CAPABLE PEOPLE MAKE CLEVER BUSINESS

HLT Health Training Package V9.0

Companion Volume Implementation Guide

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Acknowledgements

This document has been produced by SkillsIQ with the assistance of funding provided by the Commonwealth government through the Department of Employment and Workforce Relations.

This document is supported and endorsed by the Health industries. Whilst the document sits with SkillsIQ Limited (the Skills Service Organisation [SSO] for the Health sector) it is owned and maintained by the sector, for the sector. SkillsIQ acknowledges the contribution of the Health Industry Reference Committees (IRCs) in the preparation of this document.

Date of Publication

14 December 2022

On 1 January 2023, responsibility for Training Package Products will pass to the appointed Jobs and Skills Councils. These are yet to be announced at the time of publication of this document. For Training Package Product enquiries after 1 January 2023, please go to https://www.dewr.gov.au.

Australian Government
Department of Education, Skills and Employment

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HLT Health Training Package version control

The latest version of the HLT Health Training Package is shown on the top row of the table below. Please check that you are using the current version of the HLT Health Training Package by accessing information from training.gov.au.

HLT Health Training Package version control			
TP release	**Status**	**Release date**	**Approval process**
9.0	Current	14 December 2022	Endorsement date: 18 November 2022
8.0	Superseded	25 November 2022	Endorsement date: 18 November 2022
7.1	Superseded	6 April 2022	Minor upgrade. First Aid units updated in 25 Qualifications and 1 Skill Set. Approval date: 6 April 2022
7.0	Superseded	7 December 2021	Endorsement date: 7 December 2021
6.1	Superseded	2 July 2021	Minor upgrade. Approval date: 2 July 2021
6.0	Superseded	28 April 2021	Endorsement date: 07 April 2021
5.1	Superseded	18 March 2021	Minor upgrade. Response to Skills Reform Ministerial Statement - 09 October 2020, to remove unused training components: Approval date: 18 March 2021
5.0	Superseded	24 December 2020	Endorsement date: 24 Dec 2020
4.3	Superseded	16 October 2020	Minor upgrade. Approval date: 16 Oct 2020
4.2	Superseded	12 May 2020	Minor upgrade. Approval date: 12 May 2020
4.1	Superseded	19 September 2018	Minor upgrade. Approval date: 19 Sep 2018
4.0	Superseded	14 March 2018	Endorsement date: 20 Feb 2018
3.1	Superseded	16 June 2016	Minor upgrade. Approval date: 16 Jun 2016
3.0	Superseded	08 Dec 2015	Endorsement date: 01 Dec 2015
2.0	Superseded	06 August 2015	Endorsement date: 27 Jul 2015
1.3	Superseded	16 October 2014	Endorsement date: 27 Jul 2015
1.2	Superseded	31 October 2013	Minor upgrade. Approval date: 31 Oct 2013
1.1	Superseded	11 July 2013	Minor upgrade. Approval date: 11 Jul 2013
1.0	Superseded	1 July 2013	Endorsement date: 17 Jun 2013.

HLT Health Training Package modification history

This table tracks modifications to training package products in the *HLT Health Training Package* made after the initial release.

HLT Health Training Package modification history	
Release	**Summary of change**
9.0	**Aboriginal and/or Torres Strait Islander Heath Training Package Products updated:** Qualifications updated: 7 • HLT20121 Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT30121 Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT40121 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT40221 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice • HLT 50121 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice • HLT50221 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management • HLT60121 Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management Units: • Units previously coded HLTAHW reviewed. Competency field added to all updated units along with new coding system • 23 units deleted • 5 new units added Skill sets: • 18 removed
	Massage Therapy Training Package Products updated: Qualifications updated: • HLT42021 Certificate IV in Massage Therapy • HLT52021 Diploma of Remedial Massage Units: • Review of eight units coded HLTMSG New units developed: • HLTMSG012 Apply relaxation massage clinical practice • HLTMSG016 Apply principles of pain neuroscience • HLTMSG017 Apply remedial massage clinical practice Units deleted: One Skill Sets developed: • HLTSS00081 Pain Management Skill Set • HLTSS00082 Applied Massage for Pain Management Skill Set

HLT Health Training Package modification history	
Release	**Summary of change**
8.0	**Health Administration Training Package Products updated:** Qualification updated: 1 • HLT47321 Certificate IV in Health Administration Units: • Four HLTADM units reviewed and updated.
	Hospital or Health Services Pharmacy Support Training Package Products updated: Qualifications updated: 2 • HLT37121 Certificate III in Hospital or Health Services Pharmacy Support • HLT47121 Certificate IV in Hospital or Health Services Pharmacy Support Units: • Nine HLTPHA Units reviewed and updated. • Fourteen new Units added.
	Allied Health Assistance Qualification deleted: 1 • HLT33215 Certificate III in Health Support Services Qualifications updated: 3 • HLT23221 Certificate II in Health Support Services • HLT33021 Certificate III in Allied Health Assistance • HLT43021 Certificate IV in Allied Health Assistance 1 Skill set deleted: • HLTSS00061 Food Safety Supervision Skill Set (for Community Services and Health Industries) Skill sets updated: 6 • HLTSS00074 Allied Health Assistance – Rehabilitation and Reablement Skill Set • HLTSS00075 Allied Health Assistance – Nutrition and Dietetics Skill Set • HLTSS00076 Allied Health Assistance – Psychosocial Skill Set • HLTSS00077 Allied Health Assistance – Movement and Mobility Skill Set • HLTSS00079 Allied Health Assistance – Podiatry Skill Set • HLTSS00080 Allied Health Assistance – Communication and Hearing Skill Set New skill set: 1 • HLTSS00078 Allied Health Assistance – Medical Imaging Skill Set Units deleted: 5 Units: • HLTAHA units updated: 23 • New HLTAHA Units: 4

HLT Health Training Package modification history	
Release	**Summary of change**
	• HLTHSS units updated:4
	Minor changes to • HLTENN060 Apply nursing practice in the paediatric care setting and • HLTHPS006 Assist clients medication
	Infection Prevention and Control (IPC) training Package products updated The following two INF units of competency have been reviewed and updated: • HLTINF001- Comply with infection prevention and control policies and procedures • HLTINF003- Implement and monitor infection prevention and control policies and procedures Skill sets • 1 skill set updated • 1 new skill set added
7.1	**Release 7.1 of the HLT Health Training Package includes the following modifications:** First Aid units updated in the following qualifications: • HLT20113 Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT30113 Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT33015 Certificate III in Allied Health Assistance • HLT33115 Certificate III in Health Services Assistance • HLT35115 Certificate III in Dental Laboratory Assisting • HLT37215 Certificate III in Pathology Collection • HLT37315 Certificate III in Health Administration • HLT40113 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care • HLT40213 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice • HLT42015 Certificate IV in Massage Therapy • HLT43015 Certificate IV in Allied Health Assistance • HLT47415 Certificate IV in Audiometry • HLT47715 Certificate IV in Medical Practice Assisting • HLT50113 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care • HLT50213 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice • HLT52015- Diploma of Remedial Massage • HLT52115 Diploma of Traditional Chinese Medicine (TCM) Remedial Massage • HLT52215 Diploma of Shiatsu and Oriental Therapies • HLT52315 Diploma of Clinical Aromatherapy • HLT52415 Diploma of Kinesiology • HLT52515 Diploma of Reflexology • HLT52615 Diploma of Ayurvedic Lifestyle Consultation • HLT55118 Diploma of Dental Technology • HLT57415 Diploma of Audiometry

HLT Health Training Package modification history	
Release	**Summary of change**
	• HLT62615 Advanced Diploma of Ayurveda Superseded Skill Set removed • HLTSS0027 Occupational First Aid Skill Set
7.0	**Anaesthetic Technology Training Package Products updated:** Qualification updated: 1 • HLT57921 Diploma of Anaesthetic Technology and Practice Units: Seven HLTANA Units reviewed and updated. **Orthopaedic Technology Training Package Products updated:** Qualification developed: 1 • HLT57821 Diploma of Orthopaedic Technology Units: • Seven new HLTOTH Units added.
	Minor updates with equivalent outcomes for the following: Qualifications: • HLT35021 Certificate III in Dental Assisting • HLT45021 Certificate IV in Dental Assisting • HLT54121 Diploma of Nursing • HLT64121 Advanced Diploma of Nursing Units of Competency: • HLTAID012 Provide First Aid in an education and care setting • HLTAID015 Provide advanced resuscitation and oxygen therapy • HLTDEN015 Prepare for and assist with dental procedures • HLTENN038 Implement, monitor and evaluate nursing care • HLTENN039 Apply principles of wound management • HLTENN041 Apply legal and ethical parameters to nursing practice • HLTHPS002 Support health professional in the delivery of care • HLTOHC011 Apply fluoride varnish • HLTSTE003 Sterilise loads Skill Sets: • HLTSS00070 Enrolled Nurse Renal Health Care Skill Set
6.1	Minor corrections to formatting to improve readability. Correction of metadata, mapping and links. Equivalent outcome.
6.0	**Enrolled Nursing Training Package Products updated:** Qualifications updated:

HLT Health Training Package modification history	
Release	**Summary of change**
	• HLT54121 Diploma of Nursing • HLT64121 Advanced Diploma of Nursing Units: • Review of units coded HLTENN and HLTRNL • Units added and removed Skill set updated: HLTSS00070 Enrolled Nurse Renal Health Care.
	Dental Assisting Training Package Products updated: Qualifications updated: • HLT35021 Certificate III in Dental Assisting • HLT45021 Certificate IV in Dental Assisting Units: • Review of units coded HLTDEN and HLTOHC • Units added and removed Skill sets added: • HLTSS00072 Dental Radiography Skill Set • HLTSS00073 Oral Health Care Skill Set.
	Clinical Coding training Package products updated: Qualification developed: • HLT50321 Diploma of Clinical Coding Units: • New HLTCCD units • Units reviewed and removed HLTADM Skill set: • New HLTSS00071 Clinical Coding Auditor Skill Set • Skill set removed.

HLT Health Training Package modification history	
Release	**Summary of change**
5.1	**Modifications include:** Removal of unused qualifications and units of competency from the HLT Training Package in response to Skills Reform Ministerial Statement - 9 October 2020 Qualification removed: • HLT47615 Certificate IV in Cardiac Technology Units removed: • HLTDEF004 Attend to emergency patients being transported by road • HLTPAT007 Collect arterial blood samples • HLTHSS001 Operate an incinerator • HLTDEF001 Participate in a land based deployed health capability • HLTDEF003 Perform the duties of a scribe during casualty resuscitation • HLTDEF002 Provide treatments for common conditions. Minor modifications were applied to qualifications and units of competency in line with SkillsIQ continuous improvement. Qualifications: • HLT26115 Certificate II in Indigenous Environmental Health • HLT31120 Certificate III in Non-Emergency Patient Transport • HLT41020 Certificate IV in Ambulance Communications (Dispatch). Units of competency: • HLTOUT002 Receive and respond to requests for ambulance service • HLTOUT003 Assign and coordinate ambulance service resources • HLTOUT004 Assess and deliver basic clinical care • HLTOUT005 Assess and deliver standard clinical care • HLTOUT006 Transport emergency patients • HLTOUT010 Communicate in complex situations to support health care • HLTPOP025 Provide basic repairs and maintenance to health hardware and fixtures • HLTPOP026 Monitor and maintain sewage or effluent systems • HLTPOP027 Monitor and maintain water supply • HLTPOP028 Monitor and maintain rubbish collection and disposal systems • HLTPOP029 Work in a population health context • HLTPOP030 Determine and implement disease prevention and control measures • HLTPOP031 Provide information and support on environmental health issues • HLTPOP032 Monitor and maintain dog health in the community • HLTPOP033 Identify pest control strategies. Skill set • HLTSS00068 Occupational First Aid Skill Set.

HLT Health Training Package modification history	
Release	**Summary of change**
5.0	**HLTINFCOV001 Comply with infection prevention and control policies and procedures** • added to Complementary Health qualifications Qualifications updated: • HLT42015 Certificate IV in Massage Therapy • HLT52015 Diploma of Remedial Massage • HLT52115 Diploma of Traditional Chinese Medicine (TCM) Remedial Massage • HLT52215 Diploma of Shiatsu and Oriental Therapies • HLT52315 Diploma of Clinical Aromatherapy • HLT52415 Diploma of Kinesiology • HLT52515 Diploma of Reflexology • HLT52615 Diploma of Ayurvedic Lifestyle Consultation • HLT62615 Advanced Diploma of Ayurveda
	Ambulance and Paramedic training package products updated: • Updated qualifications • Updated units of competency • Deleted skill set • Mapping table including equivalence updated
	Certificate II in Indigenous Environmental Health training package products updated: • Updated qualification • New skill set • Updated units of competency • Mapping table including equivalence updated.
4.3	**Updated HLTAID First Aid Units of Competency and associated Skill Set**
4.2	**Additional content added to address COVID-19** • New unit added. HLTINFCOV001 Comply with infection prevention and control policies and procedures • Skill sets added
4.1	**HLTENN007 Administer and monitor medicines and intravenous therapy.** • Addition of advice regarding equipment in assessment
4.0	**Release 2 of Diploma of Dental Technology** HLTPAT002 Perform venous blood collection updated: • Correction to workplace hours requirement for mandatory work placement.
3.1	Minor update.

HLT Health Training Package modification history	
Release	**Summary of change**
3.0	Addition of information related to each of the areas added to the training package in December 2015
2.0	Addition of the newly endorsed **Health sector qualifications and units** Qualification mapping, including equivalence table unit mapping
1.3	Addition of equivalency information (Equivalent or Non-equivalent) Updated: • WHS and First Aid mapping • All references to NSSC website • Assessor requirements • Weblinks
1.2	• Revised work placement requirements for registration (AHPRA requirements) for HLT40213 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice • Added HLTAHW404B to mapping document. • Updated release code from 1.1 – 1.2 • Added: Implementation Guide as a mandatory requirement for Industry Skills Councils to develop • Added skill set codes • Updated first aid and WHS unit codes • Updated first aid teach-out and transition text • Updated HLT Health Training Package version control and modification history • Added links.
1.1	• Added skill set codes • Updated first aid and WHS unit codes • Updated first aid teach-out and transition text • Updated HLT Health Training Package version control and modification history • Added links.
1.0	**HLT07 to HLT Health Training Package** This release meets the National Skills Standards Council's Standards for Training Packages, released in July 2013.

Introduction

This Companion Volume Implementation Guide has been developed to provide advice and guidance on the implementation of the *HLT Health Training Package*. It also includes key information on the industry and its workforce needs.

Training packages consist of endorsed and non-endorsed components that are developed to comply with the *Standards for Training Packages 2012*. Endorsed components must be submitted for approval by the Australian Industry and Skills Committee before they are released for use.

Endorsed components can include:

- units of competency which specify the standard of performance required in the workplace
- assessment requirements (associated with each unit of competency)
- qualifications that are consistent with the Australian Qualifications Framework specifications
- credit arrangements which specify any arrangements between training package qualifications and higher education qualifications.

Non-endorsed components can include:

- a quality assured Companion Volume Implementation Guide (Implementation Guide)
- other quality assured guides to assist users
- skill sets.

Other companion guides

Other non-endorsed companion guides can be found on VETNet.

Quality assurance of companion guides

This Implementation Guide contains some mandatory content such as lists of units and their prerequisites. Other content is informed by consultation processes with industry representatives, trainers, assessors, and project reference committees so that information is relevant and useful to all users of the training package.

The content is reviewed by the Industry Reference Committee (IRC), editors, and State and Territory Training Authorities before publication. Implementation Guides are reviewed and updated in response to ongoing feedback received by SkillsIQ, subject to IRC approval.

Health Industry Reference Committees

The original content of the HLT Companion Volume Implementation Guide (CVIG) was managed by the former Community Services and Health Industry Skills Council (CS&HISC), which includes HLT Release 3.0 and earlier.

On 1 January 2016, SkillsIQ was appointed as the Skills Service Organisation (SSO) with responsibility for supporting the Industry Reference Committees responsible for the HLT Health Training Package. HLT Release 4.0 to the current HLT Release 8.0 is managed by Skills IQ.

The following Industry Reference Committees (IRCs) are responsible for reviewing and updating national training package qualifications, skill sets, and units of competency contained in the HLT Health Training Package:

- Aboriginal and Torres Strait Islander Health Worker Industry Reference Committee
- Aged Services Industry Reference Committee
- Ambulance and Paramedic Industry Reference Committee
- Community Sector and Development Industry Reference Committee
- Complementary Health Industry Reference Committee
- Dental Industry Reference Committee
- Direct Client Care and Support Industry Reference Committee
- Disability Support Industry Reference Committee
- Enrolled Nursing Industry Reference Committee
- First Aid Industry Reference Committee
- Technicians Support Services Industry Reference Committee.

This Companion Volume Implementation Guide has been prepared by Skills IQ on behalf of those IRCs.

On 1 January 2023, responsibility for Training Package Products will pass to the appointed Jobs and Skills Councils. These are yet to be announced at the time of publication of this document. For Training Package Product enquiries after 1 January 2023, please go to https://www.dewr.gov.au

Overview information

This Implementation Guide is designed to assist assessors, trainers, Registered Training Organisations (RTOs) and enterprises to deliver the *HLT Health Training Package*. It provides advice about the structure and content of the training package, its key features and industry-specific information applicable to implementation.

HLT Qualifications

Qualifications are created by combining units of competency into groups which provide skill outcomes meaningful in the workplace for different job roles, and aligning those groups of competencies to qualification levels consistent with the specifications nominated in the Australian Qualifications Framework (AQF).

Qualifications therefore:

- represent key industry functions directly related to occupational positions in the industry
- are a framework, not a course.

Occupational outcomes

Each qualification indicates the occupational outcomes, and these are listed for all qualifications in **Appendix 8**.

HLT Skill Sets

Skill sets contained within a training package, are a group of units of competency that provide a specific array of skills that are able to be gained outside of a qualification. They can be:

- a group of skills that link to a licensing or regulatory requirement
- a group of skills that can link to a defined industry need; these could comprise a set of units to upskill workers and can be thought of as a short upskilling course
- a set of units linked to a defined industry need where a whole qualification is not required; workers just need a very specific array of skills.

A skill set can comprise a single unit of competency.

HLT Health units of competency and prerequisites

Units of competency are developed by industry to meet the skill needs of industry. Each unit of competency identifies a discrete workplace skill and includes the knowledge that underpins competency. Units of competency therefore:

- are statements about the skills and knowledge required for effective performance in a particular job function
- describe work outcomes, not training input or modular ways of delivering training
- logically describe stand-alone skills which are used in a work situation
- can be combined together in groups which align to work functions and job roles.

Prerequisites

A prerequisite is a unit of competency in which the individual must be deemed competent prior to the determination of competency in another unit. Prerequisites are applicable when competency cannot be achieved in a given unit of competency without first gaining essential knowledge and skills from other unit(s) of competency.

Minimal prerequisites have been nominated in HLT units of competency. This avoids a trail of prerequisites leading to multiple others, and a mandatory “lock-step” approach to training and assessment. Nomination of multiple prerequisites reduces flexibility, may create challenges for holistic delivery, and can force all RTOs to sequence delivery in the same way, despite diverse course content, learner and industry needs.

Imported units of competency

In addition to units developed specifically for the health industry, qualifications contain a range of units imported from other training packages. These have been selected because of their applicability to industry job roles.

The use of imported units of competency is allowed if:

- they are appropriate to the needs of the enterprise and the job outcome sought.
- any prerequisites specified in the original unit and any specific assessment requirements in the host Training Package are also observed.

Lists of qualifications, skill sets and units

The following information is contained within appendices to this Implementation Guide:

List of HLT qualifications	Appendix 1
List of HLT skill sets	Appendix 2
List of HLT units and prerequisites	Appendix 3
List of imported units and prerequisites	Appendix 4

Mapping information

Mapping tables provide details of modifications to HLT qualifications and units of competency, and indicate equivalence status. The mapping tables appear in the order of training package release, and correspond to the version control summary and modification history.

