they are required o client consent. |
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| <p>ASSESSMENT CONDITIONS</p> | <p>Skills must be demonstrated in a simulated intense pulsed light hair reduction clinical workplace environment set up for the purposes of assessment.</p> <p>Assessment must be directly observed, in person, for the total duration of each intense pulsed light client consultation and patch test, by assessors who meet the assessor requirements outlined below.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • documentation relevant to designing intense pulsed light hair reduction treatment programs: <ul style="list-style-type: none"> ◦ workplace policies and procedures ◦ workplace reporting documentation and templates ◦ treatment program templates ◦ current safety standards and guidelines ◦ key aspects of federal, state or territory, and local acts and regulations relating to use of intense pulsed light for hair reduction ◦ non-ionising radiation safety protection plan • intense pulsed light equipment which: <ul style="list-style-type: none"> ◦ when energised, can emit an amount of non-ionising radiation higher than accessible limit for a Class 3B laser for the relevant period stated in, and measured in accordance with, the laser standard AS2211 (a Class 4 laser or equivalent in the case of IPL) ◦ is registered for purpose on the Australian Register of Therapeutic Goods ◦ has the following characteristics: <ul style="list-style-type: none"> - programmable - manual - multiple pulsed shots - single pulsed shots - appropriate cooling delivery systems - multiple filters • intense pulsed light clinical treatment environment that includes: <ul style="list-style-type: none"> ◦ as per relevant state or territory legislation either, or both, of the following: <ul style="list-style-type: none"> - a radiation warning sign - an illuminated light above door ◦ non-flammable screens fitted inside windows to protect a person outside the window from non-ionising radiation levels greater than maximum permissible exposure from radiation ◦ ventilation designed to ensure that airborne hazards are not passed downstream in air handling and exhaust system ◦ fire extinguishing equipment ◦ eye protection equipment for practitioners and clients compliant with AS/NZS 1336:2014 ◦ disposable masks ◦ disposable gloves ◦ sufficient, clinical lighting |
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| | <ul style="list-style-type: none"> ◦ cooling post-treatment products ◦ real people with different Fitzpatrick skin types seeking hair reduction treatments on different areas of the face and body • activities that reflect industry practice and allow the individual to work with commercial timing and productivity to complete client consultations within designated timeframes. <p>Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors, and:</p> <ul style="list-style-type: none"> • have at least three years' experience in operating intense pulled light equipment. |
| LINKS | Companion Volume Implementation Guide |

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| UNIT CODE | SHBBHRS009 |
| UNIT TITLE | Provide intense pulsed light hair reduction treatments |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to safely provide intense pulsed light (IPL) hair reduction treatments to reduce unwanted hair on the face and body. It requires the ability to follow an agreed treatment program, monitor and modify treatments in response the client's skin and hair reactions, and assess treatment results.</p> <p>This unit applies to IPL practitioners working in a diverse range of beauty industry sectors and business contexts who provide hair reduction treatments. These individuals operate independently, under limited supervision of others and within established organisational policies and procedures.</p> <p>The unit reflects the safety guidelines, for a broad range of IPL dermal applications, expressed in the following Australian and New Zealand Standards, current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS 1336:2014 Eye and face protection - Guidelines. <p>The use of IPL is subject to legislation, regulation and licensing in some Australian States and Territories.</p> |
| PREREQUISITE UNIT | SHBBHRS005 Identify and control safety risks for intense pulsed light and laser hair reduction treatments |
| COMPETENCY FIELD | Hair Reduction Services |
| UNIT SECTOR | Beauty |
| ELEMENTS | PERFORMANCE CRITERIA |
| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Prepare treatment environment and equipment. | <p>1.1. Access and review agreed client treatment program to determine requirements for individual treatment.</p> <p>1.2. Check that treatment environment is correctly organised and free from safety risks and hazards.</p> <p>1.3. Confirm completion of risk assessment and equipment checks and take any required corrective action.</p> <p>1.4. Set up equipment and check to ensure correct functioning as per manufacturer instructions and safe practice protocols.</p> <p>1.5. Cleanse and prepare treatment area and sanitise equipment prior to use on client.</p> <p>1.6. Complete required workplace and pre-treatment documentation required for treatment environment and equipment preparation.</p> |
| 2. Prepare self and client. | <p>2.1. Identify need for and receive signed medical approval to proceed with treatment from client.</p> <p>2.2. Confirm treatment program with client.</p> |

