



**The Training Team**  
**Candidate Handbook**  
**2018**

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## INTRODUCTION

Welcome to The Training Team. This Candidate's Handbook has been prepared for candidates enrolling in training programs with The Training Team. It provides essential information that will assist you as a prospective candidate prior to enrolment to make an informed decision regarding enrolment. In this handbook you will find information regarding

- The structure and operations of The Training Team
- Training & assessment services on offer
- Procedures for recognition of prior learning
- Complaints and appeals processes
- Policies regarding safety and discrimination
- Candidate services and the privacy of your information,

### **About the *Standards for Registered Training Organisations 2015***

The standards were endorsed by the Council of Australian Governments (COAG) Industry and Skills Council in 2014.

The Standards are enabled by the *National Vocational Education and Training Regulator Act 2011 (NVR Act)*, which aims to:

- Provide national consistency in regulation of the VET sector, using a standards-based quality framework and a risk-based approach
- Promote quality, flexibility and innovation in VET
- Promote Australia's reputation for VET locally and overseas
- Promote a VET system that meets Australia's social and economic needs
- Protect students undertaking or proposing to undertake VET in Australia
- Ensure access to accurate information regarding the quality of VET.

### **The VET Quality Framework**

These Standards form part of the VET Quality Framework, a system which ensures the integrity of nationally recognised training in Australia. RTOs are required to comply with the VET Quality Framework at all times. As the national regulator for the VET sector, ASQA regulated training providers against the VET Quality Framework.

The VET Quality Framework comprises the

- *Standards for Registered Training Organisations (RTOs) 2015*
- *Australian Qualifications Framework (AQF)*
- Fit and Proper Person Requirements (which as of 2015, are part of the Standards)
- *Financial Viability Risk Assessment Requirements 2011*, an instrument that sets out details of the financial viability risk assessment of registered and applicant training organisations
- *Data Provision Requirements 2012*, an instrument that sets out the requirements for providers in relation to the submission of data to ASQA upon request and submit quality indicator data annually.

### **Purpose of the Standards**

The purpose of the Standards is to:

- Describe the requirements that an organisation must meet in order to be an RTO in Australia
- Ensure that training delivered by RTOs meets industry requirements (as set out in training packages and accredited courses) and has integrity for employment and further study
- Ensure RTOs operate ethically and consider the needs of both students and industry.

The Standards describe outcomes RTOs must achieve, but do not prescribe methods by which RTOs should achieve these outcomes. This allows RTOs to be flexible and innovative in their VET delivery – an acknowledgement that each RTO is different and needs to operate in a way that suits their clients and students. RTOs take many forms, including very large Technical and Further Education (TAFE) institutes and other public providers; enterprise RTOs that are part of larger organisations and only train staff of those organisations; community-based providers; commercial colleges; and many more. These organisations are diverse in size, structure, and governance and in the scope and volume of services they provide. By describing outcomes rather than inputs, the Standards encourage flexibility and innovation while assuring the quality of training.

<b>Standard 1</b>	<b>The RTO's training and assessment strategies and practices are responsive to industry and learner needs and meet the requirements of training packages and VET accredited courses</b>
<b>Standard 2</b>	<b>The operations of the RTO are quality assured</b>
<b>Standard 3</b>	<b>The RTO issues, maintains and accepts AQF certification documentation in accordance with these Standards and provides access to learner records.</b>
<b>Standard 4</b>	<b>Accurate and accessible information about an RTO, its services and performance is available to inform prospective and current learners and clients.</b>
<b>Standard 5</b>	<b>Each learner is properly informed and protected.</b>
<b>Standard 6</b>	<b>Complaints and appeals are recorded, acknowledged and dealt with fairly, efficiently and effectively.</b>
<b>Standard 7</b>	<b>The RTO has effective governance and administration arrangements in place.</b>
<b>Standard 8</b>	<b>The RTO cooperates with the VET Regulator</b>

[Standards for Registered Training Organisations \(RTOs\) 2015](#)

The Training Team is committed to best practice, and is continually seeking improvement in the development and delivery of training programs.

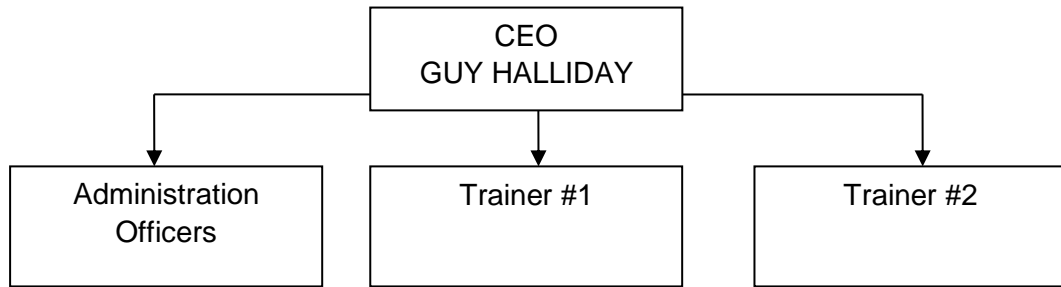
The staff at The Training Team are available to answer any questions that you may have regarding the information in this handbook and can be contacted on

The Policies and Procedures contained in this document are subject to The Policies and Procedures 2018 Manual. To access the most up-to-date documents please contact The Training Team.

Phone: 07 5446 9127  
Mob: 0421 59 88 14

Email: [info@thetrainingteam.com.au](mailto:info@thetrainingteam.com.au)

**ORGANISATIONAL CHART**



## **STANDARDS FOR REGISTERED TRAINING ORGANISATIONS (RTOS) 2015**

### **Purpose**

The purpose of these Standards is to:

1. set out the requirements that an organisation must meet in order to be an RTO
2. ensure that training products delivered by RTOs meet the requirements of training packages or VET accredited courses, and have integrity for employment and further study; and
3. ensure RTOs operate ethically with due consideration of learners and enterprises needs.

### **Structure**

These Standards consist of eight Standards. Under each Standard is a set of Clauses of the Standard.

To comply with a Standard, the RTO must meet each of the Clauses. A person applying to register as a new RTO must demonstrate the capacity to meet these Standards for all of the person's intended scope of registration.

For each Standard a context statement is also included. The context does not form part of the Standard itself, and has been included to provide background information to help readers understand the Standard.

The Standards and Clauses are collectively referred to as Standards.