The following mapping tables are contained within appendices to this Implementation Guide:

HLT Qualification mapping	Appendix 5
HLT Unit of competency mapping	Appendix 6

This CVIG provides mapping information for all current qualifications and units of competency.

Additional Companion Volumes

The First Aid Companion Volume Implementation Guide provides implementation information relevant to the HLTAID units of competency. This can be found on VETNet.

Overview of changes in Release 9.0 (December, 2022)

Aboriginal and/or Torres Strait Islander Health

The update to Aboriginal and/or Torres Strait Islander health work training package components of HLT Health Training Package was completed in 2021-2022, under the direction of the Aboriginal and Torres Strait Islander Health Worker IRC.

The key driver for training package product change was stakeholder concern that pre-existing units of competency and qualifications did not align well with current and emerging roles for Aboriginal and Torres Strait Islander health workers and health practitioners. Additionally, their roles are continuing to expand to service emerging or persisting health and wellbeing issues. The following community needs and skills gaps had been identified:

- advocacy
- assistance with nutrition and other healthy lifestyle practices
- assisting people affected by alcohol and other drugs, and by domestic violence
- sexual health
- mental health, particularly skills for trauma informed care
- palliative care
- prevention, early detection and management of chronic disease, particularly diabetes
- rural and remote emergency services
- language, literacy and numeracy skills

Multiple actions have been taken to strengthen content for the abovementioned skills gaps.

Skills for advocacy are now more explicit within each advocacy unit, and the units have been scaffolded to create a hierarchy of skills applicable to different job roles covered by Certificate III to Diploma.

Units covering healthy lifestyle practices have been strengthened. One unit has been completely refocused to cover skills for providing education on lifestyle disease, lifestyle risk factors, and advice on healthy lifestyle choices and for supporting behaviour change.

Relevant units have been re-written to strengthen content for priority health issues, e.g. sexual health, mental health, and chronic disease. New units have been written to cover diabetes.

Content for mental health, suicide prevention, self-harm, intergenerational trauma and trauma informed care, has been incorporated in a range of units, particularly those coded SEW (social and emotional wellbeing).

Content for providing emergency services has been strengthened in units coded EDR (emergency and disaster response) and additional units have been imported for participating in rescue operations.

A number of relevant units have been imported from CHC Community Services Training Package and used in qualifications. These cover palliative care, domestic violence, alcohol and other drugs.

During this review, it was found that language, literacy and numeracy (LLN) skills were not always highlighted in the Foundation Skills section of pre-existing units of competency. Foundation Skills fields have been populated to provide a more detailed explanation of the LLN skills required, written in a way that reflects both the job task and skill level. This should assist trainers and assessors to understand the specific workplace LLN requirement, and provide LLN learning opportunities. LLN skills training can be pitched at the level described and provided before and during courses, in context and holistically with the “technical” skills described by the unit.

Massage Therapy

The update to Massage Therapy training package components of HLT Health Training Package was completed in 2021, under the direction of the Complementary Health IRC.

The key driver for training package product change was stakeholder concern that pre-existing units of competency and qualifications which were last reviewed in 2015 do not align well with current and emerging roles for massage therapists in the workplace, including standards of professionalism and

service in the complementary health industry, and to address significant growth projections regarding the need for highly skilled massage therapists.

Additionally, the roles of the massage therapist are continuing to evolve to meet the various consumer and industry-wide specific elements which have been changing over time:

- Changing demographics of clients - Australia is experiencing trends of an ageing population, which will continue in the long-term. Client needs are changing, and the complexity of conditions presented to therapists is extensive. Individuals with a chronic disease diagnosis are increasingly likely to use complementary therapies.
- Skills shortages - The sector is facing key skills gaps principally due to the increasing level of demand from an ageing population who supplement complementary health services as part of palliative care.
- Actions have been taken to strengthen content of the training package products for the abovementioned drivers.

The updated Massage Therapy qualifications and training package products consist of:

- Two updated qualifications
- Seven updated HLTMSG units of competency
- Three new HLTMSG unit of competency
- Two new skill sets

Overview of changes in Release 8.0 (November, 2022)

Allied Health Assistance

The update to Allied Health Assistance training package components of HLT Health Training Package was completed in 2021, under the direction of the Direct Client Care and Support IRC.

Industry has identified key drivers for change in the training package products relating to the direct client care and support sector.

Specific areas requiring updates as a matter of priority have been identified in the Health Assistance, Health Support Services and the Individual Support and Ageing qualifications.

The direct client care and support sector has been evolving due to the changes in technology. As more and more processes move to an online capacity, it is important that workers have the skills to be able to use technology when carrying out their duties.

The introduction of new funding models such as the NDIS and My Aged Care will impact how workers interact with clients and the skills and knowledge they require to do so. There is also a need identified by industry for workers across all sub-sectors including disability and aged care (in home and in residential facilities) and in rehabilitation services within acute, sub-acute and community settings to be cross-skilled, especially in light of the ways in which new funding models will operate.

Workers in areas such as health support services require access to qualifications with a variety of units of competency to build a requisite mix of skills that provide flexibility and transferability. Increasing the cross-skilling of workers will allow the transfer of those workers within different sub-sectors of the health and community services industry, which will be important in addressing workforce shortages in the future.

Engagement models are also creating challenges for workers in managing their own entitlements and related processes, and there is therefore a need for business and financial skills and capabilities. There is a critical need for skills in identifying and responding appropriately to situations of abuse, particularly family violence and elder abuse. Related to this is the establishment of professional boundaries and ethics to ensure the professionalism of the workforce when relating to clients.

Opportunities also exist to develop stronger content around cultural competency, including those competencies required when working with Aboriginal and Torres Strait Islander people and people from CALD and LGBTIQ communities. Workers within the sector will need the skills to meet the demands of consumers in terms of their care. It has been noted that while there are existing units of competency relating to customer service in training packages relating to retail, tourism and others, these are transactional in nature and do not provide the skills in empathy and patient connection required by the health and community service environment.

To address these issues the updated Allied Health Assistance training package products have included:

- Units have been added to the core from the aged care and disability.
- HLTAHA units been updated to capture important knowledge in respect to aged care and disability.
- Units have been added to deal with telehealth.
- A new unit has been developed to ensure learners have the ability to apply and use technology in rural or isolated settings.
- New specialisations and skill set have been updated that will provide transferable skills and opportunity for learners to move easily from one area to another.
- All HLTAHA units have new elements and knowledge requirements that will ensure graduates understand their scope of role and limitations within the Allied Health sector.
- Knowledge evidence, where relevant was updated to address empathy and improve patient connection and cultural awareness.

Health Administration

The update of the existing nationally recognised Certificate IV in Health Administration and four Health Administration Units of Competency packaged within the HLT Health Training Package, under the direction of the Technicians Support Services IRC, was completed in 2021.

The 2018 Technicians Support Services Industry Skills Forecast (ISF) identified that the *HLT47315 Certificate IV in Health Administration* Qualification and four associated Units of Competency needed to be updated due to the changing requirements of administrative job roles in the health sector.

The following key areas have been considered during the Training Package development process:

- The 2018 ISF made reference to the 2016 *National Strategic Framework for Rural and Remote Health* document, with particular reference to one of the objectives focusing on the need to 'build a health workforce that meets the needs of local communities'.
- Reference was also made to three key strategies listed in the framework relating to the health administration sector included the need to identify opportunities for new or expanded roles; to vary the skills mix of multi-disciplinary team members to enhance services; and to introduce new professional and semi-professional roles, such as vocationally and tertiary-trained assistants, transport providers and coordinators, and Telehealth/e-Health coordinators.
- The development of these new Training Package Products has recognised the importance of the working relationship between individuals in health administration job roles with the scope of practice of a wide range of other health care workers, including remote health workers, nurses, allied health workers, midwives, Aboriginal and Torres Strait Islander health workers and vocationally trained workers.
- To ensure that industry's needs for rural, remote and cross-disciplinary roles can continue to be met, job roles within the scope of this Qualification have been identified in order to fill gaps in regional and remote areas where there is reduced access to doctors and nurses.

The updated Health Administration Training Package Products consist of:

- One updated Qualification
- Four updated HLTADM Units of Competency.

Hospital or Health Services Pharmacy Support

The update and the development of new components within the nationally recognised Hospital or Health Services Pharmacy Support Training Package Products, currently packaged within the HLT Health Training Package, under the direction of the Technicians Support Services IRC, was completed in 2021.

Development work included the update of two **existing** Hospital or Health Services Pharmacy Support qualifications; nine **existing** Hospital Pharmacy units of competency currently included in the HLT Health Training Package; and fourteen **new** Hospital Pharmacy units of competency.

Several key gaps were identified during the Industry Skills Forecast consultation. These have now been addressed during the training package update and development process:

- While the existing units of competency within the qualifications covered the basic skills required for the job roles, they did not provide underpinning knowledge in key areas, namely:
    - the pharmacology of drugs (what drugs do and how they work), and
    - how drugs interact with bodily systems.
- Another key gap that was identified was the lack of robust performance assessment, which failed to address key knowledge-based or performance-based competencies relevant to the workplace.
- Performance evidence statements have now been strengthened in the corresponding units of competency.

Pharmacy assistants and technicians provide assistance to pharmacists, under supervision, in hospital and community health settings. This may also include pharmacies that are located outside of health services, but which supply medicines and products to hospitals and other health services.

The updated Hospital or Health Services Pharmacy Support qualifications and training package products consist of:

- Two updated qualifications.
- Nine updated HLTPHA units of competency
- Fourteen new HLTPHA units of competency.

Infection Prevention and Control

The training package update relates to the update of two units of competency to ensure the performance outcomes, skills and knowledge align to contemporary standards and promote consistency in training outcomes. The Infection Control Skill Set has also been updated and a new skill set added. Infection Prevention and Control (IPC) Practices have come under increasing focus in recent times and particularly in aged care during the period of the COVID-19 pandemic. Changes in best practice and national guidelines have been introduced and have impacted on minimum standards for IPC in all sectors.

Strong stakeholder support for a review of the units of competency relating to IPC implementation was also noted during the review of the individual support, aged care and disability support training package products, however, they were not within the scope of that project. Particular concerns were expressed about the need to have a set of minimum standards and strong foundational IPC skills and knowledge that could apply in non-clinical settings and a diverse range of workplace contexts and settings such as those encountered by individual support workers.

The need for this training package update was highlighted when The National Nursing and Midwifery Education Advisory Network (NNMEAN), Chaired by Professor (Practice) Alison McMillan, Chief Nursing and Midwifery Officer, asked the Department of Health and the Department of Education, Skills and Employment (DESE) to establish a mechanism to review the:

- quality of the training in IPC units within the VET nursing education packages; and
- ensure that the IPC units content remains contemporary, and evidence based.

SkillsIQ under the direction of the Direct Client Care and Support Industry Reference Committee, coordinated the development of a Case for Change which provided further detail in support for the update.

The following 2 units of competency have been updated:

- HLTINF001 Comply with infection prevention and control policies and procedures
- HLTINF003 Implement and monitor infection prevention and control policies and procedures.

Overview of changes in Release 7.0 (December, 2021)

Anaesthetic Technology

The update of the existing nationally recognised Anaesthetic Technology qualification and seven Anaesthetic Technology units of competency packaged within the HLT Health Training Package, under the direction of the Technicians Support Services IRC, was completed in 2021.

The 2019 Technicians Support Services Industry Skills Forecast (ISF) identified that the *HLT57915 Diploma of Anaesthetic Technology,* now to be known as the *Diploma of Anaesthetic Technology and Practice*, and seven associated units of competency needed to be updated due to the changing requirements of anaesthetic technology job roles.

The anaesthesia environment is continually evolving in terms of procedures and techniques to ensure both safety and the quality of patient care. One of the primary reference documents that underpins this is the Australian and New Zealand College of Anaesthetists' *ANZCA PS08 – Statement on the Assistant for the Anaesthetist*, which was significantly revised shortly after the 2015 version of the *HLT57915 Diploma of Anaesthetic Technology* was released.

The following key areas have been considered during the training package development process:

- Changes in job roles' scope of practice in terms of standards and protocols, new ideas and techniques, digital technologies and terminology used within the discipline of anaesthetics
- Current industry practice and knowledge to equip existing and new workers to perform their job roles in an efficient and effective manner, providing for safe patient management in the anaesthetics sub-sector
- Procedures and techniques to ensure both safety and quality of patient care which is continually evolving in the anaesthesia environment
- The revised primary reference document that underpins the Australian and New Zealand College of Anaesthetists' (ANZCA's) best practices, namely the *PS08 - Statement on the Assistant for the Anaesthetist.*

The updated Anaesthetic Technology training package products consist of:

- One updated qualification
- Seven updated HLTANA units of competency.

Orthopaedic Technology

The development of a new nationally recognised Orthopaedic Technology qualification and seven new Orthopaedic Technology units of competency packaged within the HLT Health Training Package, under the direction of the Technicians Support Services IRC, was completed in 2021.

The *HLT41412 Certificate IV in Cast Technology* and seven associated units of competency were deleted in error from the HLT Health Training Package in 2015. The new qualification, the *Diploma of Orthopaedic Technology*, aims to retain the required content from the previous units of competency and also include critical additional content identified by industry that is required by orthopaedic technologists in order to meet current and future industry needs.

The following key areas have been considered during the training package development process:

- Access to a skilled orthopaedic technology workforce, as well as an appropriate qualification that supports the skills and knowledge requirements of the job role as defined by industry, is critical.
- Orthopaedic technologists are responsible for all trauma-related splinting, casting, orthopaedic tractions and, in certain regions, cervical halos. The new qualification will provide technical and clinical specialist knowledge and acute skills to focus on patient-centred fracture care.
- The enhancement of skills within the orthopaedic technology workforce will result in better outcomes for those who require casting or orthopaedic services.

Orthopaedic technologists or technicians, also known as cast technicians, are employed in all Australian states except for New South Wales (NSW), where the workload is taken up by physiotherapists and nurses. Orthopaedic technologists work in conjunction with orthopaedic surgeons, neurosurgeons and vascular surgeons to handle both simple and complex fractures. The new qualification will provide

technical and clinical specialist knowledge and acute skills to focus on patient-centred fracture care. The enhancement of skills within the orthopaedic technologist workforce will result in better outcomes for those who require casting or orthopaedic services.

The newly developed Orthopaedic Technology training package products consist of:

- one newly developed qualification
- seven new HLTOTH units of competency.

Overview of changes in Release 6.0 (April, 2021)

Enrolled Nursing qualifications

The update of the existing Enrolled Nursing Training Package Products under the remit of the Enrolled Nursing IRC is in response to the Key Drivers for Change findings in the 2019 Industry Skills Forecast.

The HLT Health Training Package must be reflective of the contemporary requirements of industry. Specifically, in current circumstances, the way enrolled nurses prepare to enter the workforce and acquire the necessary skills needs to be aligned to work roles to ensure that enrolled nurses can practise and contribute to reducing or eliminating workforce shortages, particularly in regional and rural areas.

The following key areas have been addressed during the Training Package development process to ensure these Qualifications are fit for purpose within contemporary Australian health care delivery models:

- Areas of practice relating to paediatric nursing, gerontology and end-of-life nursing
- Pathophysiology of ageing and the ability to work well in aged care facilities and settings.

Other issues around delivery and implementation also decided by the IRC during the review:

- Added a statement to individual Units of Competency requiring the Diploma of Nursing program to be accredited by AMNAC.
- Reduced the amount of required assessments where possible
- Revised the need to demonstrate skills in the workplace where possible.

The updated Enrolled Nursing Training Package Products include:

- Two (2) updated Qualifications.
- One (1) updated Skill Set.
- 32 HLTENN updated Units of Competency.
- Two (2) new HLTENN Units of Competency
- Two (2) HLTRNL updated Units of Competency.

Dental Assisting qualifications

The update of existing Dental Assisting Training Package Products, currently packaged within the HLT Health Training Package, under the direction of the Dental IRC.

Development work included the update of two **existing** Dental Assisting Qualifications; two **existing** Skill Sets; 14 **existing** Dental Assisting Units of Competency; six **existing** Oral Health Care Units of Competency currently included in the Health Training Package (HLT); and to develop three **new** Dental Assisting Units of Competency.

The following key gaps have been addressed during the Training Package update and development process:

- **Orthodontic dental assistance** –where dental assistants are involved, they will now have the necessary skills to better support orthodontic procedures.

- **Assisting in implant and surgical dental procedures** – dental assistants will be able to cope with additional duties because of the increased services such as dental implants, oral surgery and oral maxillofacial surgery.

- **Digital technologies** - dental assistants will have the digital competency and online engagement skills required for job roles on a day-to-day basis due to the necessary adoption of advanced digital technologies.

The updated Dental Assistants qualification and training package products consist of:

- Two (2) updated qualifications.
- Two (2) updated Skill Sets.
- 13 HLTDEN updated units of competency.
- Three (3) new HLTDEN units of competency
- Five (5) HLTOHC updated units of competency.

Clinical Coding qualifications

The update of existing nationally recognised clinical coding Units of Competency and the development of a new entry-level clinical coding Qualification, to be packaged within the HLT Health Training Package, has been commissioned by the Australian Industry and Skills Committee (AISC) under the direction of the Technicians Support Services IRC.

Development work included the update of three **existing** clinical coding Units that are currently included in the Health Administration sector of the Health Training Package (HLTADM); the development of a new entry-level clinical coding Qualification; a new *Clinical Coding Auditor Skill Set* that comprises three **new** clinical coding Units of Competency; and four **separate new** clinical coding Units of Competency.

The following key areas have been addressed during the Training Package development process:

- access to appropriate skills and knowledge, to meet the current and future needs of the Australian health care system.
- availability of more job-ready graduates who require less on-the-job mentoring and have acquired a minimum level of competency to allow them to begin work at an entry level in any jurisdiction.
- a consistent standard of practice for clinical coders.

The new Clinical Coding qualification and updated training package products consist of:

- One (1) new qualification:
- One (1) new Skill Set
- Removal of one (1) Skill Set
- Update of three (3) existing units of competency.
- Seven (7) new units of competency

Overview of changes in Releases 4.0 to 5.1

Pre-hospital and out-of-hospital health care qualifications

The update of these training package products was carried out in response to industry feedback consolidated in the 2018–19 Ambulance and Paramedic Industry Skills Forecast.

The Ambulance and Paramedic training package products cover an array of roles across the community that deliver fundamental pre-hospital and out-of-hospital health care services. Pre-hospital/out-of-hospital health care services can involve emergency and non-emergency scenarios, which play a critical role in injury/illness prevention and health promotion.

Care and support services can include the provision of urgent pre-hospital and out-of-hospital patient clinical care, as well as conducting patient assessments and prioritising patient care in accordance with national and jurisdiction-based clinical practice guidelines. The level of primary care provided by pre-hospital and out-of-hospital health care services can in some cases determine the long-term outcome of a patient, successfully minimise the need for treatment, and consequently help to minimise the demand for hospital and health care provider facilities.

Since the existing training package products were last updated, paramedics have been required to obtain a Higher Education Bachelor's Degree qualification. As a result, the focus of the Ambulance and Paramedic training package products in the HLT Training Package was updated to address the skills needs of other support workers in the pre-hospital and out-of-hospital sectors as outlined. The IRC had agreed that these national qualifications continue to have relevance to first responders and support staff, particularly those in remote or offshore locations.

Updates in the structure and content of training package products were necessary to ensure the workforce was equipped with the skills needed to address the requirements of contemporary job roles.

Occupational violence, mental health & wellbeing and resilience were identified by industry as significant workforce issues which needed to be addressed in training package products.

Packaging rules were revised to include units of competency which now address communicating with people with challenging behaviours as well as managing personal stressors in the work environment. These units reinforce key skills to assess potential incidents of violence and strategies to address them.