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| | <p>2.3. Determine, through discussion and questioning, changes to client medical history and contraindications arising since time of treatment program development.</p> <p>2.4. Adjust treatment program to reflect identified changes and obtain signed client consent for adjusted treatment program.</p> <p>2.5. Explain treatment process to client and likely sensations to client to ensure client comfort.</p> <p>2.6. Identify jewellery worn by self and client and remove, or where not removable, tape according to workplace procedures.</p> <p>2.7. Fit and adjust personal protective equipment, including eye protection, to self, client and others who may be present during treatment.</p> |
| <p>3. Provide intense pulsed light treatment.</p> | <p>3.1. Follow workplace policies and procedures, non-ionising radiation safety plan and legislative requirements to apply intense pulsed light according to treatment program.</p> <p>3.2. Identify requirement for coupling gel and apply ensuring minimum wastage.</p> <p>3.3. Perform a test shot on treatment area, observe immediate skin reaction and level of client discomfort, and adjust equipment settings in preparation for treatment.</p> <p>3.4. Commence treatment on areas of least pain sensitivity.</p> <p>3.5. Work sequentially on treatment area, avoiding repeat treatment on area immediately after first shot.</p> <p>3.6. Monitor client reaction to treatment and pain tolerance continuously and adjust equipment settings to minimise client discomfort.</p> <p>3.7. Identify potential and actual hazards and assess risks throughout treatment and take action to minimise risk to self and client.</p> <p>3.8. Identify and respond immediately to adverse reactions by stopping treatment and explaining reason for stoppage to client.</p> <p>3.9. Identify need for and take and store photographs of hair reduction treatment area according to workplace policies and procedures.</p> <p>3.10. Turn off equipment and remove coupling gel at completion of treatment.</p> |
| <p>4. Provide post-treatment care and advice.</p> | <p>4.1. Select and apply post-treatment skin cooling products according to treatment plan and client reaction to treatment.</p> <p>4.2. Advise client on post-treatment and self-care and ask questions to confirm client understanding.</p> <p>4.3. Advise client on client care and precautionary requirements for period leading up to next treatment</p> <p>4.4. Record treatment and adjust treatment plan to reflect treatment and outcomes.</p> <p>4.5. Complete post treatment documentation according to workplace procedures.</p> <p>4.6. Initiate follow-up to check for post-treatment complications and adverse effects according to workplace procedures.</p> |

FOUNDATION SKILLS

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

| SKILLS | DESCRIPTION |
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| Reading skills to: | <ul style="list-style-type: none">• interpret both familiar and unfamiliar, and sometimes complex documents:<ul style="list-style-type: none">◦ client treatment programs◦ client records◦ workplace policies and procedures◦ non-ionising radiation safety protection plan◦ materials describing industry standards and regulatory requirements of intense pulsed light hair reduction◦ manufacturer instructions for the safe use, maintenance and storage of intense pulsed light equipment. |
| Writing skills to: | <ul style="list-style-type: none">• clearly and legibly make amendments to treatment plan. |
| Oral communications skills to: | <ul style="list-style-type: none">• consult with, inform and reassure clients throughout treatment process• respond to client questions and provide information to client throughout treatment process. |
| Numeracy skills to: | <ul style="list-style-type: none">• calculate and modify equipment settings. |
| UNIT MAPPING INFORMATION | No equivalent unit |
| LINKS | Companion Volume Implementation Guide |