### **Commonwealth Legislation:**

- Copyright Act 1968
- Commonwealth Privacy Act 1988 / *Privacy Amendment (Private Sector) Act 2000*
- Commonwealth Sex Discrimination Act 1984
- Commonwealth Racial Discrimination Act 1975
- Commonwealth Age Discrimination Act 2004
- Commonwealth Disability Discrimination Act 1992
- National VET Regulator Act 2011 (NVRA)
- Standards for Registered Training Organisations (RTOS) 2015

### **Queensland Legislation:**

- Children and Young Persons (Care and Protection) Act 1997
- Disability Services Act 1993
- Fair Trading Act 1987
- Vocational Education and Training Act 2005
- Work Health and Safety Act 2000

### **Training Authorities:**

- Department of Education, Employment & Workplace Relations (DEEWR)
- Australian Skills Quality Authority (ASQA)

## CANDIDATE OVERVIEW

### What courses can I study with The Training Team?

The Training Team strictly adheres to ASQA SNR with all programs aligned to the qualifications contained in the RII09 Resources and Infrastructure Industry Training Package, CPC08 Construction, Plumbing and Services Training Package and HLT07 Health Training Package. Ensuring best practice in service and delivery at all times.

Currently The Training Team is able to offer candidates accredited training in the following units of competency:

- CPCCWHS1001 Prepare to work safely in the Construction Industry
- RIIWHS205D Control traffic with a stop-slow bat
- RIIWHS302D Implement Traffic Management Plan

### What qualification will I receive?

Upon successful completion of your course with The Training Team you will be eligible to receive the following award.

Course	Certification
CPCCWHS1001 Prepare to work safely in the Construction Industry RIIWHS205D Control traffic with a stop-slow bat RIIWHS302D Implement Traffic Management Plan	Statement of Attainment Statement of Attainment Statement of Attainment

### How is training delivered?

#### Training courses with The Training Team are delivered by

- Face to face classroom training.
- Practical, on-site training – vocational placement.
- Practical assessments (simulated and on-site).
- Blended learning.

### What are the prerequisites?

Prerequisites are specific to individual courses. Please consult the course outline for your chosen course for prerequisite information.

### How do I enrol?

Enrolment is initiated by you contacting The Training Team and we will despatch to you by suitable means literature on the course(s) being considered and any other relevant documentation.

## FEE STRUCTURE

### **Total course fee**

Each qualification, unit of competency or accredited course offered by The Training Team has a specific course fee. The course fee is the maximum fee that may be charged to the candidate for his / her selected training program.

It is The Training Team's policy that the course fee will be all inclusive. Candidates will not be 'surprised' by unexpected requirements, fees or expenses. Inclusions:

- All tuition
- Support and coaching
- Specified text books
- Classrooms and facilities

Where additional resources normally associated with a program of study are required, (reference material, research documents, own computer for example) the candidate will be clearly advised of exactly what is required in the candidate study guide for that program.

Program fees are:

- |  |          |
|--|----------|
| • CPCCWHS1001 Prepare to work safely in the Construction Industry  | \$ 75.00 |
| • RIIWHS205D Control Traffic with a stop-slow bat full course      | \$495.00 |
| • RIIWHS205D Control Traffic with a stop-slow bat refresher course | \$250.00 |
| • RIIWHS302D Implement Traffic Management Plan full course         | \$350.00 |
| • RIIWHS302D Implement Traffic Management Plan refresher course    | \$250.00 |
| •  |          |

### **Payment required in advance**

A payment of the full course fee (not exceeding \$1000) from each candidate may be required prior to the commencement of training or on the day of training.

### **Enrolment fee**

No enrolment fee is applicable.

### **Withdrawal fee**

No withdrawal fee is applicable.

### **Re-submit fee**

No re-submit fee applies.

### **Re-assessment fee**

No re-assessment fee applies.

### **Produce partial completion Statement of Attainment**

No fee applies to produce a Statement of Attainment when the candidate has partially completed the training program and must withdraw.

### **Re-print certification**

Where the candidate requests a new copy of his / her certification the following fees apply:

- Statement of Attainment \$25.00+GST
- Qualification (with Academic Transcript) \$40.00+GST

## **This section is a partial extract of TTT003 – PROTECTING PRE-PAID FEES BY STUDENTS POLICY**

### **Contact Us**

P.O. Box 7283, Sippy Downs, Qld, 4556

Phone: 07 5446 9127

Mobile: 0421 59 88 14

Email: [info@thetrainingteam.com.au](mailto:info@thetrainingteam.com.au)

The following document outlines in detail the training and assessment services that are offered by The Training Team as well as the client services that you will have access to as a candidate and the policies and procedures that support those services.

### **Contractual Agreement**

Candidates who enrol in a training program with The Training Team should be aware that they are entering into a contractual agreement. With a view to ensuring all candidates are fully aware of their rights and obligations The



Training Team will design agreements, enrolments forms, service agreements or similar using a logical format and simple English. This may include but is not limited to:

- Wording that allows the perspective candidate to know what he / she is agreeing to
- Clearly explained disclaimers
- No misleading or deceptive behaviour
- No actions, omissions or dialogue (written or verbal) that may force or coerce the candidate
- Fair dealings for disadvantaged candidates

### **Consumer Protection**

An Australian Consumer Law provides information about the development of the Australian Consumer Law which will be a single, national law concerning consumer protection and fair trading, which will apply in the same way nationally and in each State and Territory.

[www.treasury.gov.au/consumerlaw](http://www.treasury.gov.au/consumerlaw)

### **Australian Competition and Consumer Commission (ACCC)**

The Australian Competition and Consumer Commission is an independent Australian Government statutory authority. It was formed in 1995 to administer the Trade Practices Act 1974 and the Prices Surveillance Act 1983. The ACCC promotes competition and fair trade in the market place to benefit consumers, business and the community. It also regulates national infrastructure services. Its primary responsibility is to ensure that individuals and businesses comply with the Commonwealth competition, fair trading and consumer protection laws. In fair trading and consumer protection its role complements that of the state and territory consumer affairs agencies which administer the mirror legislation of their jurisdictions, and the Competition and Consumer Policy Division of the Commonwealth Treasury.

<http://acc.gov.au>

### **Training Guarantee**

It is the intention of the CEO of The Training Team, that all students will receive the full training services paid for at all times. Including but not limited to: training and assessment; assessment only; recognition of prior learning or short courses. The corporate structure, governance and financial management systems and processes guarantee the training for students enrolled with The Training Team. Specifically, the integrity, business experience and training expertise of the CEO ensure continuity of training and completion of training is guaranteed for all students. The continuous improvement and quality management practices employed by The Training Team's CEO and staff are designed to pro-actively identify any anomaly that might cause a business interruption or training failure and address this situation before any students are affected. Training continuity and training completion is also guaranteed by the policy and procedure system developed by The Training Team. For example; the recruitment, induction and staff professional development policies and procedures ensure best practice and minimise the potential for business interruption or training failure.