Certificate II in Indigenous Environmental Health

The *Certificate II in Indigenous Environmental Health* was updated and endorsed. A new skill set was developed, *HLTSS00068 Indigenous Environmental Health Support Work* and nine existing units of competency were updated to address the specific requirements of Indigenous and remote environmental health contexts, to meet the requirements of the job role at a Certificate II level.

Industry consultation had identified the need for delivery of knowledge and skills in terms of a culturally appropriate and safe context for Aboriginal and Torres Strait Islander people. The need to develop a new skill set for Indigenous environmental health workers who work to support the environmental health needs of Indigenous communities regarding water supply was identified.

Units of competency and associated assessment requirements were written in a manner that allows adaptability and flexibility in terms of reducing barriers for people in regional and remote communities to upskill and gain access to acquiring a qualification that aligns to health worker job roles within the Indigenous environmental health sector.

Complementary Health

The following qualifications from the complementary health sector had an additional unit, *HLTINFCOV001 Comply with infection prevention and control policies and procedures*, added to the elective bank:

- HLT42015 Certificate IV in Massage Therapy
- HLT52015 Diploma of Remedial Massage
- HLT52115 Diploma of Traditional Chinese Medicine (TCM) Remedial Massage
- HLT52215 Diploma of Shiatsu and Oriental Therapies
- HLT52315 Diploma of Clinical Aromatherapy
- HLT52415 Diploma of Kinesiology
- HLT52515 Diploma of Reflexology
- HLT52615 Diploma of Ayurvedic Lifestyle Consultation
- HLT62615 Advanced Diploma of Ayurveda.

This unit was added to deal with issues caused as a result of COVID-19.

First aid units of competency

Knowledge and performance evidence were updated to ensure contextualisation can better address issues relating to mental health, vulnerable groups, and at-risk cohorts.

A key focus of the development work ensured that the units of competency and associated assessment requirements were written in a manner that allows adaptability and flexibility in response to rapid technological developments. The broad manner in which the units were written ensured they were able to be contextualised to meet the needs of different businesses and their processes and software. Advice for training providers in regard to the types of equipment, software and resources was added to the HLT Health Companion Volume First Aid Implementation Guide.

COVID-19 infection control

Four national infection control skill sets endorsed by the Council of Australian Governments' (COAG's) Skills Council were housed in the HLT Health Training Package. A new unit of competency, *HLTINFCOV001 Comply with infection prevention and control policies and procedures*, was also developed for inclusion in the skill sets.

These nationally recognised training products had been developed in consultation with industry and supported the delivery of infection control training for frontline workers in retail, food handling and the transport and logistics industries.

A series of resources was developed to support Registered Training Organisations (RTOs) to deliver the new skill sets to different industry audiences. Contextualisation guides for the retail, food handling and transportation industries were developed to make it easier for RTOs to teach skills that learners could immediately apply in their workplace. These are available at https://www.aisc.net.au/content/communiques-and-training-package-updates.

Dental Technology

The 2018 release of the HLT Health Training Package addressed the identified skills gaps in the dental technology industry. To address this gap, the revised Diploma of Dental Technology included skills for working with computer-aided design (CAD) and computer-aided manufacturing (CAM).

Two new units have been developed to sit within the *Diploma of Dental Technology*. *HLTDET016 Design digital dental restorations and appliances using computer-aided design (CAD)* sits within the core, and *HLTDET017 Construct dental restorations and appliances using computer aided manufacturing (CAM)* is packaged in the electives.

Wherever possible, industry preference is that CAD and CAM be delivered together. However, industry notes that not all dental laboratories are using CAM to produce restorations and appliances, and external milling centres are often used. It is further noted that not all RTOs currently have the required equipment to deliver CAM, and industry notes the high cost of purchasing technologies may be prohibitive for some providers.

It is industry's recommendation that the packaging of CAM in the electives may need to be reconsidered at a later date when dental laboratories have further transitioned towards CAM methods.

The Dental Technology Technical Advisory Committee recommends the delivery of the following units prior to HLTDET016 and HLTDET017:

- HLTDET004 Articulate models and transfer records
- HLTDET007 Construct removable acrylic partial dentures
- HLTDET008 Construct cast removable alloy partial denture framework
- HLTDET009 Construct crown and bridge structures
- HLTDET011 Construct ceramic and fixed restorations
- HLTDET012 Construct orthodontic appliances
- HLTDET013 Construct oral splints
- HLTDET015 Construct complete removable acrylic dentures and appliances.

English Language Proficiency

Industry has identified the need for a high level of English proficiency prior to entry into this qualification, particularly in relation to the delivery of CAD and CAM units of competency.

Industry strongly recommends training providers consider the English proficiency of learners in pre-enrolment Language, Literacy and Numeracy (LLN) testing.

The recommended English proficiency for domestic students is completion of year 12 and IELTS Level 6 for international students.

Release 1.0 Information

The 2015 release of the HLT Health Training Package reflected the significant changes that occurred across the health industry since the training package was last reviewed in 2007. Increased demand combined with less funding and the move to different funding models had brought about changes in the way some services were delivered and how the workforce was employed. Some of the major changes in service demand and delivery meant that workers were increasingly being required to:

- provide support in sub-acute or home-based environments
- tailor care and support approaches to individual needs using a person-centered approach
- work in multidisciplinary teams
- support clients with complex needs
- work with remote supervision.

These major changes ultimately impacted the skills and knowledge required of the health workforce and meant that some job roles had to be redesigned and, in some instances, new job roles had emerged. For example, allied health assistants (AHAs) required skills to work as part of a multidisciplinary model of care and to increasingly provide care in home-based or community environments.

Accommodating industry needs and change, as described above, together with the requirement to align components to the *2012 Standards for Training Packages*, had resulted in a major overhaul of the HLT Health Training Package. In the reviewed work, particular emphasis was placed on:

- ensuring industry leadership in defining the job roles that the qualifications needed to address.
- capturing advice from the full range of industry and Vocational Education and Training (VET) stakeholders
- updating language, terminology and content to meet current service delivery models and changing employer and consumer needs
- updating content to address identified skill gaps and to promote workforce mobility within and between sectors
- maximising cross-sectoral commonalities
- minimising duplication and inconsistencies between qualifications and removing content that does not relate to real work outcomes
- ensuring consistent alignment to the Australian Qualifications Framework (AQF)
- supporting best practice in assessment.

To support more consistent implementation of training packages by RTOs and best practice in assessment, the HLT Health Training Package clearly specifies when assessment must be undertaken in the workplace and provides requirements for minimum hours of work placement and guidance on assessment. The reviewed work also involved separating the assessment requirements from units of competency (or standards of performance) to align with requirements under the *2012 Standards for Training Packages*.

Key work and training requirements in the industry

The health industry and coverage of the HLT Training Package

Australia's health care system is a multi-faceted web of public and private providers, settings, participants and supporting mechanisms. Health providers include medical practitioners; nurses; allied and other health professionals; hospitals and clinics; and government and non-government agencies. These providers deliver a plethora of services across many levels, from public health and preventive services in the community, to primary health care, emergency health services, hospital-based treatment, rehabilitation and palliative care.

Australia's health workforce, like its health system, is large and diverse, covering many occupations, ranging from highly qualified professionals to support staff and volunteers. Health occupations comprise workers who diagnose and treat physical and mental illnesses and conditions or recommend, administer, dispense and develop medications and treatment to promote or restore good health.

The HLT Health Training Package is designed to reflect the full range of services, modes of delivery and client profiles that are characteristic of the health industry.

Characteristics of work in the health industry

Work in the health industry reflects a complex inter-relationship of duty of care, ethical behaviours and personal values in the context of the provision of high-quality service to clients.

The nature and principles of work in the health industry include:

- meeting duty of care, legal and statutory responsibilities (ethical behaviour)
- providing a non-discriminatory service
- providing a client-centred approach.

It is essential that workers have a sound understanding of the complex regulatory environment in which they work given the interaction between health professional registration legislation; consumer protection and health complaints legislation; public health legislation and the common law principles that apply to a treating practitioner/client relationship.

The HLT Health Training Package has been constructed to ensure coverage of these essential components. However, the primary responsibility for ensuring these components are addressed in training lies with the RTO and the assessor.

For example, workers in the health industry need a sound understanding of:

- duty of care, informed consent and the principles of negligence
- principles of contracts
- duty of confidentiality and privacy legislation
- acceptance of limits of personal competence and the need for appropriate referral of clients to other health care practitioners
- ethical practice issues, particularly around inappropriate client relationships
- limits on practice and issues around boundaries, licensing and registration with other practitioners and health professions
- regulation of advertising and promotion of medical and health services under consumer protection legislation
- regulation of poisons and therapeutic goods
- regulation of infection control and public health legislation
- complaints resolution and applicability of health complaints legislation
- compliance, risk management and insurance
- general business and corporate governance principles, as some workers run their own businesses.

Regulation and licensing implications for implementation

Application

The Application statement for the majority of units of competency includes this statement:

'The skills in this unit must be applied in accordance with Commonwealth and state or territory legislation, Australian standards and industry codes of practice.'

The RTO should ensure that, when delivering the unit of competency, all relevant legislation, industry standards and/or industry codes of practice are considered and adhered to, where they exist.

Aboriginal and/or Torres Strait Islander Health Practitioner Registration

Aboriginal and Torres Strait Islander health practitioners are registered with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA) and, only when registered, can use the protected title of Aboriginal and/or Torres Strait Islander health practitioner. However, registration is not automatically linked to an individual's certification in HLT units of competency or qualifications.

Current requirements for practitioner registration, including any requirement to complete an accredited program of study, should be checked with ATSIHPBA:

https://www.atsihealthpracticeboard.gov.au/Registration.aspx

Current information about how training organisations have their program of study accredited and approved should be obtained from the Aboriginal and Torres Strait Islander Health Practice Accreditation Committee (ATSIHPAC):

https://www.atsihealthpracticeboard.gov.au/Accreditation.aspx

HLTAMED003 Administer medications – regulatory requirements

This unit describes the performance outcomes, skills and knowledge required to administer medications to Aboriginal and/or Torres Strait Islander clients according to scope of medicines authority and clinical supervision arrangements established by the employing organisation. This unit is specific to Aboriginal and/or Torres Strait Islander people working as health care practitioners. It can, under certain circumstances, also apply to health workers operating in isolated practice areas.

Aboriginal and Torres Strait Islander health workers and practitioners must be authorised, by various regulatory processes, to administer medications. The authority to administer medications is not always linked to an individual's certification in this unit of competency. Current certification requirements should be checked with the local state or territory department of health.

In some state or territory jurisdictions, training and assessment in the workplace may be constrained by local regulatory requirements. This is made clear in the Assessment Conditions field of this unit of competency.

1. Wherever there are **no** local regulatory constraints, the unit **must** be assessed in the work place, as outlined in the unit:
   Unless current state or territory medicines legislation prevents practice in the workplace, skills must be demonstrated in a health service workplace within a multidisciplinary primary health care team, and under the supervision of an authorised member of the primary health care team.

   Where practice in the workplace is allowed under current state or territory medicines legislation:

   - evidence of workplace performance must be gathered:
     - during on-the-job assessments in the workplace under live conditions while interacting with Aboriginal and/or Torres Strait Islander people, or
     - during off-the-job assessments in the workplace, not under live conditions, using simulated activities while interacting with Aboriginal and/or Torres Strait Islander people
   - evidence of workplace performance can be gathered and reported through third party report processes.
   - evidence of workplace performance can be supplemented by assessments in a simulated workplace environment using simulated activities, scenarios or case studies only when:

- the full range of situations covered by the unit cannot be provided in the individual's workplace, or
- situations covered by the unit occur only rarely in the individual's workplace.

2. Wherever there **are** local regulatory constraints, the unit can be fully assessed outside the workplace, as outlined in the unit:

   Only where current state or territory medicines legislation prevents practice in the workplace, can workplace assessments be fully replaced by simulated activities in a simulated environment.

RTOs must check state or territory regulatory requirements for the training and assessment delivery location, i.e. where the learner is located. RTOs will need to prove, for audit processes, adherence to the requirements mandated by the unit of competency. It is clear that industry's preference is for delivery and assessment in the workplace.

Implementation information

Key features of the HLT Training Package and industry that impact selection of training pathways

The health care industry receives a spectrum of essential services from the Community Sector and Development (CS&D) sector including community services, Indigenous environmental health, population health, volunteering, youth services, child protection, youth justice and housing. The workforce encompasses a diverse range of job roles and functions, as the sector often overlaps with other sub-sectors.

The HLT Health Training Package Products consist of multiple and diverse qualifications that support pathways to employment in various job roles across the health sector and community. The key aim of the health sector is to provide support to sustain and nurture the functioning of individuals, families and groups, to maximise their potential and to enhance community health and wellbeing.

Aboriginal and Torres Strait Islander Health Workers and Health Practitioners

Aboriginal and/or Torres Strait Islander Health Work units of competency within this HLT Training Package are specific to Aboriginal and/or Torres Strait Islander people working as health workers and health practitioners. They work as part of a multidisciplinary primary health care team to provide primary health care services to Aboriginal and/or Torres Strait Islander clients. Aboriginal and/or Torres Strait Islander health workers and health practitioners work with communities, families, and individuals of all ages. They work autonomously and in teams with other health professionals, including medical doctors, registered nurses and midwives, dentists, psychologists and other allied health professionals.

These health workers and practitioners work in a diverse locations including urban, rural and remote areas. They work in a range of health care settings including Aboriginal and/or Torres Strait Islander community controlled organisations, and the public or private health sector.

For both health workers and health practitioners, work is governed by defined practice standards, treatment protocols and supervision arrangements established by the employing organisation. Some work with more autonomy using initiative and judgement within the parameters of those established arrangements.

They provide culturally safe health and wellbeing promotion, preventative health care and clinical treatment services. Depending on the work setting and scope of practice, health services can include:

- assessment and screening of physical health and social emotional wellbeing
- obtaining a health and medication history
- initiating and/or interpreting a range of clinical tests, assessments and screening tools
- specimen collection
- identifying a range of health conditions, including chronic disease
- providing health care in line with care plans and/or treatment protocols
- administering medications
- supporting clients in self-management
- promoting health and wellbeing through the provision of health education
- supporting clients to access health and other support services

- advocating on behalf of clients, families or communities.

Aboriginal and Torres Strait Islander health workers and health practitioners today are able to respond to local health needs and priorities and perform different tasks depending on the services needed. This is reflected in the wide variation that exists in health worker and practitioner roles and scopes of practice which can be generalist, specialist, or location specific.

Infection Prevention and Control (IPC)

There are some HLT training package products that apply across the sector and also address skill needs required in other sectors. First Aid is a longstanding example of this. A more recent example of this is with HLTINF006 Apply basic principles and practices of infection prevention and control and HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures. The content of these two infection prevention and control units of competency aligns to minimum national standards that have resulted in part from the increased breadth of awareness and application of IPC measures which emerged with the response to Covid.

The recognition of the diverse range of workplace contexts and work settings where IPC applies had been highlighted in evidence-based research and learnings of the pandemic and informed the update of the units.

In addition, the Royal Commission into Aged Care Quality and Safety and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability have specifically highlighted the need for sound knowledge of infection prevention and control of workers in the aged care and disability sectors.

The following table provides links to contemporary national IPC standards. The second section of the table provides an explanation of the terminology that has been used in the units to enable application in different workplace contexts and settings.

Reference type	Links
Legislation	Federal and State or Territory statutory requirements Federal and State Workplace Health and safety legislation • For example, the Commonwealth workplace health and safety legislation (Work Health and Safety Act 2011) Federal and state whistleblower legislation
National infection and prevention control standards and guidelines including:	Australian Guidelines for the Prevention and Control of Infection in Healthcare Infection Control Expert Group Management of clinical and related waste – for example in NSW - https://www.health.nsw.gov.au/environment/clinicalwaste/Pages/default.aspx Standard AS/NZS 3816 2018 (Management of clinical and related wastes), Standard AS/NZS 4146: 2000 (Laundry Practice). National Hand Hygiene Initiative https://www.safetyandquality.gov.au/our-work/infection-prevention-and-control/national-hand-hygiene-initiative-nhhi/what-hand-hygiene/5-moments-hand-hygiene https://www.safeworkaustralia.gov.au/system/files/documents/1901/code_of_practice_-_how_to_manage_work_health_and_safety_risks_1.pdf

Industry standards	Aged Care Quality and Safety Commission – the Aged Care Quality Standards - *Standard 3. Personal care and clinical care, Requirement 3*. Australian Commission on Safety and Quality in Healthcare National Safety and Quality Primary and Community Healthcare Standards Standard 3: Preventing and Controlling Infections National Safety and Quality Health Service (NSQHS) Standards Standard 3: Preventing and Controlling Infections
Reports	Australian Government Response to the Final Report of the Royal Commission into Aged Care and Safety.

Infection Prevention and Control Terminology (listed alphabetically)

Assessment Conditions	
Assessment Conditions	The Assessment Conditions in HLTINF006 Apply basic principles and practices of infection prevention and control. Skills must be demonstrated in the work setting with the addition of simulations and scenarios where the full range of contexts and situations cannot be provided in the work setting or may occur only rarely. The Assessment Conditions HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures Skills must be demonstrated in the workplace with the addition of simulations and scenarios where the full range of contexts and situations cannot be provided in the workplace or may occur only rarely. • If a student does not have a workplace for assessment purposes this wording accommodates simulated assessment. • Where an RTO is unable to provide access to the workplace for assessment purposes, for a student cohort such as a VETiS program then simulations and scenarios are accommodated with this wording. The wording emphasises the importance of demonstration in the workplace to discourage practices of simulation as the first consideration. Registered Training Organisations are also reminded that student assessment comes after learning and training activities and that in ensuring the personal safety of students and the people they are involved with, workplace assessment should only occur when the student has been suitably prepared with their training activities. https://www.asqa.gov.au/guidance-resources/practical-training-and-assessment https://www.asqa.gov.au/rtos/users-guide-standards-rtos-2015/chapter-4-training-and-assessment/clauses-11-14-and-22-implementing-monitoring-and-evaluating-training-and-assessment-strategies-and-practices
Knowledge evidence	
Hand hygiene	The units are for use in broad work settings and a range of roles so the Knowledge Evidence refers to the principle of hand hygiene and hand hygiene procedures. A reference to the 5 moments of hand hygiene is also included and is a widely applied approach designed by the World Health Organisation. National Hand Hygiene Initiative
Managing exposure incidents	In HLTINF006 Apply basic principles and practices of infection prevention and control PC 3.2 states

	Assess the risk and take appropriate immediate action in accordance with industry and organisational guidelines. The nature of assessing the risk and examples of appropriate immediate action can be clarified by considering the work settings and the example of time sensitive interventions. In work settings people can be exposed to needle stick injuries, blood caused by sharps such as scissors or knives and body fluids such as saliva, vomit, nose bleeds. This is not a complete list but illustrates that in any work setting people can be involved in exposure incidents that require timely medical intervention to alleviate the risk of contracting HIV, Hepatitis and similar transmittable diseases. This can be referred to as "post exposure prophylactic treatments" intervention which requires immediate or time sensitive action – typically antiretroviral drugs. While seroconversion would be outside the scope of the roles using these units of competency the circumstances where timely medical intervention is required would be part of general health and safety requirements as well as managing risk.
Means of Transmission **Routes of Transmission**	In both units the Knowledge Evidence "transmission" terminology is used within the section *transmission of infectious agents* and the listed requirements incorporate both the means and routes of transmission.
Notifiable Diseases	The units apply in a broad range of work settings so the responsibility for identification and reporting of notifiable diseases will vary. Notifiable diseases including reporting requirements are defined in each jurisdiction. Diseases | Australian Government Department of Health and Aged Care In HLTINF006 Apply basic principles and practices of infection prevention and control, PC 3.6 states D*ocument incidents and responses and report according to organisational policies and procedures.* In implementing and monitoring responsibilities associated with INF007 there is greater responsibility on reporting and there is an explicit reference as follows – HLT INF007 Implement and monitor infection prevention and control standards, policies and procedures PC3.1 states *Identify and report potential and actual infectious risks and events, including notifiable diseases, to relevant entities.* The KE in each of these units includes reference to *organisational policies and procedures for* ○ *parties to whom reports may be made:* – *supervisor* – *general practitioner* – *health care professional* – *carer* – *responsible person* – *responsible authority.*
Personal Protective Equipment (PPE)	The Knowledge Evidence in HLTINF006 Apply basic principles and practices of infection prevention and control and HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures refers to: *safe and effective use of Personal Protective Equipment (PPE) including different types and grades including:* - *masks* - *gloves* - *protective eyewear and face shields* - *gowns and aprons* ◦ *techniques and sequence for applying, fitting and removing PPE* ◦ *preventing contamination while applying, wearing and removing PPE* ◦ *safe disposal of PPE after use*