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| TITLE | Assessment Requirements for SHBBHRS009 Provide intense pulsed light hair reduction treatments |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • safely provide intense pulsed light treatments to at least three different clients, each with different Fitzpatrick skin types, that cumulatively cover the following body areas (18 treatments in total): <ul style="list-style-type: none"> ◦ back and neck ◦ Brazilian ◦ chest ◦ facial area ◦ legs or arms ◦ underarm • for each of the above intense pulsed light treatments: <ul style="list-style-type: none"> ◦ adjust and modify treatment programs in response to client reaction to treatment ◦ correctly set-up, operate and pack down equipment ◦ provide pre and post-treatment advice to clients ◦ complete and store client records and workplace documentation ◦ consult, advise and reassure clients at all stages in treatment • during treatments, consistently follow workplace policies and procedures, non-ionising radiation safety protection plan and relevant state or territory laws, codes and guidelines related to the safe use of intense pulsed light for hair reduction. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • current local, state or territory health legislation, regulation and industry standards and guidelines as relevant to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ non-ionising radiation protection ◦ skin penetration ◦ work health and safety • practitioner's legal and insurance liabilities and responsibilities for intense pulsed light treatment: <ul style="list-style-type: none"> ◦ role and importance of indemnity insurance ◦ potential risks, liabilities and consequences of non-coverage • responsibilities of practitioner and client related to safe and responsible intense pulsed light hair reduction treatments • workplace policies and procedures related to intense pulsed light hair reduction treatments, including those for treatment of minors • workplace non-ionising radiation safety protection plan • types of intense pulsed light equipment commonly used within industry and accepted by industry standards, their recommended use and application • factors impacting client suitability for intense pulsed light and their associated risks, benefits and required action |

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| | <ul style="list-style-type: none"> • typical features and skin tanning response of each of the six Fitzpatrick skin types and their relationship to intense pulsed light hair reduction treatments • hair growth patterns and effect on intense pulsed light hair reduction on hair growth • anatomy and physiology of the skin and skin structures as related to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ normal process of skin ageing and structural change ◦ normal skin response to irritation and trauma ◦ scars, including hypertrophic and keloid, their origin and evolution, and abnormal scar tissue ◦ causes of skin damage ◦ effects of intense pulsed light treatments on physical structure of the skin ◦ wound healing in different skin types and locations ◦ tissue interaction with intense pulsed light hair reduction treatments ◦ chromophores ◦ melanin absorption ◦ tanning issues • contraindications and their relationship to intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ pre-treatment sun exposure ◦ artificially tanned skin ◦ pregnancy ◦ herbal remedies ◦ active herpes simplex ◦ active impetigo ◦ active eczema ◦ active acne ◦ photo-sensitive medication ◦ hypertrophic and keloid scars ◦ artificial pigment in the treatment area ◦ psoriasis in the treatment area ◦ certain circulatory conditions ◦ inappropriate hair type and colour • for the above listed contraindications: <ul style="list-style-type: none"> ◦ appearance and identification ◦ required action and treatment precautions ◦ instances where treatment should not occur ◦ instances where recommendation to seek advice of other professionals should be provided • medical contraindications, their relationship to intense pulsed light hair reduction treatments, and required action and treatment precautions: <ul style="list-style-type: none"> ◦ conditions already being treated by a general practitioner, dermatologist or skin therapist ◦ medical oedema ◦ recent surgery ◦ diabetes ◦ asthma ◦ epilepsy |
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| | <ul style="list-style-type: none"> • effects of intense pulsed light hair reduction treatments and appropriate responses and control measures: <ul style="list-style-type: none"> ◦ paradoxical increased hair growth ◦ temporary heat ◦ temporary localised pain ◦ erythema • causes of, appearance and management of specific treatment reactions and adverse effects: <ul style="list-style-type: none"> ◦ hypopigmentation ◦ hyperpigmentation ◦ blistering ◦ scarring and textural changes ◦ perifollicular oedema ◦ perifollicular erythema ◦ infections of the hair follicle ◦ burns to skin • factors affecting treatments, their effect and appropriate responses: <ul style="list-style-type: none"> ◦ test shot skin reaction ◦ skin healing ◦ skin reaction ◦ follicle distribution ◦ areas treated ◦ extent of area to be treated ◦ hypertrophic and keloid scarring ◦ outcomes of previous treatments ◦ pain tolerance ◦ wound healing • post-treatment care procedures: <ul style="list-style-type: none"> ◦ healing products ◦ cooling products: <ul style="list-style-type: none"> - cold compress - cryogen sprays - cold gels • client post-treatment care requirements <ul style="list-style-type: none"> ◦ post-treatment care and advice for the treatment area ◦ post-treatment precautions related to: <ul style="list-style-type: none"> - tweezing - waxing - bleaching - sunbathing - solarium treatments - use of depilatory creams - electrolysis - use of self-tanning products • treatment evaluation strategies: <ul style="list-style-type: none"> ◦ discussing and reviewing response to treatment ◦ taking photographs of treatment area before and after each session, as required ◦ reviewing achievement of treatment goals ◦ monitoring time frame for achievement of treatment goals |
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| | <ul style="list-style-type: none"> ◦ key features, uses, benefits and limitations of intense pulsed light equipment types: • intense pulsed light equipment control panel features: <ul style="list-style-type: none"> ◦ power settings ◦ pulse settings ◦ time settings ◦ emergency controls ◦ delivery systems ◦ ionising and non-ionising radiation • treatment settings and their application in intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ wavelengths ◦ pulse duration ◦ energy settings (fluence) ◦ treatment duration. |
| ASSESSMENT CONDITIONS | <p>Skills must be demonstrated in a simulated intense pulsed light hair reduction clinical workplace environment set up for the purposes of assessment.</p> <p>Assessment must be directly observed, in person, for the total duration of each intense pulsed light treatment, by assessors who meet the assessor requirements outlined below.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • documentation relating to providing intense pulsed light hair reduction treatments: <ul style="list-style-type: none"> ◦ workplace policies and procedures for intense pulsed light use ◦ non-ionising radiation safety protection plan ◦ current safety and environmental standards, guidelines regarding intense pulsed light safety ◦ client consent and consultation forms ◦ treatment log book ◦ post-care forms • intense pulsed light equipment which: <ul style="list-style-type: none"> ◦ when energised, can emit an amount of non-ionising radiation higher than accessible limit for a Class 3B laser for the relevant period stated in, and measured in accordance with, the laser standard AS2211 (a Class 4 laser or equivalent in the case of IPL) ◦ is registered for purpose on the Australian Register of Therapeutic Goods ◦ has the following characteristics: <ul style="list-style-type: none"> - programmable - manual - multiple pulsed shots - single pulsed shots - appropriate cooling delivery systems - multiple filters • intense pulsed light clinical treatment environment that includes: <ul style="list-style-type: none"> ◦ as per relevant state or territory legislation either, or both, of the following: <ul style="list-style-type: none"> - a radiation warning sign |