In the extremely unlikely event of a business interruption or training failure, student's training is guaranteed by the financial management policy and procedure of The Training Team. Fees paid in advance are not transferred to the operating account until training commences. At any one time only \$500 is 'drawn down' (proportionate to the expenses incurred in training) for any one student. This means that in the unlikely event of a business interruption or training failure, The Training Team can issue a Statement of Attainment for the training completed and refund the remaining funds held.

### **Training Services**

Registered Training Organisations provide services for a range of clients, including but not limited to; Indigenous Councils, Multinational and Private Companies, Fee for Service, Government Funded, Trainees and not-for-profit Community Organisations.

As an established, well respected training organisation with extensive industry experience, The Training Team has provided services to a number of clients across South East Queensland. The Training Team strictly adheres to the ASQA standards to continue delivering training services of the highest quality to their clients. All programs offered by The Training Team are aligned to the RII09 Resources and Infrastructure Industry Training Package and CPC08 Construction, Plumbing and Services Training Package for quality assurance and best practice.

Currently The Training Team is able to offer candidates accredited training in the following qualifications:

- CPCCOHS1001A Work safely in the Construction Industry
- RIIWHS205D Control traffic with a stop-slow bat
- RIIWHS302D Implement Traffic Management Plan

The Training Team recognises the importance and benefits of combining industry experience with tertiary education when striving to deliver programs of highest quality and relevance to the client. Therefore all trainers and assessors employed by The Training Team have demonstrated significant industry experience in addition to obtaining tertiary qualifications, allowing them to provide a professional, well-rounded learning environment for participants. Staff are equipped with the skills to ensure their teaching methods are suitable for all participants, utilising simple language where appropriate to communicate information most effectively.

The CEO recognises that opportunities for improvement arise in every aspect of business and has developed an organisational culture within The Training Team to capitalise on these opportunities for improved practice. The Training Team supplies feedback forms to all participants at the end of each program, as participant feedback has been identified as an important and valuable factor in monitoring and developing business practices and quality training, and ensuring the ever-changing needs and expectations of clients are being met. The CEO also welcomes feedback from other improvement opportunities such as risk assessment, participant suggestions, complaints and appeals, validation sessions and audit reports.

As a candidate with The Training Team your feedback is critical to our continuous improvement policy. Along with the formal feedback mentioned earlier, candidates are encouraged to give feedback throughout their enrolment.

In order to encourage and achieve continuous improvement based on the collection of the above mentioned data, The Training Team has developed a best practice record and register which will include a written record of all improvement strategies and reviews.

## **This section is a partial extract of TTT002 – INFORMING AND PROTECTING STUDENTS POLICY**

### **Complaints & Appeals**

The Training Team strives to ensure that each candidate is satisfied with their learning experience and outcome. In the unlikely event that this is not the case, all candidates have access to rigorous, fair and timely complaint and appeal processes which are outlined below. Any complaints and appeals will be reviewed as part of the continuous improvement process and where corrective action has been highlighted it will be implemented as a priority.

#### **Complaint Policy**

A complaints procedure is available to all persons wishing to make a complaint, appeal or any other manner of objection in relation to the conduct of The Training Team. The complaints procedure will address both formal and informal complaints. All formal complaints will be submitted in writing to The Training Team management and will be heard and addressed within fifteen (15) working days of receipt.

The Training Team management will maintain a Complaints Register to document the course of action and resolution of all formal complaints. All complaints substantiated by the complaints procedure will be reviewed as part of The Training Team's continuous improvement procedure.

It is the responsibility of The Training Team management to ensure adherence to the complaint procedure and that resolution is sought in all reasonable circumstances. This includes informing and assisting candidates with the complaints procedure and supply of complaint forms.

If the candidate is still not satisfied with the resolution of the complaint after following and exhausting the Complaints Procedure, the candidate may contact ASQA and lodge a written complaint.

The form may be submitted by mail to:

Complaints Team  
Australian Skills Quality Authority  
PO BOX 9928  
Sydney NSW 2001

or via email to:

[complaints.team@asqa.gov.au](mailto:complaints.team@asqa.gov.au)

#### **Appeals**

The Training Team's appeals process is concerned with a candidate's right to request change to decisions or processes of an official nature, usually in relation to academic or procedural matters.

In the case of a candidate's appeal against specific assessment decisions, the candidate should first discuss the decision/s with the relevant trainer or assessor and request re-evaluation. The trainer or assessor will hear the candidate's appeal, make fair judgement to the best of their ability as to whether change/s are required, then discuss their final decision with the candidate.

If the candidate is still dissatisfied with the trainer or assessor's decision, they have the right to take the appeal to the QSG management team. The formal notice of appeal is required to comply with the following principles upon submission to QSG management:

- The notice of appeal should be in writing, addressed to The Training Team for referral to the QSG management team and submitted within seven (7) days of notification of the outcome of the trainer or assessors re-evaluation process.
- The notice of appeal must be submitted within the specified time frame otherwise the original result will stand.
- If a candidate's appeal needs to be deferred due to emergency circumstances, such as in the case of serious illness or injury, a medical certificate supporting the case must be forward to QSG management. The notice of deferral must be submitted within three (3) working days of the conclusion date displayed on the medical certificate.

It is the responsibility of The Training Team management to ensure adherence to the appeal procedure and that resolution is sought in all reasonable circumstances. This includes informing and assisting candidates with the appeal procedure and supply of appeal forms.

If the candidate is still not satisfied with the resolution of the complaint after following and exhausting the Appeals Procedure, the candidate may contact ASQA and lodge a written complaint.

The form may be submitted by mail to:

Complaints Team  
Australian Skills Quality Authority  
PO BOX 9928  
Sydney NSW 2001

or via email to: [complaints.team@asqa.gov.au](mailto:complaints.team@asqa.gov.au)

### **Complaints / appeals procedure**

All persons wishing to make a complaint, appeal or any other manner of objection in relation to the conduct of The Training Team have access to the following procedure:

#### **Informal complaint:**

- An initial complaint or appeal will involve the candidate communicating directly with The Training Team verbally or by other appropriate means. The Training Team will make a decision, discuss their judgement with the candidate and record the outcome of the complaint or appeal.
- Candidates dissatisfied with the outcome of The Training Team's decision may initiate the formal complaint procedure.