	Note there are different types of PPE depending on the risks and application in different work settings and sectors. For example, fit testing and fit checking has specific meaning in relation to P2/N95 masks. It is important for training to contextualise PPE to ensure people are aware of specific requirements for example when fit testing and fit checking of masks is appropriate or whether fluid resistant of impervious aprons are needed. Donning and doffing terminology has been replaced with *techniques and sequence for applying, fitting and removing PPE*.
Principles of asepsis relevant to the job role	ANTT (Aseptic Non-Touch Technique) is a well understood term in health settings however the units are now for use in broader work settings and a range of roles. The Knowledge Evidence on HLTINF006 Apply basic principles and practices of infection prevention and control and HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures refers to *Principles of asepsis relevant to the job role.* This terminology does accommodate ANTT if applicable with contextualisation it can still be covered in curriculum where necessary.
Risk Management Strategies	These strategies can be as diverse as the work settings that the units apply to, and RTOs can consult with employees to contextualise examples relevant to the sector(s). For example, it may be as straightforward as purchasing a replacement item for a consumable, or a more complex procedure such as that applicable to a particular type of incident such as a needle stick.
Vectors	The knowledge evidence refers to: ◦ *reservoir* - *people, animals and birds* - *other vectors* - *blood and body fluids* - *food, water and soil* - *waste* In this context “other vectors” refers to other living things that can transmit an infectious agent. People, animals and birds have been listed separately to clarify the frame of reference in the broader based application of the unit.
Work setting vs Workplace	The updated IPC units are designed for general application and are not unique to clinical or health settings. They prescribe minimum standards for performance outcomes, skills and knowledge of people working in different contexts. HLTINF006 Apply basic principles and practices of infection prevention and control refers to “work settings” to accommodate that where a person is providing personal support the “workplace” can be in a range of settings – for example assisting a client in a shopping centre, their home or a community setting. The content of this unit is also structured on enabling a person to understand IPC in relation to the scope of and context of their own role and work arrangements such as under paid or contracted employment, self-employed or volunteer. HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures refers to the workplace as well as a range of industry and work settings. The workplace terminology has been retained in some instances to accommodate the responsibilities in relation to a work group and structure of work that goes with implementing and monitoring IPC standards, policies and procedures within an organisational structure.

Qualification entry requirements

Entry requirements must be:

- achieved prior to commencing the qualification
- specific to the knowledge, skills, or experience required to commence the qualification, and
- expressed in terms of competency or licensing.

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

HLT 50121 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice includes the following entry requirement.

Entry to this qualification is open to individuals who:

- hold, or have held, registration as an Aboriginal or Torres Strait Islander health practitioner with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA),

  OR

- hold a HLT40213 Certificate IV in Aboriginal and/or Torres Strait Islander Health Practice or a HLT40222 Certificate IV in Aboriginal and/or Torres Strait Islander Health Practice issued by a Registered Training Organisation which had its Certificate IV program of study approved by the Aboriginal and Torres Strait Islander Health Practice Accreditation Committee (ATSIHPAC) at the time of awarding the qualification.

Advanced Diploma of Enrolled Nursing

The *Advanced Diploma of Enrolled Nursing* includes the following entry requirement: 'Entry to this qualification is open to individuals who are currently working in Australia as an enrolled nurse and hold current registration as an enrolled nurse without notation with the Nursing and Midwifery Board of Australia (NMBA).' -www.nursingmidwiferyboard.gov.au.

This is a mandated industry requirement that applies to the registration of enrolled nurses. Further information on registration is available at www.nursingmidwiferyboard.gov.au.

Anaesthetic Technology

The *Diploma of Anaesthetic Technology and Practice* does not have any Entry Requirements.

Industry has made the following recommendations for training providers in terms of learner enrolment into the Diploma program:

- Industry recommends that prospective learners have a high level of English proficiency prior to entry into this Qualification, particularly in relation to the delivery of the Anaesthetic Technology Units of Competency. Industry strongly recommends training providers consider the English proficiency of learners in pre-enrolment Language Literacy and Numeracy (LLN) testing.
- The recommended English proficiency for domestic students is completion of year 12 and IELTS Level 6 for international students.
- Industry recommends that prospective learners have proficiency in science-related subjects as outlined below for the following Units of Competency prior to entry into this Qualification, particularly in relation to the delivery of the Anaesthetic Technology Units of Competency.

Units of Competency	Biology	Chemistry	Physics
HLTANA008 Prepare patients for anaesthesia	P		P
HLTANA009 Monitor patients during anaesthesia	P	P	P
HLTANA010 Assist with airway management	P		P
HLTANA011 Respond to anaesthesia-related emergencies	P	P	P
HLTANA012 Maintain quality and supply of anaesthetic equipment and consumables			P

HLTANA013 Assist with clinical procedures used in anaesthesia	P	P	P
HLTANA014 Monitor medications in the anaesthetic environment	P	P	

- Industry strongly recommends training providers consider the above recommendations prior to entry into this Qualification.
- Industry has identified that it is desirable for the learner to hold a current first aid certificate prior to commencement of work placement in a clinical workplace environment.

Dental Assisting

The *Certificate IV in Dental Assisting* includes the following entry requirements:

Entry to this qualification is open to individuals who have completed one of the following qualifications:

- HLT35021 Certificate III in Dental Assisting or
- HLT35015 Certificate III in Dental Assisting or
- HLT35021 Certificate III in Dental Assisting or
- equivalent.

The introduction of entry requirements to the *HLT45021 Certificate IV in Dental Assisting* is a result of the removal of the 'nested' Certificate III units of competency. This was done to ensure that the *HLT35021 Certificate III in Dental Assisting* reflects the entry-level dental assisting role, with the Certificate IV providing a progression pathway. The inclusion of the two previous iterations of the Certificate III as options for meeting the entry requirements, together with the proposed updated Certificate III, allows for those candidates who have completed an earlier version of the Certificate III to enter the Certificate IV with no disadvantage or barrier to entry.

Graduate Certificate and Graduate Diploma qualifications may also have entry requirements. The removal of mandatory entry requirements is to ensure that qualifications stand alone, and this practice promotes equitable access and progression of learners.

However, it does not remove the responsibility of training organisations to ensure that applicants who wish to commence a particular course have the required skills and knowledge to successfully complete the qualification at that AQF level.

Health Administration

The Certificate IV in Health Administration does not have any entry requirements; however, Industry strongly recommends training providers consider the English proficiency of learners in pre-enrolment Language Literacy and Numeracy (LLN) testing.

Hospital or Health Services Pharmacy Support

The *Certificate IV in Hospital or Health Services Pharmacy Support* includes the following Entry Requirement:

- Entry to this Qualification is open to individuals who are currently employed as a Pharmacy Assistant or Technician in a hospital or health services pharmacy setting.

The content of this qualification is considered appropriate for those already working in industry under the supervision of a pharmacist as a pharmacy technician in a hospital or health services setting. It contains higher level drug and medication knowledge, clinical support functions and leadership skills. It is not considered suitable for entry level workers.

Orthopaedic Technology

The *Diploma of Orthopaedic Technology* includes the following Entry Requirements:

Entry to this Qualification is open to individuals who have:

- Completed one of the following Qualifications or the equivalent:

- HLT33015 Certificate III in Allied Health Assistance; or
- HLT33115 Certificate III in Health Services Assistance; or
- HLT43015 Certificate IV in Allied Health Assistance; or
- HLT41412 Certificate IV in Cast Technology; or
- HLT54115 Diploma of Nursing; or
- HLT54121 Diploma of Nursing.

The Diploma of Orthopaedic Technology is aimed at Orthopaedic technologists, Orthopaedic technicians and Cast technicians who work in a hospital setting and deliver orthopaedic technology services to maximise functional outcomes for clients in consultation with registered health professionals. As it is a niche sector, it requires a level of underpinning skills and knowledge in provision of health services, anatomy and physiology and direct client care that would be present for those learners who had completed any of the listed qualifications.

Skill Set Entry Requirements

Massage Therapy

The HLTSS00081 Pain Management Skill Set includes the following Entry Requirements:

Entry to this skill set is open to individuals who hold:

- diploma level or higher qualification in a health care discipline, or
- current recognition by a relevant professional association.

The HLTMS00082 Applied Massage for Pain Management Skill Set includes the following Entry Requirements:

Entry to this skill set is open to individuals who hold:

- Diploma of Remedial Massage or higher, or
- current recognition by a relevant professional association.

The content of the skill sets is considered appropriate for those already working in industry at diploma level, or higher qualification levels. They contain skills applicable to pain neuroscience aimed at addressing an identified gap relating to the management of pain. These skill sets are not considered suitable for entry level workers, hence the entry requirements to ensure that learners have the requisite underpinning skills and knowledge to undertake the skill sets.

Mandatory work placement

A mandatory work placement has been included in several qualifications and units of competency in this training package as summarized in the tables below.

Mandatory work placement may be reflected slightly differently in the health subsectors. RTOs should check specific wording in units and qualification for the actual requirements as different subsectors frame mandatory work placement in the context of risk and rationale to the service and the nature of interaction with people either as clients, patients, consumers etc.

Industry strongly supports the use of work placements in the health sector for a number of reasons, because they:

- strengthen the individual's experience of the workplace
- support future expectations of performance in the workforce
- develop practice skills and application of knowledge within the workplace, promoting stronger embedding of learning
- provide exposure to real workplace situations and circumstances which cannot be replicated in a learning environment or simulation.

Furthermore, work placements can also help to prepare candidates for their assessment experiences. Where learners undertake learning and skills practice only in the classroom or simulated learning environment and then come to the workplace only for assessment, this can prove challenging to candidates, as they effectively encounter a new environment for assessment. Work placements, when integrated with learning, can be used for 'on-the-spot' assessment and for capturing a range of evidence to support the decision of 'competent' or 'not yet competent'.

In order to successfully conduct training and assessment in the workplace, the RTO must provide the learner and workplace supervisor with an agreed, structured learning and assessment plan that indicates the purpose of the work placement and the minimum requirements for training and assessment in the specified units of competency.

The plan should also clearly identify training, monitoring and assessment roles and responsibilities of both parties, as required by *Standard 1* and *Standards 5.1 to 5.4* of the *Standards for Registered Training Organisations (RTOs) 2015*.

Work placements should **always** involve the appropriate supervision and guidance from both the specified individuals in the workplace and the trainers and assessors from the RTO. In sourcing an appropriate workplace, attention should also be paid to the availability of opportunities for the learner to observe, develop and practise the required skills, and the availability of appropriately qualified workplace supervisors.

In the case of complementary health, while there are no mandatory work placement hours included in units for the purposes of assessment, there are assessment hours to be undertaken in simulated clinical environments provided by, or under the auspices of Registered Training Organisations.

Due the physical, hands-on application required of students, the complementary health industry has stipulated the simulated clinic environment for several reasons, which includes the following:

- safety and/or risk minimization of the client
- full-paying clients would resist and prefer not to have an observer in the treatment room due to privacy concerns
- most job placements for graduating students, require face-to-face clinic exposure to gain health fund eligibility status
- it mitigates the risk of students being exploited for economic gain.

It is expected of the complementary health industry, that these simulated clinical environments be true reflections of the real workplace ensuring credible assessments and that students, under no circumstances, are exploited.

Mandatory work placement hours for qualifications

The following HLT qualifications include mandatory hours of work placement for the purposes of assessment.

Qualification	Work placement hours
HLT33021 Certificate III in Allied Health Assistance	120 hours
HLT33115 Certificate III in Health Services Assistance	80 hours for the specialisation: *Assisting in nursing work in acute care*
HLT35021 Certificate III in Dental Assisting	350 hours
HLT37121 Certificate III in Hospital or Health Services Pharmacy Support	240 hours
HLT37215 Certificate III in Pathology Collection	35 hours
HLT47121 Certificate IV in Hospital or Health Services Pharmacy Support	240 hours
HLT41120 Certificate IV in Health Care	80 hours
HLT42015 Certificate IV in Massage Therapy	80 hours
HLT43021 Certificate IV in Allied Health Assistance	120 hours
HLT47815 Certificate IV in Optical Dispensing	100 hours
HLT51020 Diploma of Emergency Health Care	160 hours
HLT52015 Diploma of Remedial Massage	200 hours
HLT52115 Diploma of Traditional Chinese Medicine (TCM) Remedial Massage	200 clinical hours
HLT52215 Diploma of Shiatsu and Oriental Therapies	200 clinical hours
HLT52315 Diploma of Clinical Aromatherapy	120 clinical hours
HLT52415 Diploma of Kinesiology	200 clinical hours
HLT52515 Diploma of Reflexology	120 clinical hours
HLT52615 Diploma of Ayurvedic Lifestyle Consultation	200 clinical hours
HLT57821 Diploma of Orthopaedic Technology	400 hours
HLT57921 Diploma of Anaesthetic Technology and Practice	360 hours
HLT62615 Advanced Diploma of Ayurveda	400 clinical hours
HLT65015 Advanced Diploma of Dental Prosthetics	240 clinical hours

Industry-recommended work placement hours for qualifications

Note:

While some qualifications do not stipulate a minimum work placement requirement for the delivery of the qualification, some of the units within these qualifications still require assessment in the workplace. Training organisations should ensure that they review the volume of learning appropriate to the qualification level as specified in the AQF. Further information is available at www.aqf.edu.au.

Evidence of work placement must be collected as part of the performance evidence in the units in which that requirement appears. Evidence may include valid, authentic and current timesheets, logbooks, meeting minutes or other forms of workplace documentation.

Aboriginal and/or Torres Strait Islander Health

Current requirements for duration of work placements for accredited programs of study for health practitioners should be checked with the Aboriginal and Torres Strait Islander Health Practice Accreditation Committee (ATSIHPAC). https://www.atsihealthpracticeboard.gov.au/Accreditation.aspx

Anaesthetic Technology and Practice

Industry specifically requires work placement inclusion in the Diploma of Anaesthetic Technology and Practice in order to provide the opportunity for learners to work in public and private hospital settings supervised by Senior Anaesthetic Technicians, Anaesthetists and the experience to work in consultation with registered health professionals in a clinical workplace environment, metro or regional. This will allow learners to use medications, devices and systems in the workplace in line with the Standards for Practice for Anaesthesia. Industry views this as essential to meet current industry practice requirements and will provide learners with the opportunity to participate in real situations such as administering anaesthetics and approaching emergency situations.

Where a worker has undertaken a qualification involving work placement, those hours will **not** mean a decrease in the hours required in the workplace for the subsequent qualifications if there is no overlap of core units. Further recommendations and advice about work placement can be located in the companion volumes *Work placement guide, Learning strategies guide* and *Assessment strategies guide.*

Orthopaedic Technology

Industry specifically requires work placement inclusion in the Diploma of Orthopaedic Technology in order to provide the opportunity for learners to work in public and private hospital settings supervised by Senior Orthopaedic Technicians, Physiotherapists, Hand Therapy team leaders and the experience to work in consultation with registered health professionals in a clinical workplace environment, metro or regional. This will allow learners to receive the exposure to acquire technical and clinical specialist knowledge and acute skills to focus on patient-centred fracture care as highlighted in the Standards for Practice for Orthopaedic/Cast/Plaster technicians s in the workplace. Due to the specialist nature of the job role, workplace experience is essential to meet current industry practice requirements and will provide learners with the opportunity to gain direct experience of approaching emergency situations.

Mandatory work placement hours for units of competency

HLT units of competency with mandatory work placement hours are as follows:

Unit code	Unit title	Work placement hours
HLTAHA027	Assist with an allied health program	120 hours
HLTAHA028	Deliver and monitor physical and manual therapy programs	120 hours
HLTAHA029	Support independence and community participation	120 hours
HLTAHA030	Assist with basic foot Care	120 hours
HLTAHA031	Assist in rehabilitation programs	120 hours
HLTAHA032	Support maintenance of functional status	120 hours
HLTAHA033	Conduct group sessions for individual outcomes	120 hours
HLTAHA034	Support the development of speech and communication skills	120 hours
HLTAHA035	Provide support in dysphagia management	120 hours
HLTAHA036	Assist and support the use of augmentative and alternative communication system	120 hours

Unit code	Unit title	Work placement hours
HLTAHA037	Deliver and monitor hydrotherapy program	120 hours
HLTAHA038	Support the use of prosthesis or orthosis	120 hours
HLTAHA039	Assist in the development of meals and menus to meet dietary and cultural requirements	120 hours
HLTAHA040	Assist with the monitoring and modification of meals and menus according to individualised plans	120 hours
HLTAHA041	Support food services and dietetics in menu and meal order processing	120 hours
HLTAHA042	Assist with screening and management of nutritional risk	120 hours
HLTAHA043	Support the provision of basic nutritional advice and education	120 hours
HLTAHA044	Work within a community rehabilitation environment	120 hours
HLTAHA047	Engage with clinical supervision and delegation	120 hours
HLTAHA048	Provide allied health assistance in remote and isolated settings	120 hours
HLTAHA049	Recognise impact of health conditions	120 hours
HLTAHA050	Assist with podiatry exercise	120 hours
HLTAHA051	Assist with podiatric procedures	120 hours
HLTAHA052	Assist with social work	120 hours
HLTAHA053	Support and deliver individual hearing rehabilitation program	120 hours
HLTAIN001	Assist with nursing care in an acute care environment	80 hours
HLTANA008	Prepare patients for anaesthesia	360 hours
HLTANA009	Monitor patients during anaesthesia	360 hours
HLTANA010	Assist with airway management	360 hours
HLTANA013	Assist with clinical procedures used in anaesthesia	360 hours
HLTANA014	Monitor medications in the anaesthetic environment	360 hours
HLTARO003	Perform aromatherapy health assessments	120 hours
HLTARO004	Provide therapeutic aromatherapy treatments	120 hours
HLTARO005	Provide aromatherapy massage treatments	120 hours
HLTARO006	Adapt aromatherapy treatments to specific needs	120 hours
HLTARO007	Monitor and evaluate aromatherapy treatments	120 hours
HLTAYV002	Make Ayurvedic lifestyle assessments	200 hours
HLTAYV003	Provide Ayurvedic bodywork therapies	200 hours
HLTAYV004	Provide Ayurvedic lifestyle advice	200 hours
HLTAYV005	Provide advice on Ayurvedic nutrition	200 hours