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| | <ul style="list-style-type: none"> - an illuminated light above door ◦ non-flammable screens fitted inside windows to protect a person outside the window from non-ionising radiation levels greater than maximum permissible exposure from radiation ◦ ventilation designed to ensure that airborne hazards are not passed downstream in air handling and exhaust system ◦ fire extinguishing equipment ◦ sufficient, clinical lighting ◦ eye protection equipment for practitioner and clients compliant with AS/NZS 1336:2014 ◦ disposable masks ◦ disposable gloves ◦ skin grid pencils ◦ handwashing basin ◦ cooling post-treatment products ◦ antibacterial cleaning products ◦ client skin wipes ◦ real people with different Fitzpatrick skin types seeking hair reduction treatments on different areas of the face and body • activities that reflect industry practice and allow the individual to work with commercial timing and productivity to complete client treatments within designated timeframes. <p>Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors, and:</p> <ul style="list-style-type: none"> • have at least three years' experience in operating intense pulled light equipment. |
| LINKS | Companion Volume Implementation Guide |

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| UNIT CODE | SHBBRES002 |
| UNIT TITLE | Investigate developments in cosmetic treatments using light and laser systems |
| APPLICATION | <p>This unit describes the performance outcomes, skills and knowledge required to investigate developments in the use of intense pulsed light and laser for hair reduction. It requires the ability to complete research, critically analyse findings and identify opportunities for improved treatment practice.</p> <p>This unit applies to practitioners working in a diverse range of beauty industry sectors and business contexts where intense pulsed light and/or laser equipment is used to provide hair reduction treatments. These individuals operate independently, under limited supervision of others and within established organisational policies and procedures.</p> <p>No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.</p> |
| PREREQUISITE UNIT | Nil |
| COMPETENCY FIELD | Research |
| UNIT SECTOR | Beauty |
| ELEMENTS | PERFORMANCE CRITERIA |
| <i>Elements describe the essential outcomes</i> | <i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i> |
| 1. Conduct research. | <p>1.1. Research local and global trends and developments in intense pulsed light and laser treatments using formal and informal research methods.</p> <p>1.2. Research and identify technological advancements in intense pulsed light and laser equipment and treatment delivery.</p> <p>1.3. Access and review credible sources of formalised research and professional literature regarding the theory and practice of intense pulsed light and laser use for hair reduction.</p> <p>1.4. Research changes to, and ensure compliance with, federal, state or local legislative and licencing requirements related to the cosmetic application of light and laser systems.</p> |
| 2. Evaluate suppliers. | <p>2.1. Access and review existing and potential supplier information and claims to determine supplier ability to provide safe, effective and reliable products and equipment.</p> <p>2.2. Cross-reference supplier claims, research and advertising to ensure they are supported by substantiated and credible research findings.</p> <p>2.3. Access and review information regarding supplier training and technical support available.</p> <p>2.4. Source and interpret supplier reviews and feedback to inform sourcing of products and equipment.</p> |