#### **Formal complaint / appeal:**

- It is normal procedure that all formal complaints proceed only after the initial informal complaint or appeal procedure has been finalised.
- The formal complaint or appeal is to be submitted in writing, and the procedure and outcome recorded by The Training Team management.
- On receipt of a formal complaint, The Training Team will convene the complaint committee to hear the complaint.
- The complaint committee will consist of a panel of with no previous involvement or vested interest in the outcome of the particular complaint or appeal. Members of the committee should include:
  - The Training Team
  - A staff member of The Training Team
  - A person independent of The Training Team
- The complainant / appellant shall be given an opportunity to present the case to the committee and may be accompanied by one other person as support or as representation.
- Staff member/s involved shall be given an opportunity to present their case to the committee and may be accompanied by one other person as support or as representation.
- The complaint committee will reach a decision on the complaint or appeal after consideration of each case presented.
- The complaint committee will inform all parties involved of the outcome in writing within five (5) working days of making the decision.

All complaints and appeals will be reviewed at The Training Team management meetings. Continuous improvement procedures may be actioned when the complaint procedure results in identification of factors appropriate for improvement to internal operations. When the initial causative factor of the complaint identifies a problem with current The Training Team policies and / or procedures, the continuous improvement procedure will ensure changes are made to prevent reoccurrence of the problem.

**This section is a partial extract of TTT006 – MANAGING COMPLAINTS AND APPEALS POLICY**

## **WORK HEALTH AND SAFETY POLICY**

The Workplace Health and Safety Act 1995 outlines the requirements of an RTO in establishing and maintaining Occupational Health and Safety standards. The requirements of an RTO as specified in the abovementioned Act are to:

- Secure the health, safety and welfare of employees and other persons at work
- Eliminate, at the source, risks to health, safety or welfare of employees and other persons at work
- Ensure that the health and safety of members of the public is not placed at risk by the conduct of undertakings by employers and self-employed persons
- Provide for the involvement of employees, employers, and organisations representing those persons, in the formulation and implementation of health, safety and welfare standards

In order to meet these requirements The Training Team has initiated procedures, policies, guidelines and work instructions, practicing an ongoing commitment to occupational health and safety.

The purpose of this section is to present a strategic overview of The Training Team's safety system and to provide guidance for meeting the requirements of occupational health and safety on The Training Team's premises, ensuring a high standard of workplace health and safety.

It is an obligation under legislation that all The Training Team employees and management contribute to and assist in maintaining occupational health and safety and risk management operations as part of their role within the RTO. The Training Team management is responsible for providing the following standards as part of the RTO's commitment to employees and clients:

- A safe workplace, with a safe system of work
- Adequate work, health and safety professional development for The Training Team employees and management
- Properly maintained facilities and equipment
- A clean, tidy, suitably designed work place with the safe storage of goods such as chemicals if relevant.

### **The following procedures and standards must be observed to achieve a safe working and learning environment:**

- Maintain a safe, clean and efficient, working environment
- Evacuation plan, (Fire and Bomb)
- Emergency Control
- Accident / Incident reporting
- Rehabilitation
- Risk identification reporting
- PPE / chemicals (Storage)
- Manual Handling Techniques and Training
- Store and dispose of waste according to OH&S regulations
- Equipment checks and maintenance
- Equipment safe storage
- Fire hazards identified and Fire Prevention
- Candidate safety
- Unsafe situations identified and reported
- First aid and safety procedures displayed, for all RTO staff and Candidate's to see

### **Harassment and Discrimination Policy**

Under Australian law it is a requirement of every workplace to ensure it provides an environment free from all forms of harassment and discrimination, including victimisation and bullying. In doing so all staff and candidates are treated fairly and have the opportunity to feel safe, valued and respected.

By definition, harassment includes any form of behaviour that is unwanted, unwelcome or unreciprocated by relevant persons. This may manifest as verbal or physical harassment, but includes any acts that may be perceived as humiliating, offensive, intimidating, threatening, discriminatory or otherwise contributing to an unpleasant workplace or experience for the persons.

In the event that a person considers that he or she has been or is being harassed, this person should be encouraged to inform the other party that their behaviour is objectionable and should not be continued, provided they are comfortable with confronting the offender. In instances where the person is not comfortable discussing matters with the offending party, a trainer or other The Training Team staff member should be informed of the situation. In this case it becomes the responsibility of the relevant staff to follow The Training Team policy procedures to rectify the situation.

All candidates and staff working with The Training Team have the right to discuss matters of harassment with the relevant members of staff without making a formal complaint; all discussions are dealt with in confidentiality. The right to lodge a formal complaint of misconduct against the offending party is available and will be actioned according to The Training Team policy and procedures.

The Training Team ensures that all staff are adequately trained in dealing with harassment and discrimination in order to fulfil their roles and responsibilities in creating and contributing to a harassment and discrimination free workplace. In addition to relevant training, The Training Team management provides opportunities for communication and mentoring amongst staff to ensure that all employees understand and correctly apply the processes and procedures involved in identifying and addressing of all forms of harassment and discrimination.

**The Training Team staff and candidates should be aware of the following definitions:**

**Racial harassment**

Involves a person or persons being threatened, abused, insulted or taunted in relation to their race, decent, nationality, colour, language, ethnic origin or any other racial characteristic. It may include but is not limited to; derogatory remarks, innuendo or slur, gestures, intolerance, mockery, displays of material prejudice towards a race, racial jokes, discrimination, exclusion, allocation of least favourable jobs or positions or unfair treatment.

**Sexual harassment**

Involves any verbal or physical conduct of a sexual nature which is inappropriate, unwelcome or uninvited. It may include but is not limited to; sexually related physical contact such as kissing, embracing, pinching or other suggestive gestures, intimidation, coercion, requests for or promising of sexual favours, questions about a person's private or sexual life, sexist or explicit jokes, unwelcome phone calls, emails or other forms of non-work related communication, offensive noises or displays of sexually graphic or suggestive material.

**Bullying**

Involves any behaviour that suggests a real or perceived power over another party or otherwise undermines a person or group, generally comprised of repeated, persistent acts over a period of time. It may include but is not limited to; verbal abuse, physical assault, intimidation, humiliation, unjustified criticism, sarcasm, insults, false or malicious rumours, exclusion or isolation, inflicting unnecessary work stresses, sabotage of a person's work or their ability to work by withholding resources or information.