Unit code	Unit title	Work placement hours
HLTAYV006	Take cases within Ayurvedic framework	200 hours
HLTAYV007	Diagnose conditions within an Ayurvedic framework	200 hours
HLTAYV008	Provide Ayurvedic remedial therapies	200 hours
HLTAYV009	Provide therapeutic Ayurvedic nutritional advice	200 hours
HLTAYV010	Select and advise on Ayurvedic medicines - dravyaguna	200 hours
HLTAYV011	Prepare and dispense Ayurvedic medicines - dravyaguna	200 hours
HLTDEN015	Prepare for and assist with dental procedures	350 hours
HLTDEP001	Identify, select and prepare instruments, equipment and materials	240 hours
HLTDEP002	Gather data, conduct dental prosthetic examination and develop treatment plan	240 hours
HLTDEP003	Take impressions	240 hours
HLTDEP004	Establish and record jaw relationships and select artificial teeth	240 hours
HLTDEP005	Evaluate a removable dental prosthesis at try-in stage	240 hours
HLTDEP006	Insert and issue a completed removable dental prosthesis	240 hours
HLTDEP007	Perform maintenance treatment for patients with removable dental prostheses	240 hours
HLTDEP008	Construct and insert an implant retained overdenture	240 hours
HLTKIN003	Perform kinesiology assessments	200 hours
HLTKIN004	Provide kinesiology balances	200 hours
HLTKIN005	Monitor and evaluate client progress	200 hours
HLTMSG002	Assess client massage needs	80 hours
HLTMSG003	Perform remedial massage musculoskeletal assessments	200 hours
HLTMSG004	Provide massage treatments	80 hours
HLTMSG005	Provide remedial massage treatments	200 hours
HLTMSG006	Adapt remedial massage practice to meet specific needs	200 hours
HLTMSG007	Adapt remedial massage practice for athletes	200 hours
HLTMSG008	Monitor and evaluate remedial massage treatments	200 hours
HLTOUT004	Assess and deliver basic clinical care	80 hours
HLTOUT005	Assess and deliver standard clinical care	160 hours
HLTPAT002	Perform venous blood collection	35 hours
HLTPHA010	Maintain pharmaceutical imprest stock	240 hours
HLTPHA011	Pack pharmaceutical products	240 hours

Unit code	Unit title	Work placement hours
HLTPHA012	Dispense prescriptions and medication orders	240 hours
HLTPHA013	Order, maintain and distribute pharmaceutical stock	240 hours
HLTPHA014	Conduct small-scale compounding and labelling of pharmaceutical products	240 hours
HLTPHA015	Provide assistance in dispensary administration	240 hours
HLTPHA016	Conduct small-scale compounding and labelling of aseptic pharmaceutical products	240 hours
HLTPHA017	Support pharmacist's communication with patients and other health professionals	240 hours
HLTPHA018	Support pharmacists in the collection and presentation of workplace data and information	240 hours
HLTPHA019	Coordinate communication processes in a hospital or health services pharmacy setting	240 hours
HLTPHA022	Apply knowledge of medications used to treat gastrointestinal and nutritional disorders to dispense medications to patients	240 hours
HLTPHA023	Apply knowledge of medications used to treat cardio-respiratory disorders to dispense medications to patients	240 hours
HLTPHA024	Apply knowledge of medications used to treat central nervous system disorders to dispense medications to patients	240 hours
HLTPHA025	Apply knowledge of medications used for infections, immunological products and vaccines	240 hours
HLTPHA026	Apply knowledge of medications used to treat endocrine and genitourinary disorders to dispense medications to patients	240 hours
HLTPHA027	Apply knowledge of medications used to treat malignant diseases and immunosuppressive disorders to dispense medications to patients	240 hours
HLTPHA028	Apply knowledge of medications used to treat eye, ear and nose disorders to dispense medications to patients	240 hours
HLTPHA030	Apply knowledge of medications used to provide analgesia	240 hours
HLTPHA031	Apply knowledge of medications used to treat musculoskeletal disorders to dispense medications to patients	240 hours
HLTPHA032	Apply knowledge of medications used to treat dermatological disorders to dispense medications to patients	240 hours
HLTOTH001	Apply casts	400 hours
HLTOTH004	Apply orthopaedic devices	400 hours
HLTREF003	Perform reflexology health assessments	120 hours
HLTREF004	Provide therapeutic reflexology treatments	120 hours
HLTREF005	Adapt reflexology approaches to meet specific needs	120 hours
HLTREF006	Monitor and evaluate reflexology treatments	120 hours
HLTSHU004	Perform Shiatsu therapy health assessments	200 hours
HLTSHU005	Perform oriental therapies health assessments	200 hours
HLTSHU006	Provide Shiatsu therapy treatments	200 hours
HLTSHU007	Provide oriental therapies treatments	200 hours

Unit code	Unit title	Work placement hours
HLTSHU008	Adapt Shiatsu and oriental therapies practice to meet specific needs	200 hours
HLTTCM002	Perform Traditional Chinese Medicine (TCM) remedial massage health assessments.	200 hours
HLTTCM003	Provide Traditional Chinese Medicine (TCM) remedial massage treatments	200 hours
HLTTCM004	Adapt Traditional Chinese Medicine (TCM) remedial massage practice to meet specific needs	200 hours
HLTTCM005	Monitor and evaluate Traditional Chinese Medicine (TCM) remedial massage treatments	200 hours

Simulated assessment

A Simulated Assessment Environment (SAE) may be used to supplement assessment in the workplace where workplace assessment of a unit of competency is not practical and is not specifically required by the assessment requirements. The SAE must simulate real-life working conditions with all the relevant equipment and conditions of that working environment, including interactions with clients and co-workers.

Note: Some units state that assessment can take place only in the workplace and not in a simulated environment.

Workplace assessment for Aboriginal and/or Torres Strait Islander Health Work units

For the majority of Aboriginal and/or Torres Strait islander Health Work units, assessment in the workplace is mandated. The requirement, as reproduced below, provides an option for completing assessments in the workplace where a live interaction with a client may not always be achievable.

Skills must be demonstrated in a health service workplace within a multidisciplinary primary health care team.

Evidence of performance must be gathered:

- during on-the-job assessments in the workplace under live conditions while interacting with Aboriginal and/or Torres Strait Islander people, or
- during off-the-job assessments in the workplace, not under live conditions, using simulated activities while interacting with Aboriginal and/or Torres Strait Islander people.

Evidence of workplace performance can be gathered and reported through third party report processes.

Evidence can be supplemented by assessments in a simulated workplace environment using simulated activities, scenarios or case studies only when:

- the full range of situations covered by the unit cannot be provided in the individual's workplace, or
- situations covered by the unit occur only rarely in the individual's workplace.

The last statement does not allow for assessment in the workplace to be fully replaced by simulations outside of the workplace. It allows assessors to collect evidence towards the assessment outcome by using some simulated activities. This might be required when some unit requirements cannot be met by a learner who is employed or on work placement. For example, an adolescent may not present for a social and emotional wellbeing assessment or two clients may not present with corneal foreign bodies (Performance Evidence requirements).

For a range of units, assessment in the workplace is not mandated. In those cases, options are provided. The following example is for *HLTAHPR005 Promote awareness and prevention of chronic disease*:

Skills can be demonstrated through:

- work activities completed within an Aboriginal/and or Torres Strait Islander health service, **or**

- simulations and case studies completed within a training organisation, based on comprehensive information about client needs and available screening programs.

Assessment must ensure the use of:

- interaction with Aboriginal and/or Torres Strait Islander clients either through actual work activities or simulations

Requirements are defined on a unit by unit basis and vary because they are tailored to the specific unit of competency. Information is found in the Assessment Conditions field within the assessment requirements document for each unit of competency. Each unit should be checked for specific requirements.

Third party reports

Wherever assessment must be completed in the workplace, the Aboriginal and/or Torres Strait Islander health work unit allows assessors to implement a third party report process. This is a valid and useful way to provide evidence of workplace performance to an assessor. This recognises the particular difficulties that may be present when learners are located remotely from the RTO.

Please note that AQSA produces a guide with information on "other parties" assisting with workplace assessment requirements in training packages. – "Guide to using other parties to collect assessment evidence": https://www.asqa.gov.au/resources/guides/guide-using-other-parties-collect-assessment-evidence

The following information supplements that guide.

Assisting industry practitioners to provide evidence

The industry person who collects evidence and submits this to the qualified assessor, will need assistance. The qualified assessor will know about the specific units of competency, principles of assessment, the rules of evidence, processes that lead to the collection of quality evidence and appropriate methods to document evidence. The industry person will know what is expected in the workplace and is unlikely to know about assessment requirements. When working with industry parties, consider the steps outlined below:

1. Select the best person available

Make sure that the industry person has current industry skills and knowledge that directly relate to the unit/s of competency being assessed. The screening process may involve the RTO in a short interview or evaluation of a resume. The best person would usually be the person to whom the learner reports – a health practitioner, supervisor or line manager. It could, however, be a senior staff member who has a good deal of experience.

2. Provide an overview of assessment

Provide basic information about units of competency and associated assessment requirements, particularly Performance Evidence. Explain what evidence means, the basics of the rules of evidence, and the importance of rigorous assessments. Explain how a number of formal and informal observations contribute to the assessment outcome and towards the qualification.

3. Provide the industry person with information about their role in the evidence gathering process

Ensure that the industry person understands their role, what tools they will use and how they will report. Industry practitioners can be reluctant to make a judgement, so it is important to advise that they will be contributing to a body of evidence, with the assessor making a final judgement.

4. Provide information that directly relates to the unit/s being assessed

Provide clear guidance on everything that relates to the specific units of competency. This might include:

- the appropriate environment, equipment and workplace documents to be used by the learner
- over what period of time the learner will demonstrate their competence

- required numbers and types of clients, health assessment, education and treatment activities they must be involved in, techniques they must use.

Provide clear instruction on how evidence is to be documented, e.g. via the completion of an observation checklist or third party report. Explain the depth of information that the industry person is expected to document.

5. De-brief with the industry person

A debriefing may involve discussions to clarify the meaning of comments made by an industry person in a report, a request to provide fuller information or a discussion on how the learner and the industry person responded to the process. This sort of information can contribute to an assessor's final decision and future improvements in the process or documentation.

The importance of plain language documents

Industry practitioner involvement in the assessment decision can be very valuable. They are likely to highly value the level of workplace performance required of the learner and be stringent with their comments. To provide valuable input, industry practitioners must be provided with documents they can understand.

They are not experts in the field of assessment and they don't need to be. The role of the qualified assessor is not to train them in assessment processes but to guide their valuable industry input.

Things to consider:

- Create a short, sharp document which explains third party input, an overview of assessment, the role of the industry person in gathering evidence and the de-briefing process – don't just provide the report you expect to receive.
- Provide examples of how documents must be completed and examples of the depth of information required.
- Avoid cutting and pasting from formal system documents; instead create plain language documents which explain complex terms or processes simply.
- Phrase reports using a question which invites people to respond appropriately; provide some prompts to elicit the depth of information you require.
- Review, moderate and validate documents regularly; if you keep getting the wrong response you might be asking the wrong question.

Translate units of competency

The industry practitioner can best contribute to the decision on the learner's ability to perform to the standard if provided with plain language information about units. Units of competency can be provided to industry practitioners but the language and structure is sometimes complex. It is best to capture all the information within a single translated report which invites the collection of good solid evidence.

Give the industry practitioner an opportunity to comment rather than "flicking and ticking" too simple a checklist which adds no value to the assessment process.

Provide log books for work placements

When a learner is placed in industry, provide a log book for their supervisor, manager or other relevant person to complete as third party evidence. Ensure that the log book captures relevant evidence that the learner has, for example:

- interacted with the nominated types of and numbers of clients
- completed the number and types of required health assessments and treatments

It would not be sufficient to just log the numbers. The log book should also ask for the third party to comment on the learner's performance, techniques and efficiency.

Again, translate the evidence requirements into a format that invites industry people to provide solid comment. A question format might be appropriate, for example:

- Is the learner able to logically plan a series of tasks?
- How efficient were they are doing this?
- What were some client difficulties they experienced, and how did they cope?

Workplace assessment for Allied Health Assistance units

In the case of allied health assistance, this is expressed as allied health workplace or practices. Due to the nature of the industry, it is not always possible to secure appropriate workplaces or sufficient time for the assessment to take place especially in a remote or isolated setting. The Allied Health industry has expressed that should the unavailability of suitable workplace HLTAHA units marked with * then the following rule applies:

- "At least 60% of this work must be carried out in an allied health workplace. The remaining 40% may be carried out in a simulated environment, if an allied health workplace is unavailable."

Workplace assessment for Massage Therapy units

For the Massage Therapy units, assessment in the workplace refers to the simulated clinical environment or a student massage clinic, provided by or under the auspices of a Registered Training Organisation.

Due to the physical hands-on application nature of the massage sector and the uniqueness of client requirements, the industry requires that all assessments be conducted through a face-to-face means, and that supervision be conducted in person as needed, to minimize risk to both client and student. The face-to-face student clinic exposure for the purpose of assessments, contributes to the graduating students' health fund eligibility status.

Assessment must be conducted in a safe environment where evidence gathered reflects consistent performance of the activities outlined in the units of competency.

Health industry pathways in line with AQF Pathways Policy

Pathways

The Australian Qualifications Framework (AQF) provides a comprehensive, nationally consistent framework for qualifications in compulsory post-education and training in Australia. The AQF helps to provide consistency in the vocational education and training sector for all trainees, learners, employers and providers by enabling recognition of qualifications and statements of attainment. It enables learners to have flexible pathways than can cover more than one provider - pathways that are horizontal (that is, across AQF qualifications at the same level) and vertical (that is, between AQF qualifications at different levels) - and eliminates unnecessary and unfair barriers to AQF qualifications.

Credit

Credit is the value assigned for the recognition of equivalence in content between different types of learning and/or qualifications which reduces the volume of learning required to achieve a qualification. Credit arrangements must be offered by all RTOs that offer training package qualifications through a systematic institutional approach with clear, accessible and transparent policies and procedures.

Community services competencies already held by individuals can be formally assessed against the units of competency in the CHC Community Services Training Package, and should be recognised regardless of how, when or where they were acquired, provided that the learning is relevant to the unit of competency outcomes**.**

Credit arrangements

At the time of endorsement of this training package no national credit arrangements exist between the training package qualifications and higher education qualifications.

Credit transfer

Credit transfer is a process which provides learners with agreed and consistent credit outcomes based on equivalences in content between matched qualifications. This process involves education institutions:

- mapping, comparing and evaluating the extent to which the defined learning outcomes and assessment requirements of the individual components of one qualification are equivalent to the learning outcomes and assessment requirements of the individual components of another qualification
- making an educational judgment of the credit outcomes to be assigned between the matched components of the two qualifications.
- setting out the agreed credit outcomes in a documented arrangement or agreement
- publicising the arrangement/agreement and credit available.

For example, when two units are described as E (equivalent) it is possible to grant credit transfer. When two units are described as N (not equivalent) it is not possible to use credit transfer as a process. Like any candidate, someone holding a previous qualification or unit will need to either undertake the training and assessment for the new unit (if they wish to do so) or will need to go through a recognition of prior learning (RPL) process.

Credit transfer in the VET sector is different from the award of credit within higher education programs. The only way a unit can be granted in VET is by the candidate meeting the requirements of that specific unit. Qualification documentation and statements of attainment list all of the units of competency that have been achieved. There is no such thing as ‘non-specific credit’ in the VET sector. In the higher education sector, depending on the institution and its policies, it is sometimes possible that non-specific credit is granted. For instance, it may be a requirement for a degree to achieve 240 credit points, but someone with a diploma in a related discipline may be granted 80 credit points on entry, so that they only need to achieve 160 points.

Recognition of prior learning (RPL)

Recognition of prior learning is an assessment process which determines the credit outcomes of an individual application for credit. This may be appropriate for candidates who have previously attained

skills and knowledge and who, when enrolling in qualifications, seek to shorten the duration of their training and either continue or commence working. This may include:

- existing workers
- individuals with overseas qualifications
- recent migrants with established work histories
- people returning to the workplace
- people with disabilities or injuries requiring a change in career

RPL assessment should be undertaken by people with expertise in the subject content of the skills area, as well as knowledge of and expertise in RPL assessment policies and procedures. Assessment methods used for RPL should provide a range of ways for individuals to demonstrate that they have met the required outcomes and can be granted credit. These can include:

- questioning (oral or written)
- consideration of a portfolio and review of contents
- consideration of third-party reports and/or other documentation, such as articles, reports, project material, papers, testimonials or other products prepared by the RPL applicant that relate to the learning outcomes of the relevant qualification component
- mapping of learning outcomes from prior formal or non-formal learning to the relevant qualification components
- observation of performance
- participation in structured assessment activities the individual would normally be required to undertake if they were enrolled in the qualification component/s.

In an RPL pathway, the candidate provides current, quality evidence of their competency against the relevant unit of competency. This process may be directed by the candidate and verified by the assessor. Where the outcomes of this process indicate that the candidate is competent, structured training is not required.

As with all assessment, the assessor must be confident that the evidence indicates that the candidate is currently competent against the endorsed unit of competency. This evidence may take a variety of forms and might include certification, references from past employers, testimonials from clients, work samples and/or observation of the candidate. The onus is on candidates to provide sufficient evidence to satisfy assessors that they currently hold the relevant competencies. In judging evidence, the assessor must ensure that the evidence of prior learning is:

- authentic (the candidate's own work)
- valid (directly related to the current release of the relevant endorsed unit of competency)
- reliable (shows that the candidate consistently meets the endorsed unit of competency)
- current (reflects the candidate's current capacity to perform the aspect of the work covered
- by the endorsed unit of competency)
- sufficient (covers the full range of elements in the relevant unit of competency and addresses the four dimensions of competency, namely task skills, task management skills, contingency management skills, and job/role environment skills).

Registered Training Organisations (RTOs) delivering health qualifications.

Learning and assessment pathways that lead to formal health industry qualifications, skills sets or statements of attainment must be administered by an RTO. RTOs are those training providers registered by the Australian Skills Quality Authority (ASQA) or a state training regulator to deliver vocational education and training (VET) services. They are recognised as providers of quality-assured and nationally recognised training and qualifications.

Only RTOs can:

- deliver nationally recognised courses and accredited AQF VET qualifications
- apply for Australian, state or territory funding to deliver vocational education and training.

Links are provided for ASQA, and the Victorian and Western Australian state registration authorities:

- Australian Skills Quality Authority (ASQA): https://www.asqa.gov.au/
- Victorian Registration and Qualifications Authority (VRQA): www.vrqa.vic.gov.au.

- Training Accreditation Council Western Australia: www.tac.wa.gov.au.

Access and equity considerations

An individual's access to training and assessment should not be adversely affected by restrictions placed on the location or context of the training and assessment beyond the requirements specified in the Community Services Training Package and must be bias-free.

Training packages reflect and cater for the increasing diversity of Australia's VET clients and current and future workforce. The flexibilities offered by training package qualifications and units of competency enhance opportunities and potential outcomes for all people so that we can all benefit from a wider national skills base and a shared contribution to Australia's economic development and social and cultural life.

When assessing people with disabilities, assessors are encouraged to apply good practice assessment methods with sensitivity and flexibility.

Reasonable adjustment

It is important that education providers take meaningful, transparent and reasonable steps to consult, consider and implement reasonable adjustments for learners with disability. Under the *Disability Standards for Education 2005*, education providers must make reasonable adjustments for people with disability to the maximum extent that those adjustments do not cause that provider unjustifiable hardship. While 'reasonable adjustment' and 'unjustifiable hardship' are different concepts and involve different considerations, they both seek to strike a balance between the interests of education providers and the interests of learners with and without disability. The Disability Standards and guidelines for their implementation can be downloaded at *Resources for schools and families about the Disability Standards for Education 2005* https://education.gov.au/disability-standards-education.

An adjustment is any measure or action that a learner requires because of their disability, and which has the effect of assisting them to access and participate in education and training on the same basis as those without a disability. An adjustment is reasonable if it achieves this purpose while taking into account factors such as the nature of the learner's disability, their views, the potential effect of the adjustment on the learner and others who might be affected, and the costs and benefits of making the adjustment.

A training provider is also entitled to maintain the academic requirements of a course or program and to consider the requirements or components that are inherent or essential to its nature when assessing whether an adjustment is reasonable. There may be more than one adjustment that is reasonable in a given set of circumstances. Education providers are required to make adjustments that are reasonable and that do not cause them unjustifiable hardship

Foundation skills

Foundation skills are an integral part of a unit of competency and must be assessed. A unit's performance criteria can explicitly include foundation skills essential for performance. Alternatively, if foundation skills are not explicit in the performance criteria, they must be described in the foundation skills field of the unit of competency.