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| 3. Review findings. | <p>3.1. Evaluate and compare emerging treatments, protocols and ideas to identify benefits, limitations and risks in intense pulsed light and laser treatment advancements.</p> <p>3.2. Critically analyse benefits, limitations and risk of advancements in equipment and treatment delivery.</p> <p>3.3. Assess commercial opportunities related to identified trends and technologies and determine viability.</p> |
| FOUNDATION SKILLS | |
| <i>Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.</i> | |
| SKILLS | DESCRIPTION |
| Reading skills to: | <ul style="list-style-type: none"> interpret complex, varied and sometimes unfamiliar information from diverse sources. |
| Numeracy skills to: | <ul style="list-style-type: none"> interpret measurements and statistical information from formal research sources. |
| Initiative and enterprise skills to: | <ul style="list-style-type: none"> use information to challenge and extend own perspectives and ways of thinking. |
| Planning and organising skills to: | <ul style="list-style-type: none"> analysing, critiquing and synthesising complex information sources to develop own positions and ideas. |
| UNIT MAPPING INFORMATION | No equivalent unit. |
| LINKS | Companion Volume Implementation Guide |

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| TITLE | Assessment Requirements for SHBBRES002 Investigate developments in cosmetic treatments using light and laser systems |
| PERFORMANCE EVIDENCE | <p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> • use at least one formal and at least one informal research method to source the following information related to the use of intense pulsed light and/or laser for cosmetic purposes: <ul style="list-style-type: none"> ◦ technological developments ◦ emerging treatment protocols and ideas ◦ current legislation, regulation and licencing requirements impacting the use of intense pulsed light and laser systems ◦ current issues related to the use of intense pulsed light and laser systems ◦ literature regarding theory and practice of intense pulsed light and/or laser ◦ industry suppliers, their product range and claims ◦ professional development opportunities • analyse the above research findings to identify ways to improve current practice by: <ul style="list-style-type: none"> ◦ determining credibility and reliability of information sources ◦ determining compliance with relevant legislation and regulation ◦ identifying suppliers with proven ability to meet industry standards. |
| KNOWLEDGE EVIDENCE | <p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> • research methodologies and current sources of information as relevant to industry: <ul style="list-style-type: none"> ◦ formal research: <ul style="list-style-type: none"> - peer reviewed research - clinical studies ◦ informal research: <ul style="list-style-type: none"> - magazine articles - online sources • how to determine what constitutes quality intense pulsed light and laser products and equipment • techniques to determine credibility and reliability of research and information sources • sources of information on current federal legislation, state or territory Acts and local regulations, and sources of information, as related to cosmetic treatments using intense pulsed light and laser: <ul style="list-style-type: none"> ◦ non-ionising radiation protection ◦ skin penetration ◦ health regulations ◦ work health and safety ◦ licencing requirements ◦ equipment registered for purpose on the Australian Register of Therapeutic Goods |

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| | <ul style="list-style-type: none"> • current and emerging trends, protocols and ideas related to cosmetic treatments using intense pulsed light and laser systems • technological developments related to cosmetic treatments using intense pulsed light and laser systems • benefits and risks associated with adopting trends and emergent technologies • issues and challenges affecting the beauty industry related to intense pulsed light and laser hair reduction. |
| ASSESSMENT CONDITIONS | <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> • the internet • current literature, professional journals and industry magazines. <p>Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors.</p> |
| LINKS | Companion Volume Implementation Guide |