**Confidentiality**

Relates to privacy of information, ensuring that the information is only accessible to those who have the authority to access it. Within an RTO this may refer to private verbal discussions, candidate assessments, managerial decisions and legal proceedings.

**Discrimination**

Involves the unfair or unequal treatment of another person based solely on class or category. Equal opportunity laws prohibit discrimination on the grounds of sex, marital status, pregnancy, family responsibility, family status, race, religious beliefs, political conviction, gender history, impairment, age or sexual orientation. All forms of victimisation are also treated as a type of discrimination.

**Harassment**

Involves any behaviour intended to disturb, offend or upset. It may include any unwelcome or uninvited verbal or physical action that results in a person feeling intimidated, offended, humiliated or embarrassed. Equal opportunity laws prohibit harassment on the grounds of sex and race.

**Personnel**

Refers to all employees or contractors of The Training Team.

**Victimisation**

Involves any process which results in the unfavourable treatment of a person on unjust terms. It may include but is not limited to; unfair punishment, treating a person poorly for their involvement in a complaint, to swindle or defraud a person, adverse changes to another's work environment or denial of access to work related resources.

**Specific principles:**

- It is the right of all staff and candidate's to work and study in an environment free of any form of harassment and discrimination,
- All reports of harassment and discrimination will be treated seriously, in an unbiased, respectful and sensitive manner. Any form of harassment and discrimination is considered unacceptable behaviour and will not be tolerated by The Training Team,
- When The Training Team management is informed of any event involving harassment or discrimination, it is their responsibility to take immediate and appropriate action to address it,
- In dealing with all complaints, the rights of all individuals involved should be respected and confidentiality should be maintained.

- All complaints presented to The Training Team should be resolved by a process of discussion, cooperation and conciliation wherever possible. The aim is to achieve an acceptable outcome for the involved parties while minimising any potential damage to the organisation,
- Both the person making the complaint, and the person against whom the complaint has been made, will receive information, support and assistance in resolving the issue from The Training Team management
- Victimisation is unacceptable and will not be tolerated. No person making a complaint, or assisting in the investigation of a complaint, should be victimised,
- Harassment or discrimination should not be confused with legitimate comment and advice (including constructive feedback) given appropriately by management or trainers. Managers and trainers should be conscious of how they present their feedback to ensure the message is not misinterpreted.
- Staff and candidates should not make any frivolous or malicious complaints. All staff and candidates are expected to participate in the complaint resolution process in confidence that the procedures are designed to ensure fair resolution.

### **Privacy**

The Training Team considers candidate privacy to be of utmost importance and will practice a high standard of care and concern in regards to maintaining candidate privacy in all aspects of business operations. The Training Team will comply with all legislative requirements including the Privacy Act and National Privacy Principles (2001).

On enrolment each candidate is given a Privacy Consent Form to read and sign, stating that they give permission for The Training Team to provide basic personal details to prospective employers. In usual circumstances, the only details required by a prospective employer would include the candidate's name, telephone number and suburb of residence, and would be supplied to employers when the candidate has achieved the qualification.

This service is provided for the purpose of improving the candidate's employment opportunities and should not be used in any other circumstances without explicit consent.

Prospective employers seeking candidate details are required to sign a declaration form in order to guarantee that all candidate details are supplied for the purposes of recruitment only. Candidate details will not be supplied until The Training Team has received the signed declaration form from the employer/s.

In some circumstances, The Training Team may be required by law or in adherence with the ASQA standards to make candidate details available to other parties. In all other circumstances, The Training Team will ensure that written permission is obtained from the candidate before releasing any details.

### **Privacy Principles Collection**

The Training Team will only collect necessary information pertaining to one or more specific operations. The candidate will be informed as to the purpose for which details are being collected.

### **Use and disclosure**

The Training Team will ensure candidate personal information is not used or disclosed for secondary purposes without obtaining explicit consent from the candidate, unless a prescribed exception applies.

### **Data quality**

The Training Team will take all reasonable measures to ensure that all candidate personal information that is collected used or disclosed is accurate, current and complete.

### **Data security**

The Training Team will take all reasonable measures to ensure all collected candidate personal information is protected from misuse, loss or damage, and that all data and record storage is secure from unauthorised access, modification or disclosure.

### **Openness**

The Training Team will maintain documentation which details how candidate personal information is collected, managed and used. When a candidate makes an enquiry in relation to information collected, The Training Team will explain what information is held, for what purpose it is held, and what procedures outline the collection and use of information.

### **Access and correction**

The Training Team will allow candidates access to personal information held in all circumstances unless prescribed exceptions apply. If the candidate identifies errors within the information, The Training Team will correct and update to file.

### **Unique Identifiers**

The Training Team will not assign candidates unique identifiers except when it is necessary for efficiency of operations. Commonwealth Government identifiers, such as Medicare numbers or Tax File Numbers, will only be used for the purposes of which they were issued.

### **Anonymity**

The Training Team will provide candidates the opportunity to interact with the business without requiring the candidate to make their identity known in any circumstances it is practical and possible to do so.

### **Trans Border Data Flows**

The Training Team privacy protection principles apply to the transfer of data throughout Australia.

### **Sensitive Information**

The Training Team will request specific consent from a candidate in circumstances where it is necessary to collect sensitive information. Sensitive information may include but is not limited to; information relating to a candidate's health, criminal record, racial or ethnic background.

### **Apprenticeships and Traineeships**

Following approval, The Training Team may deliver Traineeships under the Federal Government's New Traineeships and New Apprenticeships Scheme. In order to do so The Training Team must demonstrate compliance with the Skilling Australia Workforce Bill 2005; the Act defines the RTO obligations as compliance with the ASQA requirements for (User Choice Contract) funding of Traineeship programs including, RTO reporting obligations.

The opportunity of Productivity Places Programme and other similar funding opportunities will be researched by RTO Management.

### **Working with persons under 18 years of age**

Candidates under 18 years of age may enrol with The Training Team. A child is considered any individual less than 18 years of age.

It is the responsibility of The Training Team to ensure that all candidates are protected from all forms of harm, including bullying, harassment, discrimination and intimidation. All staff are required to report to The Training Team, any behaviour that can reasonably be considered harmful or potentially harmful to candidates, or where it is reasonable to believe that a candidate has been harmed or requires protection from harm.

In cases where allegations or information indicate it is reasonable to believe a candidate has suffered from or may require protection from harm, The Training Team must report to the Department of Child Safety.

### **The initial information that a Child Protection Officer will require is:**

- The name, age and address of the child or young person
- The reasons you suspect the child or young person may have experienced or is at risk of experiencing harm
- The immediate risk to the child or young person
- Contact details. You may remain anonymous; however it is preferable to provide these details so that the officer can call you if further information is needed.