There are 11 foundation skills which are identified as:

- reading skills
- writing skills
- oral communication
- numeracy skills
- learning skills
- problem-solving skills
- initiative and enterprise skills
- teamwork skills
- planning and organising skills
- self-management skills

- technology skills.

Learner Assessment

Learning and assessment pathways

Best practice learning and assessment should be integrated (holistic), with assessment evidence being collected and feedback provided to the candidate at any time throughout the learning and assessment process.

Structured learning and assessment programs may:

- be group-based
- be work-based
- be project-based
- be self-paced
- be action-learning-based
- be conducted by distance or e-learning
- involve practice and experience in the workplace.

Learning and assessment pathways usually incorporate a mix of formal structured training and structured workplace experience with formative assessment activities through which candidates can acquire and demonstrate skills and knowledge from the relevant units of competency.

The units of competency in this training package may be attained in a number of ways, including through:

- formal or informal education and training
- experiences in the workplace
- general life experience
- any combination of the above.

Assessment leading to a qualification or statement of attainment may follow a learning and assessment pathway, an assessment-only or recognition pathway, or a combination of the two.

Each assessment pathway leads to full recognition of competencies held. The critical issue is that the candidate is competent, not how the competency was acquired.

All Certificate I and Certificate II qualifications in the HLT Training Package are considered pathway qualifications and are suitable for a VET program for delivery to secondary students.

Assessment-only or recognition assessment pathway

Competencies already held by individuals can be formally assessed against the units of competency in this training package, and should be recognised regardless of how, when or where they were achieved.

In an assessment-only pathway, the candidate is assisted by the assessor to identify and provide quality evidence of their competency against the relevant unit of competency in line with the rules of evidence and principles of assessment. Aspects of this process may be conducted by the candidate and verified by the assessor, such as when compiling portfolios; or directed by the assessor, such as observation of workplace performance and skills application, and oral and/or written assessment. Where the outcomes of the assessment process indicate that the candidate is competent, structured training is not required.

Advice on any health and safety implications in the industry

First aid

Requirements for first aid courses, including refresher training, are dependent on both the state/territory jurisdictional requirements as well as the industry sector. Safe Work Australia's *Model Code of Practice: First Aid in the Workplace*, March 2015, available at: https://www.safeworkaustralia.gov.au/doc/model-code-practice-first-aid-workplace references the nationally endorsed first aid units of competency from the HLT Health Training Package. It also sets the requirements for refresher courses in first aid and CPR.

Each jurisdiction has similar codes of practice based on the national model. The nationally endorsed first aid units of competency are the minimum requirement. Training organisations must check with each jurisdiction for approval of any other first aid courses in addition to those in the HLT Health Training Package. See the work health and safety (WHS) section below for details of each state/territory regulatory authority.

Regulated industries may have their own legislation or requirements for first aid that sit over and above the standard WHS regulations. This may allow for approval of specialised first aid courses other than those specified in the HLT Health Training Package; for example, for mining or electrotechnology. Training organisations need to check with the relevant regulators of those industries to find out their specific requirements in relation to first aid.

In addition, training providers must ensure they implement their training programs in line with relevant Australian Resuscitation Council (ARC) guidelines for education and training (for example, Guideline 10.1 Basic Life Support Training). These guidelines are available online at the ARC website at www.resus.org.au.

A candidate who holds a first aid unit of competency – for example, *HLTAID011 Provide first aid* – either as a stand-alone unit shown on a statement of attainment or as part of a qualification, can gain credit for the same or equivalent unit listed in another qualification or skill set and can also use the unit to meet jurisdictional industry requirements for a job role.

A unit of competency such as *HLTAID011 Provide first aid* does not necessarily expire in 3 years; however, a unit can become superseded, and this will be listed on www.training.gov.au .

A person may be required by industry or jurisdictional regulation to undertake a refresher in CPR skills every 12 months and/or a refresher in first aid every 3 years and provide evidence to the organisation or employer that this refresher training has been undertaken to attain currency of the skills. Safe Work Australia has made recommendations to ensure the currency of skills of those providing CPR. These recommendations are for refresher training in CPR every 12 months and first aid currency every 3 years. Industry may require an employee to have the current unit of competency as listed on www.training.gov.au. See jurisdictional regulations on what is required by industry.

Where required, WHS issues have been addressed in units of competency in the HLT Health Training Package, and qualifications include WHS-specific units.

Work health and safety (WHS)

All training organisations need to ensure that delivery of the work health and safety (WHS) units are contextualised to the relevant legislation in the state/territory in which they are training. Details about the relevant jurisdictional regulators are provided below:

Jurisdiction	Regulator
Commonwealth and national regulators	Comcare National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) National Industrial Chemicals Notification and Assessment Scheme (NICNAS) Australian Maritime Safety Authority (AMSA) Seafarers Safety, Rehabilitation and Compensation Authority (Seacare) Civil Aviation Safety Authority (CASA)
Australian Capital Territory	WorkSafe ACT
New South Wales	WorkCover NSW SafeWork NSW
Northern Territory	NT WorkSafe
Queensland	Workplace Health and Safety Queensland, Department of Fair and Safe Work (WHSQ) WorkCover Queensland Queensland Government - Department of Natural Resources and Mines Electrical Safety Office (ESO) - Department of Justice and Attorney-General
South Australia	SafeWork SA
Tasmania	WorkSafe Tasmania
Victoria	WorkSafe Victoria
Western Australia	WorkSafe WA

Legal considerations for learners in the workplace, including on placement

Legal requirements that apply to specific sectors covered by this training package vary across each state and territory and can change from time to time. Contact relevant state and territory departments to check whether legal requirements apply.

This requirement is specifically relevant to Aboriginal and/or Torres Strait Islander health practitioners working with medications where different States/Territories have stringent requirements around the administration and management of medications.

Work placements should always involve the appropriate supervision and guidance from individuals in the workplace and trainers and assessors from the RTO, and must adhere to required legislation that applies in the jurisdiction such as Working with Children Checks if, for example, work placement is occurring in the context of child protection.

For more information on these checks and how they apply to various jurisdictions, visit National Crime Check (NCC) www.nationalcrimecheck.com.au/.

Other information relevant to implementation of the HLT Health Training Package

Assessment Conditions

Resources

The resources essential for assessment of units of competency in this training package have been listed in the assessment requirements of individual units of competency.

Where units of competency require assessment in the workplace, the workplace must include the full range of equipment required to do the task. Simulated assessment environments (SAEs) must also include the full range of equipment found in the workplace even if not specifically listed in the unit of competency being assessed.

For example: Equipment and resources are required for *HLTDET016 Design digital dental restorations and appliances using computer-aided design (CAD)* and *HLTDET017 Construct dental restorations and appliances using computer-aided manufacturing (CAM).*

The *Diploma of Dental Technology* includes two new units of competency: one in computer-aided design (CAD) and another in computer-aided manufacturing (CAM). These units have been written in a manner which allows for adaptability and flexibility in response to rapid technological developments. The units broadly reference materials, equipment and resources.

Industry has indicated that the following equipment, materials and resources are commonly used at the time of publication:

Equipment:

- Photogrammetry
    - CAD software able to open .STL files for:
        - full denture
        - partial denture
        - crown and bridge
        - implant (single unit or bridge)
        - orthodontics
        - splints
        - Scanner
    - Additive manufacturing:
        - 3D Printer
    - Subtractive manufacturing:
        - Miller

Resources:

Glossary of Terms - Key terms and abbreviations used in CAD/CAM

Materials:

- Wax
- PMMA
- PEEK glass ceramics
- Zirconia to be fabricated
- Cranio-Maxilla Facial (CMF)
- CoCr
- Titanium

Assessor requirements

The majority of HLT Health Training Package units of competency state:

'Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.'

In some cases, there are additional assessor requirements, where required by industry.

For example, the enrolled nursing units also include the statement, *'Assessors must also hold current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia'.*

The enrolled nursing components also include the following additional requirement consistent with mandated industry requirements:

To be eligible to apply for registration as an enrolled nurse and to practise in Australia, each applicant must complete a *Diploma of Nursing* program accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC) and approved as an approved program of study by the Nursing and Midwifery Board of Australia (NMBA) in accordance with the Enrolled Nurse Accreditation Standards.

For more detail visit https://www.ahpra.gov.au.

Assessor requirements for Aboriginal and/or Torres Strait Islander Health Work units

Requirements for assessors are defined on a unit by unit basis and vary because they are tailored to the specific unit of competency. Information is found in the Assessment Conditions field within the assessment requirements document for each unit of competency. Each unit should be checked for specific requirements.

For the majority of units, the assessor requirement is:

Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors, and:

- be an Aboriginal and/or Torres Strait Islander person who has applied the skills and knowledge covered in this unit of competency through experience working as an Aboriginal and/or Torres Strait Islander health worker or practitioner, **or**
- be a registered health practitioner with experience relevant to this unit of competency and be accompanied by, or have assessments validated by, an Aboriginal and/or Torres Strait Islander person.

Some units require the assessor, mentioned in the first bullet point, to be a health practitioner.

Some units provide an option for the assessor to have experience in relevant fields, e.g. be a health educator, community health researcher, health program manager, and be accompanied by, or have assessments validated by an Aboriginal and/or Torres Strait Islander person. For some units, these people can replace the registered health practitioner mentioned in the second bullet point.

Assessor requirements for Massage Therapy units

Requirements for assessors are defined on a unit-by-unit basis and may vary because they are tailored to the specific unit of competency. Information is found in the *Assessment Conditions* field within the assessment requirements document for each unit of competency. Each unit should be checked for specific requirements.

For most units, the assessor requirement is:

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors; ***and***

- *have current clinical experience working as a remedial massage therapist, myotherapist or soft tissue therapist providing services to the general public;* ***and***
- *hold current practising membership of a relevant Australian professional body that represents remedial massage therapists, myotherapists, or soft tissue therapists.*

One unit requires the assessor to have *current clinical experience working as a health care practitioner providing services to the general public.*

Terms and meanings

- *Remedial massage therapists* treat any muscles that are damaged, knotted, tense or immobile. They use various techniques and pressures, generally by hand to locate and promote healing of the affected muscles.
- *Myotherapy or soft tissue therapists* assess, treat, and manage pain associated with soft tissue injury and restricted joint mobility which may have been caused by myofascia or muscle dysfunction. The compact, tough tissue which covers and surrounds all of one's bones and muscle, is known as Myofascia.

Links to Australian professional bodies:

For more information on professional bodies representing assessors at the first bullet point, please visit the following:

- Association of Massage Therapists
- Australian Natural Therapists Association
- Massage Association of Australia
- Massage and Myotherapy Australia

Appendix 1: HLT qualifications

Code	Title
HLT20121	Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care
HLT21020	Certificate II in Medical Service First Response
HLT23221	Certificate II in Health Support Services
HLT26015	Certificate II in Population Health
HLT26120	Certificate II in Indigenous Environmental Health
HLT30121	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care
HLT31020	Certificate III in Ambulance Communications (Call-taking)
HLT31120	Certificate III in Non-Emergency Patient Transport
HLT31220	Certificate III in Basic Health Care
HLT33021	Certificate III in Allied Health Assistance
HLT33115	Certificate III in Health Services Assistance
HLT35021	Certificate III in Dental Assisting
HLT35115	Certificate III in Dental Laboratory Assisting
HLT36015	Certificate III in Population Health
HLT36115	Certificate III in Indigenous Environmental Health
HLT37015	Certificate III in Sterilisation Services
HLT37121	Certificate III in Hospital or Health Services Pharmacy Support
HLT37215	Certificate III in Pathology Collection
HLT37315	Certificate III in Health Administration
HLT37415	Certificate III in Pathology Assistance
HLT40121	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care
HLT40221	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice
HLT41020	Certificate IV in Ambulance Communications (Dispatch)
HLT41120	Certificate IV in Health Care
HLT42021	Certificate IV in Massage Therapy
HLT43021	Certificate IV in Allied Health Assistance
HLT45021	Certificate IV in Dental Assisting
HLT46015	Certificate IV in Population Health
HLT46115	Certificate IV in Indigenous Environmental Health
HLT47015	Certificate IV in Sterilisation Services
HLT47121	Certificate IV in Hospital or Health Services Pharmacy Support
HLT47321	Certificate IV in Health Administration
HLT47415	Certificate IV in Audiometry

Code	Title
HLT47515	Certificate IV in Operating Theatre Technical Support
HLT47715	Certificate IV in Medical Practice Assisting
HLT47815	Certificate IV in Optical Dispensing
HLT50121	Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice
HLT50221	Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management
HLT50321	Diploma of Clinical Coding
HLT51020	Diploma of Emergency Health Care
HLT52021	Diploma of Remedial Massage
HLT52115	Diploma of Traditional Chinese Medicine (TCM) Remedial Massage
HLT52215	Diploma of Shiatsu and Oriental Therapies
HLT52315	Diploma of Clinical Aromatherapy
HLT52415	Diploma of Kinesiology
HLT52515	Diploma of Reflexology
HLT52615	Diploma of Ayurvedic Lifestyle Consultation
HLT54121	Diploma of Nursing
HLT55118	Diploma of Dental Technology
HLT57415	Diploma of Audiometry
HLT57715	Diploma of Practice Management
HLT57821	Diploma of Orthopaedic Technology
HLT57921	Diploma of Anaesthetic Technology and Practice
HLT60121	Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management
HLT62615	Advanced Diploma of Ayurveda
HLT64121	Advanced Diploma of Nursing
HLT65015	Advanced Diploma of Dental Prosthetics

Appendix 2: HLT Skill Sets

Code	Title
HLTSS00043	Telehealth Administration skill set
HLTSS00046	Aromatic Therapies Skill Set
HLTSS00047	Audiometry Skill Set
HLTSS00050	Oral Health Care Skill Set for Aboriginal and/or Torres Strait Islander Health Workers
HLTSS00058	Reflexology Skill Set
HLTSS00059	Venous Blood Collection Skill Set
HLTSS00060	Dental Radiography Skill Set
HLTSS00061	Food Safety Supervision Skill Set - for Community Services and Health Industries
HLTSS00065	Infection Control Skill Set (Retail)
HLTSS00066	Infection Control Skill Set (Food Handling)
HLTSS00067	Infection Control Skill Set (Transport and Logistics)
HLTSS00068	Occupational First Aid Skill Set
HLTSS00069	Indigenous Environmental Health Support Work Skill Set
HLTSS00070	Enrolled Nurse Renal Health Care Skill Set
HLTSS00071	Clinical Coding Auditor Skill Set
HLTSS00072	Dental Radiography Skill Set
HLTSS00073	Oral Health Care Skill Set
HLTSS00074	Allied Health Assistance - Rehabilitation and Reablement Skill Set
HLTSS00075	Allied Health Assistance - Nutrition and Dietetics Skill Set
HLTSS00076	Allied Health Assistance - Psychosocial Skill Set
HLTSS00077	Allied Health Assistance - Movement and Mobility Skill Set
HLTSS00078	Allied Health Assistance - Medical Imaging Skill Set
HLTSS00079	Allied Health Assistance - Podiatry Skill Set
HLTSS00080	Allied Health Assistance – Communication and Swallowing Skill Set
HLTSS00081	Pain Management Skill Set
HLTSS00082	Applied Massage for Pain Management Skill Set
HLTSS00083	Infection Prevention and Control Skill Set
HLTSS00084	Implement and Monitor Infection Prevention and Control Skill Set

Appendix 3: HLT units of competency and prerequisites

Note: Prerequisite units with an *asterisk include prerequisite chains

Code	Title	Prerequisites
HLTAAP001	Recognise healthy body systems	
HLTAAP002	Confirm physical health status	
HLTAAP003	Analyse and respond to client health information	
HLTADM001	Administer and coordinate Telehealth services	
HLTADM002	Manage Telehealth services	
HLTADM003	Facilitate a coordinated approach to client care	
HLTADM004	Manage health billing and accounting system	
HLTADM005	Produce coded clinical data	
HLTADM008	Administer and coordinate Telehealth services	
HLTADM009	Manage Telehealth technology	
HLTADM010	Facilitate a coordinated approach to client care	
HLTADM011	Manage health billing and accounting system	
HLTAHA023	Support the provision of basic nutrition advice and education	
HLTAHA025	Contribute to client flow and client information management in medical imaging	
HLTAHA026	Support the medical imaging professional	
HLTAHA027	Assist with an allied health program	
HLTAHA028	Deliver and monitor physical and manual therapy programs	
HLTAHA029	Support independence and community participation	
HLTAHA030	Assist with basic foot Care	
HLTAHA031	Assist in rehabilitation programs	
HLTAHA032	Support maintenance of functional status	
HLTAHA033	Conduct group sessions for individual outcomes	
HLTAHA034	Support the development of speech and communication skills	
HLTAHA035	Provide support in dysphagia management	
HLTAHA036	Assist and support the use of augmentative and alternative communication system	
HLTAHA037	Deliver and monitor hydrotherapy program	
HLTAHA038	Support the use of prosthesis or orthosis	
HLTAHA039	Assist in the development of meals and menus to meet dietary and cultural requirements	
HLTAHA040	Assist with the monitoring and modification of meals and menus according to individualised plans	
HLTAHA041	Support food services and dietetics in menu and meal order processing	

Code	Title	Prerequisites
HLTAHA042	Assist with screening and management of nutritional risk	
HLTAHA043	Support the provision of basic nutritional advice and education	
HLTAHA044	Work within a community rehabilitation environment	
HLTAHA045	Assist people management in medical imaging	
HLTAHA046	Support the medical imaging professional	
HLTAHA047	Engage with clinical supervision and delegation	
HLTAHA048	Provide allied health assistance in remote or isolated settings	
HLTAHA049	Recognise impact of health conditions	
HLTAHA050	Assist with podiatry exercise	
HLTAHA051	Assist with podiatric procedures	
HLTAHA052	Assist with social work	
HLTAHA053	Support and deliver individual hearing rehabilitation program	
HLTAHW006	Facilitate and advocate for the rights and needs of clients and community members	
HLTAHW017	Assess and support client's social and emotional wellbeing	
HLTAHW023	Plan, develop and evaluate health promotion and community development programs	
HLTAHW031	Provide information/strategies to enhance capacities of Aboriginal/Torres Strait Islander families	
HLTAHW044	Advocate on behalf of the community	
HLTAHW049	Work effectively in social and emotional wellbeing	
HLTAHW050	Develop a healing framework for social and emotional wellbeing work	
HLTAHW051	Respond to loss, grief and trauma	
Aboriginal and/or Torres Strait Islander Health		
Advocacy (ADV)		
HLTAADV001	Support clients to access health services	
HLTAADV002	Support the rights and needs of clients	
HLTAADV003	Support the rights and needs of clients in the justice system	
HLTAADV004	Advocate on behalf of groups or the community	HLTAADV002
Emergency and Disaster Response (EDR)		
HLTAEDR001	Respond to community disasters	
HLTAEDR002	Assess and respond to medical emergencies	
HLTAEDR003	Develop medical emergency plan	
Health Care and Support (HCS)		
HLTAHCS001	Provide basic health service information to clients	
HLTAHCS002	Assist with health assessments	
HLTAHCS003	Complete routine physical health assessments	