If allegations may constitute child abuse by a person external to The Training Team, the RTO CEO must report the matter to the Police or the Department of Child Safety.

The RTO will comply with all relevant State and Federal legislation in the area of working with children.

The Training Team recommend that all staff obtain a Positive Notice Blue Card for child related employment. Information is available at: [www.afp.gov.au](http://www.afp.gov.au)

### **Fees and Refund Policy**

The RTO must protect fees paid in advance and have a fair and reasonable refund policy. The Training Team operates predominately on a 'fee for service' training business. This means all training programs attract fees. These fees are paid by / charged to the candidate, a government agency or the candidate's employer.

Fee information is available via:

- The Training Team website
- The Training Team program brochures
- The Training Team promotional material



- Direct email

Each of these information streams will be updated regularly.

All fees will be paid at or prior to the commencement of training unless prior arrangements are made with the RTO management.

### **Refund Policy**

An application for a refund is addressed according to the notice given by the person making the request:

- 14 days prior to the commencement of the course – 100% refund.
- Between 13 days and 7 days prior to the course - 75% refund.
- Between 6 days and the commencement of the course – 50% refund.
- Withdrawal during the course – no refund. A pro-rata credit is available so the candidate can complete the course at a later date.

All fees paid in advance are separated from the operations of the business. This is achieved by maintaining a number 2 account (deposit account) to ensure sufficient funds are always available for refund. The number 2 account is represented in the RTO's accounting system as a separate repository for funds paid in advance and cannot be accessed until the respective students commence training.

### **Candidate information policy**

Candidate's details will be entered into the student management database. This will initiate the commencement of the candidate's file which will become part of the candidate's records and retained on file by The Training Team. Management of the candidate's file will be in accordance with the Training Records Policy.

### **Candidate training records policy**

Candidate's details will be entered into the RTO database system. This process initiates the establishment of the candidate's individual file which is then used to record all future details pertaining to the client. The file is retained by The Training Team and management of the file will be in accordance with the RTO Training Records Policy.

The Training Team will be committed to maintaining the accuracy, integrity and currency of all candidate files, as well as ensuring appropriate security of all records to uphold confidentiality and protect candidate privacy.

Individual candidate records will be stored in filing cabinets in a secure office area. The electronic records are stored in AVETMIS software and are protected by password access. Further security of records is ensured by maintaining up to date virus, firewall and spy ware protection software. Electronic records are backed up on an external server.

The Training Team software and hardcopy systems will retain candidate's results for a period of not less than 30 years. Enrolment materials and training and assessment materials will be provided in electronic format wherever possible. Material that must be supplied in paper format, once utilised will be scanned and stored electronically.

Paper based records will be scanned and securely shredded every twelve (12) months or in accordance with the RTO CEO's directions.

In the event that The Training Team ceases to operate, the RTO's records will be transferred to ASQA in the appropriate format and detailed as specified by the Department at the time of ceasing RTO operations.

All other records including, training records, taxation records, business and commercial records will be retained for a period of at least seven (7) years.

The RTO will ensure that any confidential information acquired by the business, individuals or committees or organisations acting on behalf of RTO is securely stored.

### **Access to individual candidate training records will be limited to those required by the NVR such as:**

- Trainers and assessors to access and update the records of the candidates whom they are working with.
- Management staff as required to ensure the smooth and efficient operation of the business.
- Officers of ASQA or their representatives for activities required under the Standards for Registered Training Organisations.

### **Or those required by law such as:**

- People as are permitted by law to access these records (e.g. subpoena, search, warrants, social service benefits, evidence Act).

Or

- Candidates authorising releases of specific information to third parties in writing.
- The candidates themselves, after making application in writing.

### **Recognition of Qualifications Policy**

The Training Team will recognise all AQF qualifications and statements of attainment issued by any other RTO. If any ambiguity is detected when validating a candidate's certification, The Training Team will seek verification from the relevant RTO before recognising the qualification or statement of attainment.

### **Recognition of Qualifications Procedure**

- Candidates enrolling with The Training Team will be made aware of the recognition of qualifications policy by ASQA staff at the time of enrolment to offer the opportunity of recognition of relevant qualifications or statements of attainment prior to the commencement of training.
- The Training Team trainers will remind candidates of the policy progressively throughout the duration of their course.
- When a candidate presents an AQF qualification or statement of attainment to a trainer or staff member, a copy of the certificates will be taken and submitted to The Training Team for verification.
- The Training Team will verify the authenticity of the qualification or statement of attainment. The verified copy of the qualification or statement of attainment is placed in the candidate's file.
- Once verification of the qualification or statement of attainment has been established, The Training Team staff will inform the candidate and offer exemption from the relevant unit/s of competency. Staff will ensure the candidate is aware of and understands what component/s of their training and assessment are affected.
- The Training Team staff will update the candidate's records accordingly.

### **Access and equity policy**

The Training Team is committed to practicing fairness and equal opportunity, for all current and potential candidates, to access and participate in learning and to achieve their learning outcomes regardless of age, gender, cultural or ethnic background, disability, sexuality, language skills, literacy or numeracy level, unemployment, imprisonment or remote location that may present a barrier to access, or any other perceived difference in class or category. The Training Team ensures that its practices are as inclusive as possible and do not unreasonably prevent any clients from accessing its services. The Training Team will address access and equity matters as a nominated part of operational duties.

#### **Access and equity procedure**

If a candidate identifies with one (1) or more of the following priority groups, he / she may be able to receive additional assistance:

- Aboriginal and / or Torres Strait Islander people
- Carers of people who are ill, aged or who have a disability
- People with a disability
- Women and girls who are returning to education and training
- Women and girls who are seeking training opportunities in non-traditional roles
- Young people aged 15 to 25
- Australian South Sea Islanders
- Parental job seekers
- People with English language, literacy and numeracy needs
- Mature aged workers who require up-skilling
- Long-term unemployed and disadvantaged jobseekers
- People from different cultural and ethnic backgrounds
- People who speak a language other than English

Upon induction into The Training Team, all staff are provided with copies of the policies which they must adhere to throughout all their operations as a The Training Team staff member. Candidates are made aware of the access and equity policy via the The Training Team candidate handbook, and informed of their rights to receive access and equity support and to request further information.

The Training Team access and equity policies are in place to ensure that training opportunities are offered to all people on an equal and fair basis in all circumstances, irrespective of their gender, culture, linguistic background, race, socio-economic background, disability, age, marital status, pregnancy, sexual orientation or carer's responsibilities.

Practicing these policies will guarantee that any candidate who meets The Training Team entry requirements will be accepted into any training programs. If any candidate or staff member have issues or questions regarding access and equity, or believes they have been treated unfairly, they will be directed to The Training Team's management for consultation.

### **Client selection**

Enrolment and admission into some of The Training Team's training programs is subject to meeting certain pre-requisite conditions. Specific details of the pre-requisites pertaining to these training programs are contained in individual course documentation and are made available prior to enrolment. In the case that a potential candidate does not meet the pre-requisite conditions, The Training Team staff will endeavour to assist them in understanding their options in regards to meeting the standards. Any questions regarding pre-requisites can be addressed by trainers or The Training Team management.

### **Enrolment**

The enrolment procedure commences when a candidate contacts The Training Team expressing interest in a training program/s. The Training Team staff will respond by dispatching by suitable means literature on the program/s being considered and any other documentation which may be relevant.

Candidates who do not meet the pre-requisites for the selected course will be notified of their unsuccessful enrolment and invited to contact The Training Team to discuss their training needs and alternative opportunities.

### **Pre-course information**

As an additional support to enrolling candidates, The Training Team will send information, either in the form of an e-mail, or letter to the candidate prior to the commencement of training. Information includes the time, date and location of training, the resources the candidate should bring to the course and overview of the units of competency to be studied and the format / style of training to be provided.

### **Pre-course evaluation checklist**

A pre-course evaluation of each candidate may be conducted by The Training Team staff members and other trainers under agreement with The Training Team to evaluate any requirements the candidate may have to improve his / her learning experience and learning outcome. Based on the information in the pre-enrolment communication, the enrolment form, interview and any other relevant correspondence and conversation, The Training Team staff and management may offer additional support advice.

Examples of the support services that may be put forward, include:

- Study support and study skills programs
- Language, literacy and numeracy (LL&N) programs or referrals to appropriate programs
- Equipment, resources and / or programs to increase access for candidates with disabilities
- Learning resource centres
- Mediation services or referral to appropriate services
- Flexible scheduling and delivery of training and assessment
- Counselling services or referral to appropriate services
- Information technology support
- Learning materials in alternative formats i.e. large print
- Learning and assessment programs customised to the workplace

### **Induction**

On successful completion of the enrolment process, all candidates will undergo an induction program including:

- Introduction to The Training Team training staff
- Confirmation of the course being delivered
- The training and assessment procedures including method, format and purpose of assessment
- Qualifications to be issued

### **Language, Literacy and Numeracy (LLN) assistance**

The Training Team course information and learning materials contain written documentation and numerical calculations.

The Training Team recognises that not all candidates will have the same level of ability in relation to reading, writing and performing calculations. When an issue is identified by The Training Team staff or requested by a candidate, a Language, Literacy and Numeracy test will be provided to assess the candidate's ability. This process is to ensure that all candidates who commence a training program possess the skills required to understand the presented material and complete assessments.

The Training Team will endeavour to provide assistance to candidates having difficulty with language, literacy or numeracy to accommodate their needs. In the event that a candidate's needs exceed the ability of The Training

Team staff to assist, the candidate will be referred to an external support agency so they have the opportunity to obtain the skills required to complete the training program.

### **Candidate support, welfare and guidance**

The Training Team will assist all candidates in their efforts to complete training programs by all methods available and reasonable.

Trainers are responsible for ensuring that all candidates are aware they can contact their trainer or other The Training Team staff members in the event that they are experiencing difficulties with any aspect of their studies. Staff will ensure candidates have access to the full resources of The Training Team to assist them in achieving the required level of competency in all nationally recognised qualifications.

In the event that a candidate is experiencing personal difficulties, training staff will encourage the candidate to contact The Training Team who will provide discreet, personalised and confidential assistance according to the nature of the difficulties.

In the event that a candidate's needs exceed the capacity of the support services The Training Team can offer, they will be referred onto an appropriate external agency. Extensive information regarding support agencies, resources and services may be sourced online. The Training Team staff members will assist candidates to source appropriate support.

### **Flexible delivery and assessment procedures**

The Training Team recognises that some people are better suited to learning via teaching methods not usually obtained in the traditional classroom setting. With some minor adjustments to teaching and assessment methods, a candidate who is experiencing difficulty learning and achieving the desired results in the traditional setting may show considerable improvements.

The staff and management of The Training Team respect these differences among candidates and will endeavour to make any necessary adjustments to their methods in order to meet the needs of a variety of candidates. For example, the inability to complete a written assessment will not be interpreted as a sign of incompetence, provided the candidate can verbally demonstrate competency.

Acceptable adjustments to teaching and assessment methods may include but are not limited to; having a trainer read assessment materials to candidates, having a candidate's spoken responses to assessment questions recorded, or allowing a candidate to sit for an assessment alone in a different room.

The Training Team staff will pursue any reasonable means within their ability to assist candidates in achieving the required competency standards. In the event that a candidate's needs exceed the capacity of the support services The Training Team can offer, they will be referred onto an appropriate external agency.

### **Discipline**

The Training Team make every effort to practice co-operation and mutual respect in all internal and external dealings to uphold high quality, professional training and assessment services. The same disciplined behaviour is expected of candidates as a contribution to a functional learning environment, and as a sign of respect to staff and fellow candidates.

Any trainer or staff member who is dissatisfied with the behaviour or performance of a candidate has the authority to:

- Warn the candidate that their behaviour is unsuitable, or
- Ask a candidate to leave the class, without refund or acceptance into another course,  
or
- Immediately cancel the class.

If a candidate wishes to object or lodge an appeal against the disciplinary action taken, they have the right and opportunity to follow The Training Team complaint procedure.

The Training Team's staff are expected to maintain a professional and ethical working relationship with all other staff members, management and candidates. Breaches of the disciplinary standards will result in discussion between the relevant trainer and The Training Team and appropriate action will be taken.

### **In summary, The Training Team will provide:**

- Training programs and services that promote inclusion and are free from discrimination
- Support services, training, assessment, and training materials to meet the needs of a variety of individual candidates

- Consideration of each individual's needs to provide the best opportunity for skill development and attainment of qualifications that can lead to further training or employment
- Opportunity for consultation between staff and candidates, so that all aspects of individual circumstances can be taken into consideration when planning training programs
- Consideration of the views of candidates, community, government agencies, organisations and industry when planning training programs
- Access to information and course materials in a readily available, easily understood format
- Information to assist candidates in planning their pathway from school or the community to vocational education and training

### **Assessment policy**

The Training Team will provide training services to candidate's on a 'fee for service' basis.