Code	Title	Prerequisites
HLTAHCS004	Complete comprehensive physical health assessments	
HLTAHCS005	Implement basic health care plans	
HLTAHCS006	Implement complex health care plans	
HLTAHCS007	Provide support to men with cancer	
HLTAHCS008	Provide support to women with cancer	
HLTAHCS009	Provide support to clients with diabetes	
HLTAHCS010	Provide support to clients with chronic disease	
HLTAHCS011	Provide support to clients experiencing alcohol and other drugs problems	
HLTAHCS012	Provide support to older clients	
HLTAHCS013	Provide eye health care	
HLTAHCS014	Provide ear health care	
HLTAHCS015	Facilitate access to tertiary health services	
HLTAHCS016	Develop primary health care programs	
Health Promotion (HPR)		
HLTAHPR001	Develop health promotion programs	
HLTAHPR002	Promote awareness and early detection of cancer to men	
HLTAHPR003	Promote awareness and early detection of cancer to women	
HLTAHPR004	Promote awareness and early detection of diabetes	
HLTAHPR005	Promote awareness and prevention of chronic disease	
HLTAHPR006	Provide healthy lifestyle information	
HLTAHPR007	Promote lifestyle change	
Maternal and Children's Health (MAT)		
HLTAMAT001	Provide antenatal health care	
HLTAMAT002	Assist with childbirth	
HLTAMAT003	Provide postnatal health care for mothers and babies	
HLTAMAT004	Assess children's health	
HLTAMAT005	Provide health care for children	
Medications (MED)		
HLTAMED001	Work under instructions to support the safe use of medications	
HLTAMED002	Support the safe use of medications	
HLTAMED003	Administer medications	
HLTAMED004	Manage medications in Aboriginal and/or Torres Strait Islander primary health care	HLTAMED003
Community Health Research (RES)		
HLTARES001	Gather information and report on community health	
HLTARES002	Prepare and maintain community health profile	

Code	Title	Prerequisites
HLTARES003	Research community health	
Social and Emotional Wellbeing (SEW)		
HLTASEW001	Work according to the principles of social and emotional wellbeing care	
HLTASEW002	Assess and support the social and emotional wellbeing of clients	
HLTASEW003	Provide support to clients affected by loss, grief or trauma	
HLTASEW004	Contribute to the care of clients living with mental illness	
HLTASEW005	Provide supervision for Aboriginal and/or Torres Strait islander health workers	
Sexual Health (SXH)		
HLTASXH001	Promote men's sexual health	
HLTASXH002	Promote women's sexual health	
HLTASXH003	Provide sexual health care	
Working in Aboriginal and/or Torres Strait Islander Health (WOR)		
HLTAWOR001	Work in an Aboriginal and/or Torres Strait Islander health support role	
HLTAWOR002	Work in Aboriginal and/or Torres Strait Islander primary health care	
HLTAWOR003	Use and promote reflective practice in Aboriginal and/or Torres Strait Islander primary health care	
HLTAWOR004	Provide support to address social and cultural determinants of client an community health	
HLTAWOR005	Contribute to Aboriginal and/or Torres Strait Islander health strategies	
First Aid		
HLTAID011	Provide First Aid	
HLTAID012	Provide First Aid in an education and care setting	
HLTAID013	Provide First Aid in remote or isolated site	
HLTAID014	Provide Advanced First Aid	
HLTAID015 *	Provide advanced resuscitation and oxygen therapy	HLTAID011
HLTAID016	Manage first aid services and resources	
HLTAIN001	Assist with nursing care in an acute care environment	
HLTAIN002	Provide non-client contact support in an acute care environment	
HLTAMB014	Transport non-emergency patients under operational conditions	
HLTANA008	Prepare patients for anaesthesia	
HLTANA009	Monitor patients during anaesthesia	
HLTANA010	Assist with airway management	
HLTANA011	Respond to anaesthesia-related emergencies	
HLTANA012	Maintain quality and supply of anaesthetic equipment and consumables	
HLTANA013	Assist with clinical procedures used in anaesthesia	
HLTANA014	Monitor medications in the anaesthetic environment	

Code	Title	Prerequisites
HLTARO001	Develop aromatherapy practice	
HLTARO002	Source and prepare aromatherapy products	
HLTARO003	Perform aromatherapy health assessments	
HLTARO004	Provide therapeutic aromatherapy treatments	
HLTARO005	Provide aromatherapy massage treatments	
HLTARO006	Adapt aromatherapy treatments to specific needs	
HLTARO007	Monitor and evaluate aromatherapy treatments	
HLTARO008	Prepare and dispense aromatic formulations	
HLTARO009	Select and advise on aromatic therapies	
HLTAUD001	Assess hearing	
HLTAUD002	Conduct play audiometry	
HLTAUD003	Assess and respond to occupational noise risk	
HLTAUD004	Develop and implement individual hearing rehabilitation programs	
HLTAUD005	Dispense hearing devices	
HLTAUD006	Remove cerumen	
HLTAYV001	Develop Ayurvedic practice	
HLTAYV002	Make Ayurvedic lifestyle assessments	
HLTAYV003	Provide Ayurvedic bodywork therapies	
HLTAYV004	Provide Ayurvedic lifestyle advice	
HLTAYV005	Provide advice on Ayurvedic nutrition	
HLTAYV006	Take cases within Ayurvedic framework	
HLTAYV007	Diagnose conditions within an Ayurvedic framework	
HLTAYV008	Provide Ayurvedic remedial therapies	
HLTAYV009	Provide therapeutic Ayurvedic nutritional advice	
HLTAYV010	Select and advise on Ayurvedic medicines - dravyaguna	
HLTAYV011	Prepare and dispense Ayurvedic medicines - dravyaguna	
HLTAYV012	Monitor and evaluate Ayurvedic treatments	
HLTCAR001	Perform electrocardiography (ECG)	
HLTCAR002	Perform holter monitoring	
HLTCCD001	Apply an understanding of the health care system to clinical coding practice	
HLTCCD002 *	Interpret and navigate health care records	HLTCCD001
HLTCCD003	Use medical terminology in health care	
HLTCCD004	Interpret clinical documentation using knowledge of anatomy and physiology	
HLTCCD005 *	Abstract information for clinical coding	HLTCCD002 *

Code	Title	Prerequisites
		HLTCCD003 HLTCCD004
HLTCCD006 *	Undertake basic clinical coding	HLTCCD005 *
HLTCCD007 *	Undertake basic clinical coding	HLTCCD006 *
HLTCCD008 *	Undertake highly complex clinical coding	HLTCCD007 *
HLTCCD009 *	Undertake a clinical coding audit	HLTCCD008 *
HLTCCD010 *	Analyse and report for clinical coding auditing	HLTCCD009 *
HLTDEN004	Implement an individualised oral health program	
HLTDEN007	Apply the principles of radiation biology and protection in dental practice	
HLTDEN008	Prepare to expose a prescribed dental radiographic image	
HLTDEN009	Produce a prescribed dental radiographic image	
HLTDEN011	Implement an oral health promotion program	
HLTDEN014	Take a clinical photograph	
HLTDEN015	Prepare for and assist with dental procedures	
HLTDEN016	Assist with dental radiography	
HLTDEN017	Assist with administration in dental practice	
HLTDEN018 *	Implement an individualised oral hygiene program	HLTDA303D HLTDEN001 HLTDEN015
HLTDEN019 *	Assist in dental procedures during general anaesthesia	HLTDA303D HLTDEN001 HLTDEN015
HLTDEN020	Assist in dental procedures during conscious sedation	
HLTDEN021	Apply the principles of radiation biology and protection in dental practice	
HLTDEN022	Prepare to expose a prescribed dental radiographic image	
HLTDEN023	Produce a prescribed dental radiographic image	
HLTDEN024	Implement an oral hygiene program for older people	
HLTDEN025	Implement an oral health promotion program	
HLTDEN026	Take an impression for study models	
HLTDEN027	Take a clinical photograph	
HLTDEN028	Provide effective oral hygiene instruction to patients with an oral health treatment plan	
HLTDEN029 *	Assist in dental procedures during relative analgesia	HLTDA303D HLTDEN001 HLTDEN015

Code	Title	Prerequisites
HLTDEN030	Assist the dental practitioner during medical emergencies in a dental setting	
HLTDEP001	Identify, select and prepare instruments, equipment and materials	
HLTDEP002	Gather data, conduct dental prosthetic examination and develop treatment plan	
HLTDEP003	Take impressions	
HLTDEP004	Establish and record jaw relationships and select artificial teeth	
HLTDEP005	Evaluate a removable dental prosthesis at try-in stage	
HLTDEP006	Insert and issue a completed removable dental prosthesis	
HLTDEP007	Perform maintenance treatment for patient with removable dental prostheses	
HLTDEP008	Construct and insert an implant retained overdenture	
HLTDET001	Construct models	
HLTDET002	Construct custom impression trays	
HLTDET003	Construct registration rims	
HLTDET004	Articulate models and transfer records	
HLTDET005	Construct thermoformed bases and appliances	
HLTDET006	Construct immediate dentures	
HLTDET007	Construct removable acrylic partial dentures	
HLTDET008	Construct cast alloy removable partial denture framework	
HLTDET009	Construct crown and bridge structures	
HLTDET010	Join alloy structures	
HLTDET011	Construct ceramic and fixed restorations	
HLTDET012	Construct orthodontic appliances	
HLTDET013	Construct oral splints	
HLTDET014	Repair and modify dentures and appliances	
HLTDET015	Construct complete removable acrylic dentures and appliances	
HLTDET016	Design digital dental restorations and appliances using computer-aided design (CAD)	
HLTDET017	Construct dental restorations and appliances using computer-aided manufacturing (CAM)	
HLTENN035	Practise nursing within the Australian health care system	
HLTENN036	Apply communication skills in nursing practice	
HLTENN037	Perform clinical assessment and contribute to planning nursing care	
HLTENN038	Implement, monitor and evaluate nursing care	
HLTENN039	Apply principles of wound management	
HLTENN040	Administer and monitor medicines and intravenous therapy	
HLTENN041	Apply legal and ethical parameters to nursing practice	

Code	Title	Prerequisites
HLTENN042	Implement and monitor care for a person with mental health conditions	
HLTENN043	Implement and monitor care for a person with acute health conditions	
HLTENN044	Implement and monitor care for a person with chronic health conditions	
HLTENN045	Implement and monitor care of the older person	
HLTENN046	Contribute to maternal and infant health care	
HLTENN047	Apply nursing practice in the primary health care setting	
HLTENN048	Apply nursing practice in the emergency care setting	
HLTENN049	Apply nursing practice in the orthopaedic care setting	
HLTENN050	Apply nursing practice in the rehabilitation care setting	
HLTENN051	Apply nursing practice in sexual and reproductive health care	
HLTENN052	Provide advanced clinical assessment	
HLTENN053	Apply nursing practice in the critical care setting	
HLTENN054	Contribute to the registration eligibility and assessment of donors	
HLTENN055	Apply nursing practice in the respiratory care setting	
HLTENN056	Apply nursing practice in the cardiovascular care setting	
HLTENN057	Contribute to the nursing care of a person with diabetes	
HLTENN058	Apply nursing practice in the perioperative setting	
HLTENN059	Apply nursing practice in the hyperbaric environment	
HLTENN060	Apply nursing practice in the paediatric care setting	
HLTENN061	Apply nursing practice in the contemporary aged care setting	
HLTENN062	Implement and monitor care for a person with a stoma	
HLTENN063	Apply nursing practice in the contemporary mental health care setting	
HLTENN064	Apply nursing practice in the rural and remote setting	
HLTENN065	Research and report on nursing trends and practice	
HLTENN066	Contribute to improvement for advancement of clinical practice	
HLTENN067	Apply, implement and monitor nursing care in a contemporary paediatri setting	
HLTENN068	Provide end of life care using a palliative approach in nursing practice	
HLTFSE001	Follow basic food safety practices	
HLTFSE002	Provide ward or unit-based food preparation and distribution services	
HLTFSE003	Perform kitchenware washing	
HLTFSE004	Serve cafeteria customers	
HLTFSE005	Apply and monitor food safety requirements	
HLTFSE006	Prepare foods suitable for a range of client groups	
HLTFSE007	Oversee the day-to-day implementation of food safety in the workplace	
HLTFSE008	Conduct internal food safety audits	
HLTFSE009	Apply cook-freeze and reheating processes	

Code	Title	Prerequisites
HLTHPS001	Take clinical measurements	
HLTHPS002	Support health professional in the delivery of care	
HLTHPS003	Maintain medication stocks	
HLTHPS004	Measure spirometry	
HLTHPS005	Handle medical specimens	
HLTHPS006	Assist clients with medication	
HLTHPS007	Administer and monitor medications	
HLTHPS008	Provide clinical mentoring in the work environment	
HLTHPS009	Perform peripheral intravenous cannulation	
HLTHPS010	Interpret and use information about nutrition and diet	
HLTHSS007	Handle medical gases safely	
HLTHSS009	Perform general cleaning tasks in a clinical setting	
HLTHSS010	Handle and move equipment, goods and mail	
HLTHSS011	Maintain stock inventory	
HLTHSS012	Handle medical gases safely	
HLTINF001	Comply with infection prevention and control policies and procedures	
HLTINF002	Process reusable medical devices and equipment	
HLTINF003	Implement and monitor infection prevention and control policies and procedures	
HLTINF004	Manage the prevention and control of infection	
HLTINF005	Maintain infection prevention for skin penetration treatments	
HLTINF006	Apply basic principles and practices of infection prevention and control	
HLTINF007	Implement and monitor infection prevention and control standards, policies and procedures	
HLTINFCOV001	Comply with infection prevention and control policies and procedures	
HLTKIN001	Develop kinesiology practice	
HLTKIN002	Conduct indicator muscle monitoring	
HLTKIN003	Perform kinesiology assessments	
HLTKIN004	Provide kinesiology balances	
HLTKIN005	Monitor and evaluate client progress	
HLTMSG001	Develop massage practice	
HLTMSG002	Assess client massage needs	
HLTMSG004	Provide massage treatments	
HLTMSG009	Develop massage practice	
HLTMSG010	Assess client massage needs	
HLTMSG011	Provide massage treatments	

Code	Title	Prerequisites
HLTMSG012	Apply relaxation massage clinical practice	
HLTMSG013	Perform remedial massage musculoskeletal assessments	
HLTMSG014	Provide remedial massage treatments	
HLTMSG015	Adapt massage treatments to meet specific needs	
HLTMSG016	Apply principles of pain neuroscience	
HLTMSG017	Apply remedial massage clinical practice	
HLTMSG018	Adapt massage practice for athletes	
HLTOHC001	Recognise and respond to oral health issues	
HLTOHC002	Inform and support patients and groups about oral health	
HLTOHC003	Apply and manage use of basic oral health products	
HLTOHC004	Provide or assist with oral hygiene	
HLTOHC005	Use oral health screening tools	
HLTOHC006	Apply fluoride varnish	
HLTOHC007	Recognise and respond to oral health issues	
HLTOHC008	Inform and support patients and groups about oral health	
HLTOHC009	Apply and use basic oral health products	
HLTOHC010	Use basic oral health screening tools	
HLTOHC011	Apply fluoride varnish	
HLTOPD001	Provide advice on optical appliances	
HLTOPD002	Dispense optical appliances	
HLTOPD003-	Dispense atypical prescriptions	
HLTOPD004	Edge and fit ophthalmic appliances	
HLTOPD005	Process and manage optical appliance orders	
HLTOTH001	Apply casts	
HLTOTH002	Modify casts	
HLTOTH003	Remove casts	
HLTOTH004	Apply orthopaedic devices	
HLTOTH005	Modify orthopaedic devices	
HLTOTH006	Remove orthopaedic devices	
HLTOTH007	Apply and remove traction	
HLTOUT001	Implement safe access and egress	
HLTOUT002	Receive and respond to requests for ambulance service	
HLTOUT003	Assign and coordinate ambulance service resources	
HLTOUT004	Assess and deliver basic clinical care	
HLTOUT005	Assess and deliver standard clinical care	
HLTOUT006	Transport emergency patients	

Code	Title	Prerequisites
HLTOUT007	Transport non-emergency patients under operational conditions	
HLTOUT008	Manage a scene	
HLTOUT009	Manage the scene of a major incident	
HLTOUT010	Communicate in complex situations to support health care	
HLTPAT001	Identify and respond to clinical risks in pathology collection	
HLTPAT002	Perform venous blood collections	
HLTPAT003	Perform capillary blood collections	
HLTPAT004	Collect pathology specimens other than blood	
HLTPAT005	Collect specimens for drugs of abuse testing	
HLTPAT006	Receive, prepare and dispatch pathology specimens	
HLTPHA010	Maintain pharmaceutical imprest stock	
HLTPHA011	Pack pharmaceutical products	
HLTPHA012	Dispense prescriptions and medication orders	
HLTPHA013	Order, maintain and distribute pharmaceutical stock	
HLTPHA014	Conduct small-scale compounding and labelling of pharmaceutical products	
HLTPHA015	Provide assistance in dispensary administration	
HLTPHA016	Conduct small-scale compounding and labelling of aseptic pharmaceutical products	
HLTPHA017	Support pharmacist's communication with patients and other health professionals	
HLTPHA018	Support pharmacists in the collection and presentation of workplace data and information	
HLTPHA019	Coordinate communication processes in a hospital or health services pharmacy setting	
HLTPHA020	Apply knowledge of biological principles within the pharmacy environment	
HLTPHA021	Apply knowledge of medications use to assist patients in using medications effectively	
HLTPHA022	Apply knowledge of medications used to treat gastrointestinal and nutritional disorders to dispense medications to patients	
HLTPHA023	Apply knowledge of medications used to treat cardio-respiratory disorders to dispense medications to patients	
HLTPHA024	Apply knowledge of medications used to treat central nervous system disorders to dispense medications to patients	
HLTPHA025	Apply knowledge of medications used for infections, immunological products and vaccines	
HLTPHA026	Apply knowledge of medications used to treat endocrine and genitourinary disorders to dispense medications to patients	
HLTPHA027	Apply knowledge of medications used to treat malignant diseases and immunosuppressive disorders to dispense medications to patients	

Code	Title	Prerequisites
HLTPHA028	Apply knowledge of medications used to treat eye, ear and nose disorders to dispense medications to patients	
HLTPHA029	Apply knowledge of chemical principles as they apply to pharmacy activity	
HLTPHA030	Apply knowledge of medications used to provide analgesia	
HLTPHA031	Apply knowledge of medications used to treat musculoskeletal disorders to dispense medications to patients	
HLTPHA032	Apply knowledge of medications used to treat dermatological disorders to dispense medications to patients	
HLTPOP001	Provide basic repairs and maintenance to health hardware and fixtures	
HLTPOP002	Monitor and maintain sewage systems	
HLTPOP003	Monitor and maintain water supply	
HLTPOP004	Monitor and maintain rubbish collection and disposal systems	
HLTPOP005	Work in a population health context	
HLTPOP006	Contribute to working with the community to identify health needs	
HLTPOP007	Contribute to population health project planning	
HLTPOP008	Develop and implement disease prevention and control measures	
HLTPOP009	Provide information and support environmental health issues	
HLTPOP010	Monitor and maintain dog health in the community	
HLTPOP011	Facilitate provision of functional, durable health hardware items in home and community	
HLTPOP012	Contribute to testing of results of community water supply	
HLTPOP013	Contribute to the implementation of a disaster plan	
HLTPOP014	Assess readiness for and effect behaviour change	
HLTPOP015	Provide information on smoking and smoking cessation	
HLTPOP016	Provide interventions to clients who are nicotine dependent	
HLTPOP017	Identify pest control strategies	
HLTPOP018	Develop a plan of action to address land care issues in the community	
HLTPOP019	Apply a population health framework	
HLTPOP020	Work with the community to identify health needs	
HLTPOP021	Plan a population health project	
HLTPOP022	Evaluate a population health project	
HLTPOP023	Build capacity to promote health	
HLTPOP024	Develop a disaster plan	
HLTPOP025	Provide basic repairs and maintenance to health hardware and fixtures	
HLTPOP026	Monitor and maintain sewage or effluent systems	
HLTPOP027	Monitor and maintain water supply	
HLTPOP028	Monitor and maintain rubbish collection and disposal systems	