#### **In developing the assessment (including RPL) for each qualification and unit of competence, the RTO CEO will ensure:**

- Compliance with the assessment guidelines from the relevant training package, qualification and unit of competence of accredited course.
- Assessment leads to a qualification or statement of attainment under the Australian Qualifications Framework (AQF).
- Assessment complies with the principles of competency based assessment and informs the candidate of the purpose and context of the assessment.
- The rules of evidence guide the collection of evidence to support the principles of validity and reliability.
- The application of knowledge and skills is relevant to the standard expected in the workplace, including skills for managing work tasks, contingencies and the job environment.
- Timely and appropriate feedback is given to candidates.
- Assessment complies with the RTO's access and equity policy.
- All candidates have access to reassessment on appeal.

### **Recognition of prior learning policy**

The Recognition of Prior Learning (RPL) process will be offered to and explained to all relevant candidates. All candidates will have access to The Training Team RPL policy which is contained in The Training Team Candidate Handbook and is available on request or downloaded from The Training Team.

#### **Recognition of prior learning procedure**

The Training Team appreciates the value of workplace and industry experience and recognises that candidates will acquire vocational skills and knowledge from a variety of sources other than formal training. These skills are legitimate irrespective of how they were acquired, and the RPL process is designed to provide validation of such relevant skills.

Candidates who believe they have already obtained current skills and knowledge that would otherwise be covered in the qualification / unit of competence for which they intend to attain should apply for RPL at the time of enrolment. The candidate's skills and knowledge will be assessed and validated, and where appropriate units of competency acknowledged and face-to-face training reduced.

As part of The Training Team enrolment policy, trainers will advise candidates of the availability of RPL policy, explain what the process involves and how it relates to the attainment of the qualification in some circumstances. Trainers will remind candidates of this option progressively throughout their time in training in order to provide multiple opportunities for candidates to engage in the RPL process.

#### **When approached by a candidate seeking RPL, trainers will:**

- Provide the candidate with copies of an RPL Application Form
- Provide the candidate with information about the types of evidence that can be used to support an RPL application
- Assess the candidate's information and notify candidates of the outcome of the RPL process

#### **Recognition of prior learning fee policy:**

The candidate may be charged up to 50% of the scheduled course fee. This includes the Initial application, consultation either in person or via phone with the suitably qualified assessor, the RPL assessment and (if successful) certification.

Where the candidate is not able to achieve the full qualification through RPL and gap training is required a training plan and costing structure will be mutually agreed upon. The basis of the cost structure will be pro-rata on a unit by unit basis based on the scheduled course fee.

## **Credit transfer**

Credit transfer refers to the transferral of academic credit obtained by candidates through participation in courses or national training package qualifications with other RTOs, towards a qualification offered by The Training Team. Credit transfer is granted on the basis that the credit validates the candidate's competency within the relevant qualification / unit of competence.

Credit transfer of a qualification / unit of competence is available to all candidates enrolling in any training program offered by The Training Team.

Quality training and assessment principles

Throughout the policies and procedures of The Training Team and in particular within Standard 1, the Principles of Assessment and the Rules of Evidence will be applied.

### **Principles of Assessment:**

To ensure quality outcomes, assessment should be:

- Fair
- Flexible
- Valid
- Reliable
- Sufficient.

#### **Fair**

Fairness in assessment requires consideration of the individual candidate's needs and characteristics, and any reasonable adjustments that need to be applied to take account of them. It requires clear communication between the assessor and the candidate to ensure that the candidate is fully informed about, understands and is able to participate in, the assessment process, and agrees that the process is appropriate. It also includes an opportunity for the person being assessed to challenge the result of the assessment and to be reassessed if necessary.

#### **Flexible**

To be flexible, assessment should reflect the candidate's needs; provide for recognition of competencies no matter how, where or when they have been acquired; draw on a range of methods appropriate to the context, competency and the candidate; and support continuous competency development.

#### **Valid**

Assessment is valid when the process is sound and assesses what it claims to assess. Validity requires that:

- Assessment against the units of competency must cover the broad range of skills and
- Knowledge that are essential to competent performance
- Assessment of knowledge and skills must be integrated with their practical application
- Judgement of competence must be based on sufficient evidence (that is, evidence gathered on a number of occasions and in a range of contexts using different assessment methods). The specific evidence requirements of each unit of competency provide advice on sufficiency.

#### **Reliable**

Reliability refers to the degree to which evidence presented for assessment is consistently interpreted and results in consistent assessment outcomes. Reliability requires the assessor to have the required competencies in assessment and relevant vocational competencies (or to assess in conjunction with someone who has the vocational competencies). It can only be achieved when assessors share a common interpretation of the assessment requirements of the unit(s) being assessed.

#### **Sufficient**

Sufficiency relates to the quality and quantity of evidence assessed. It requires collection of enough appropriate evidence to ensure that all aspects of competency have been satisfied and that competency can be demonstrated repeatedly. Supplementary sources of evidence may be necessary. The specific evidence requirements of each unit of competency provide advice on sufficiency.

### **Rules of Evidence**

These are closely related to the principles of assessment and provide guidance on the collection of evidence to ensure that it is:

- Valid
- Sufficient
- Authentic
- Current.

#### **Valid**

Assessment is valid when the process is sound and assesses what it claims to assess. Validity requires that:

- Assessment against the units of competency must cover the broad range of skills and
- Knowledge that are essential to competent performance
- Assessment of knowledge and skills must be integrated with their practical application
- Judgement of competence must be based on sufficient evidence (that is, evidence gathered on a number of occasions and in a range of contexts using different assessment methods). The specific evidence requirements of each unit of competency provide advice on sufficiency.

**Sufficient**

Sufficiency relates to the quality and quantity of evidence assessed. It requires collection of enough appropriate evidence to ensure that all aspects of competency have been satisfied and that competency can be demonstrated repeatedly. Supplementary sources of evidence may be necessary. The specific evidence requirements of each unit of competency provide advice on sufficiency.

**Authentic**

To accept evidence as authentic, an assessor must be assured that the evidence presented for assessment is the candidate's own work.

**Current**

In assessment, currency relates to the age of the evidence presented by a candidate to demonstrate that they are still competent. Competency requires demonstration of current performance, so the evidence collected must be from either the present or the very recent past.

**Thank you for choosing**



We hope you enjoy your learning experience with us.  
Please contact us should you require further information  
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