Code	Title	Prerequisites
HLTPOP029	Work in a population health context	
HLTPOP030	Determine and implement disease prevention and control measures	
HLTPOP031	Provide information and support on environmental health issues	
HLTPOP032	Monitor and maintain dog health in the community	
HLTPOP033	Identify pest control strategies	
HLTREF001	Develop reflexology practice	
HLTREF002	Provide reflexology for relaxation	
HLTREF003	Perform reflexology health assessments	
HLTREF004	Provide therapeutic reflexology treatments	
HLTREF005	Adapt reflexology treatments to meet specific needs	
HLTREF006	Monitor and evaluate reflexology treatments	
HLTRNL003	Contribute to the nursing care of a person with renal impairment	
HLTRNL004	Apply renal replacement therapy	
HLTSHU001	Work within a framework of traditional oriental medicine	
HLTSHU002	Develop Shiatsu practice	
HLTSHU003	Maintain personal health and awareness for traditional oriental medicine practice	
HLTSHU004	Perform Shiatsu therapy health assessments	
HLTSHU005	Perform oriental therapies health assessments	
HLTSHU006	Provide Shiatsu therapy treatments	
HLTSHU007	Provide oriental therapies treatments	
HLTSHU008	Adapt Shiatsu and oriental therapies practice to meet specific needs	
HLTSHU009	Monitor and evaluate traditional oriental medicine treatments	
HLTSTE001	Clean and disinfect reusable medical devices	
HLTSTE002	Inspect and pack reusable medical devices	
HLTSTE003	Sterilise loads	
HLTSTE004	Manage sterile stock	
HLTSTE005	Care for reusable medical devices	
HLTSTE006	Chemically disinfect reusable medical devices	
HLTSTE007	Monitor and maintain cleaning and sterilisation equipment	
HLTSTE008	Monitor quality of cleaning, sterilisation and packaging processes	
HLTTCM001	Develop Traditional Chinese Medicine (TCM) remedial massage practice	
HLTTCM002	Perform Traditional Chinese Medicine (TCM) remedial massage health assessments	
HLTTCM003	Provide Traditional Chinese Medicine (TCM) remedial massage treatments	

Code	Title	Prerequisites
HLTTCM004	Adapt Traditional Chinese Medicine (TCM) remedial massage practice to meet specific needs	
HLTTCM005	Monitor and evaluate Traditional Chinese Medicine (TCM) remedial massage treatments	
HLTTHE001	Handle and care for operating theatre equipment	
HLTTHE002	Assist with preparation of clients for operative procedures	
HLTTHE003	Provide intra-operative equipment and technical support	
HLTWHS001	Participate in workplace health and safety	
HLTWHS002	Follow safe work practices for direct client care	
HLTWHS003	Maintain work health and safety	
HLTWHS004	Manage work health and safety	
HLTWHS005	Conduct manual tasks safely	
HLTWHS006	Manage personal stressors in the work environment	

Appendix 4: Imported units of competency and prerequisites

Code	Title	Prerequisites
BSBAMD307	Organise schedules	
BSBADM311	Maintain business resources	
BSBADM409	Coordinate business resources	
BSBADM502	Manage meetings	
BSBADM504	Plan and implement administrative systems	
BSBADV507	Develop a media plan	
BSBADV509	Create mass print media advertisements	
BSBADV510	Create mass electronic media advertisements	
BSBATSIC511	Plan and conduct a community meeting	
BSBATSIM414	Oversee the organisation's annual budget	
BSBATSIM416	Oversee organisational planning	
BSBATSIM418	Oversee financial management	
BSBATSIM419	Contribute to the development and implementation of organisational policies	
BSBATSIM420	Oversee asset management	
BSBATSIM421	Support a positive and culturally appropriate workplace culture	
BSBATSIM505	Control organisational finances	
BSBATSIM506	Develop employment policies	
BSBATSIM511	Develop enterprise opportunities	
BSBATSIW417	Select and use technology	
BSBATSIW515	Secure funding	
BSBAUD411	Participate in a quality audit	
BSBAUD503	Lead a quality audit	
BSBAUD504	Report on a quality audit	
BSBCMM211	Apply communication skills	
BSBCMM411	Make presentations	
BSBCMM511	Communicate with influence	
BSBCRT511	Develop critical thinking in others	
BSBCUS201	Deliver a service to customers	
BSBCUS301	Deliver and monitor a service to customers	
BSBCUS403	Implement customer service standards	
BSBCUS501	Manage quality customer service	
BSBDAT201	Collect and record data	
BSBDAT501	Analyse data	

Code	Title	Prerequisites
BSBESB401	Research and develop business plans	
BSBESB404	Market new business ventures	
BSBESB406	Establish operational strategies and procedures for new business ventures	
BSBESB407	Manage finances for new business ventures	
BSBFIA301	Maintain financial records	
BSBFIA303	Process accounts payable and receivable	
BSBFIA402	Report on financial activity	
BSBFIM501	Manage budgets and financial plans	
BSBFIN401	Report on financial activity	
BSBFIN501	Manage budgets and financial plans	
BSBFIN601	Manage organisational finances	
BSBFLM303	Contribute to effective workplace relationships	
BSBFLM305	Support operational plan	
BSBFLM309	Support continuous improvement systems and processes	
BSBFLM312	Contribute to team effectiveness	
BSBFNG401	Plan and chair Aboriginal and Torres Strait Islander organisation board meetings	
BSBHRM405	Support the recruitment, selection and induction of staff	
BSBHRM412	Support employee and industrial relations	
BSBHRM413	Support the learning and development of teams	
BSBHRM415	Coordinate recruitment and onboarding	
BSBHRM417	Support human resources functions and processes	
BSBHRM502	Manage human resource management information systems	
BSBHRM505	Manage remuneration and employee benefits	
BSBHRM506	Manage recruitment selection and induction processes	
BSBHRM507	Manage separation or termination	
BSBHRM509	Manage rehabilitation or return to work programs	
BSBHRM512	Develop and manage performance management processes	
BSBHRM523	Coordinate the learning and development of teams and individuals	
BSBHRM525	Manage recruitment and onboarding	
BSBHRM602	Manage human resources strategic planning	
BSBHRM611	Contribute to organisational performance development	
BSBHRM614	Contribute to strategic workforce planning	
BSBINM202	Handle mail	
BSBINM401	Implement workplace information system	
BSBINM501	Manage an information or knowledge management system	

Code	Title	Prerequisites
BSBINN201	Contribute to workplace innovation	
BSBINN301	Promote innovation in a team environment	
BSBINS201	Process and maintain workplace information	
BSBINS401	Analyse and present research information	
BSBINS402	Coordinate work place information systems	
BSBINS408	Provide information from and about records	
BSBINS502	Coordinate data management	
BSBITU301	Create and use databases	
BSBITU304	Produce spreadsheets	
BSBITU306	Design and produce business documents	
BSBLDR402	Lead effective workplace relationships	
BSBLDR403	Lead team effectiveness	
BSBLDR414	Lead team effectiveness	
BSBLDR502	Lead and manage effective workplace relationships	
BSBLDR522	Manage people performance	
BSBLDR523	Lead and manage effective workplace relationships	
BSBLDR602	Provide leadership across the organisation	
BSBLED401	Develop teams and individuals	
BSBLED806	Plan and implement a coaching strategy	
BSBMED301	Interpret and apply medical terminology appropriately	
BSBMED302	Prepare and process medical accounts	
BSBMED303	Maintain patient records	
BSBMED304	Assist in controlling stocks and supplies	
BSBMED305	Apply the principles of confidentiality, privacy and security within the medical environment	
BSBMED401	Manage patient recordkeeping system	
BSBMGT402	Implement operational plan	
BSBMGT406	Plan and monitor continuous improvement	
BSBMGT502	Manage people performance	
BSBMGT516	Facilitate continuous improvement	
BSBMGT517	Manage operational plan	
BSBMGT616	Develop and implement strategic plans	
BSBMGT617	Develop and implement a business plan	
BSBMKG413	Promote products and services	
BSBMKG501	Identify and evaluate marketing opportunities	
BSBMKG502	Establish and adjust the marketing mix	
BSBMKG514	Implement and monitor marketing activities	

Code	Title	Prerequisites
BSBMKG608	Develop organisational marketing objectives	
BSBOPS101	Use business resources	
BSBOPS203	Deliver a service to customers	
BSBOPS304	Deliver and monitor a service to customers	
BSBOPS401	Coordinate business resources	
BSBOPS402	Coordinate business operational plans	
BSBOPS403	Apply business risk management processes	
BSBOPS404	Implement customer service strategies	
BSBOPS501	Manage business resources	
BSBOPS502	Manage business operational plans	
BSBOPS504	Manage business risk	
BSBOPS601	Develop and implement business plans	
BSBPEF202	plan and apply time management	
BSBPEF301	Organise personal work priorities	
BSBPEF402	Develop personal work priorities	
BSBPMG522	Undertake project work	
BSBPUB402	Develop public relations campaigns	
BSBPUR501	Develop, implement and review purchasing strategies	
BSBRES401	Analyse and present research information	
BSBRKG301	Control records	
BSBRKG303	Retrieve information from records	
BSBRKG403	Set up a business or records system for a small business	
BSBRKG502	Manage and monitor business or records systems	
BSBRKG505	Document or reconstruct a business or records system	
BSBRSK501	Manage risk	
BSBSMB401	Establish legal and risk management requirements of small business	
BSBSMB402	Plan small business finances	
BSBSMB403	Market the small business	
BSBSMB404	Undertake small business planning	
BSBSMB405	Monitor and manage small business operations	
BSBSMB406	Manage small business finances	
BSBSTR401	Promote innovation in team environments	
BSBSTR402	Implement continuous improvement	
BSBSTR601	Manage innovation and continuous improvement	
BSBSTR602	Develop organisational strategies	

Code	Title	Prerequisites
BSBSUS411	Implement and monitor environmentally sustainable work practices	
BSBSUS501	Develop workplace policy and procedures for sustainability	
BSBSUS511	Develop workplace policies and procedures for sustainability	
BSBTEC101	Operate digital devices	
BSBTEC201	Use business software applications	
BSBTWK201	Work effectively with others	
BSBWOR202	Organise and complete daily work activities	
BSBWOR203	Work effectively with others	
BSBWOR204	Use business technology	
BSBWOR301	Organise personal work priorities and development	
BSBWOR404	Develop work priorities	
BSBWOR502	Lead and manage team effectiveness	
BSBWRK510	Manage employee relations	
CHCADV005	Provide systems advocacy services	
CHCAGE001	Facilitate the empowerment of older people	
CHCAGE005	Provide support to people living with dementia	
CHCAGE007	Recognise and report risk of falls	
CHCAGE008	Implement falls prevention strategies	CHCAGE007
CHCAGE011	Provide support to people living with dementia	
CHCAOD001	Work in an alcohol and other drugs context	
CHCAOD002	Work with clients who are intoxicated	
CHCAOD003	Provide needle and syringe services	
CHCAOD004	Assess needs of clients with alcohol and other drugs issues	
CHCAOD005	Provide alcohol and other drugs withdrawal services	
CHCAOD006	Provide interventions for people with alcohol and other drugs issues	
CHCAOD007	Develop strategies for alcohol and other drugs relapse prevention and management	
CHCAOD008	Provide advanced interventions to meet the needs of clients with alcohol and other drugs issues	
CHCAOD009	Develop and review individual alcohol and other drugs treatment plans	
CHCCCS001	Address the needs of people with chronic disease	
CHCCCS002	Assist with movement	
CHCCCS003	Increase the safety of individuals at risk of suicide	
CHCCCS006	Facilitate individual service planning and delivery	
CHCCCS009	Facilitate responsible behaviour	
CHCCCS010	Maintain a high standard of service	

Code	Title	Prerequisites
CHCCCS012	Prepare and maintain beds	
CHCCCS014	Provide brief interventions	
CHCCCS015	Provide individualised support	
CHCCCS016	Respond to client needs	
CHCCCS017	Provide loss and grief support	
CHCCCS019	Recognise and respond to crisis situations	
CHCCCS020	Respond effectively to behaviours of concern	
CHCCCS023	Support independence and wellbeing	
CHCCCS026	Transport individuals	
CHCCCS027	Visit client residence	
CHCCCS028	Provide client-centred support to people in crisis	
CHCCCS033	Identify and report abuse	
CHCCCS036	Support relationships with carer and family	
CHCCCS037	Visit client residence	
CHCCCS038	Facilitate the empowerment of people receiving support	
CHCCCS040	Support independence and wellbeing	
CHCCDE001	Support participative planning processes	
CHCCDE003	Work within a community development framework	
CHCCDE004	Implement participation and engagement strategies	
CHCCDE005	Develop and support relevant community resources	
CHCCDE007	Develop and provide community projects	
CHCCDE008	Support community action	
CHCCDE009	Develop and support community leadership	
CHCCDE011	Implement community development strategies	
CHCCDE023	Develop and deliver community projects	
CHCCDE024	Support community action	
CHCCDE025	Develop and support community leadership	
CHCCDE026	Develop and lead community engagement strategies to enhance participation	
CHCCDE027	Implement community development strategies	
CHCCDE028	Work within organisation and government structures to enable community development outcomes	
CHCCDE029	Establish and develop community organisations or social enterprises	
CHCCDE030	Facilitate the development of community capacity to manage place making	
CHCCOM001	Provide first point of contact	
CHCCOM002	Use communication to build relationships	
CHCCOM003	Develop workplace communication strategies	

Code	Title	Prerequisites
CHCCOM005	Communicate and work in health or community services	
CHCCOM006	Establish and manage client relationships	
CHCCSL003	Facilitate the counselling relationship and process	
CHCCSL007	Support counselling clients in decision-making processes	
CHCCSM002	Implement case management practice	
CHCCSM003	Work with carers and/or families in complex situations	
CHCCSM005	Develop, facilitate and review all aspects of case management	
CHCCSM010	Implement case management practice	
CHCCSM011	Work with carers and/or families in complex situations	
CHCCSM013	Facilitate and review case management	
CHCDFV001	Recognise and respond appropriately to domestic and family violence	
CHCDFV002	Provide support to children affected by domestic and family violence	
CHCDFV003	Promote community awareness of domestic and family violence	
CHCDFV004	Provide domestic and family violence support in Aboriginal and Torres Strait Islander communities	
CHCDFV006	Counsel clients affected by domestic and family violence	
CHCDFV007	Work with users of violence to effect change	
CHCDIS003	Support community participation and social inclusion	
CHCDIS006	Develop and promote positive person-centred behaviour supports	
CHCDIS007	Facilitate the empowerment of people with disability	
CHCDIS009	Facilitate ongoing skills development using a person-centred approach	
CHCDIS010	Provide person-centred services to people with disability with complex needs	
CHCDIS019	Provide person-centred services to people with disability with complex needs	
CHCDIV001	Work with diverse people	
CHCDIV002	Promote Aboriginal and/or Torres Strait Islander cultural safety	
CHCDIV003	Manage and promote diversity	
CHCEDU001	Provide community focused health promotion and prevention strategies	
CHCEDU002	Plan health promotion and community intervention	
CHCEDU008	Share health information	
CHCFAM010	Provide intervention support to families	
CHCGRP001	Support group activities	

Code	Title	Prerequisites
CHCGRP002	Plan and conduct group activities	
CHCLEG001	Work legally and ethically	
CHCLEG003	Manage legal and ethical compliance	
CHCLLN001	Respond to client language, literacy and numeracy needs	
CHCMGT001	Develop, implement and review quality framework	
CHCMGT002	Manage partnership agreements with service providers	
CHCMGT003	Lead the work team	
CHCMGT004	Secure and manage funding	
CHCMGT005	Facilitate workplace debriefing and support processes	
CHCMGT006	Coordinate client directed services	
CHCMGT007	Work effectively with the Board of an organisation	
CHCMHS001	Work with people with mental health issues	
CHCMHS005	Provide services to people with co-existing mental health and alcohol and other drugs issues	
CHCMHS006	Facilitate the recovery process with the person, family and carers	
CHCPAL003	Deliver care services using a palliative approach	
CHCPAL004	Plan for and provide care services using a palliative approach	CHCPAL003
CHCPOL001	Contribute to the review and development of policies	
CHCPOL002	Develop and implement policy	
CHCPOL003	Research and apply evidence to practice	
CHCPRP001	Develop and maintain networks and collaborative partnerships	
CHCPRP002	Collaborate in professional practice	
CHCPRP003	Reflect on and improve own professional practice	
CHCPRP004	Promote and represent the service	
CHCPRP005	Engage with health professionals and the health system	
CHCPRT025	Identify and report children and young people at risk	
CHCPRT026	Support the rights and safety of children and young people	
CHCPRT027	Work collaboratively to maintain an environment safe for children and young people	
CHCSET001	Work with forced migrants	
CHCSOH001	Work with people experiencing or at risk of homelessness	
CHCVOL002	Lead volunteer teams	
CHCYTH002	Work effectively with young people in the youth work context	
CHCYTH003	Support young people to create opportunities in their lives	
CHCYTH004	Respond to critical situations	
CHCYTH005	Develop and implement procedures to enable young people to address their needs	

Code	Title	Prerequisites
CHCYTH009	Support youth programs	
CHCYTH010	Provide services for young people appropriate to their needs and circumstances	
CHCYTH011	Work effectively with young people and their families	
CHCYTH012	Manage service response to young people in crisis	
CPPCLO4022A	Organise and monitor cleaning operations	
CUFWRT301A	Write content for a range of media	
CUFWRT403A	Write narration and current affairs material	
FBPPHM3020	Apply Good Manufacturing Practice requirements	
FNSORG501	Develop and manage a budget	
FSKDIG003	Use digital technology for routine workplace tasks	
FSKNUM008	Use whole numbers and simple fractions, decimals and percentages fo work	
FSKRDG005	Read and respond to simple and familiar workplace procedures	
FSKWTG008	Complete routine workplace formatted texts	
ICTICT431	Use online tools for learning	
LGACOM407B	Manage finances within a budget	
LGACOM503B	Prepare a budget	
LGAEHRW505B	Implement strategies to minimise the impact of waste on the environment	
MSL922001A	Record and present data	
MSL933001A	Maintain the laboratory/field workplace fit for purpose	
MSL933002A	Contribute to the achievement of quality objectives	
MSL933004A	Perform calibration checks on equipment and assist with its maintenance	
MSL953001A	Receive and prepare samples for testing	
MSL973001A	Perform basic tests	
MSL973002A	Prepare working solutions	
MSL973003A	Prepare culture media	
MSL973004A	Perform aseptic techniques	
MSL973007A	Perform microscopic examination	
MSL974006A	Perform biological procedures	
PSPPM402B	Manage simple projects	
PUAECO002	Process emergency incident calls and enquiries	
PUAECO003	Operate and control radio networks	
PUAECO004	Operate computer aided dispatch system	
PUAEMR035	Facilitate community involvement in recovery	
PUAEMR037	Manage recovery functions and services	

Code	Title	Prerequisites
PUAOPE013	Operate communications systems and equipment	
PUASAR022	Participate in a rescue operation	
PUASAR024	Undertake road crash rescue	HLTAID011 PUASAR022
SIRCDIS001	Assist customers with prescriptions	SIRCIND002
SIRCDIS002	Deliver medicines to customers outside the pharmacy	
SIRCIND002	Support the supply of Pharmacy Medicines and Pharmacist Only Medicines	
SIRWSLS303	Analyse and achieve sales targets	
SIRXINV005A	Control inventory	
SIRXMER303	Coordinate merchandise presentation	
SIRXMER406	Monitor in-store visual merchandising display	
SIRXMGT001	Supervise and support frontline team members	
SIRXMPR001A	Profile a retail market	
SIRXOSM002	Maintain ethical and professional standards when using social media and online platforms	
SIRXRPK001A	Recommend health and nutritional products	
SIRXSLS001	Sell to the retail customer	
SIRXSLS201	Sell products and services	
SISFFIT013	Instruct exercise to young people aged 13 to 17 years	
SISFFIT014	Instruct exercise to older clients	
SISFFIT031	Implement injury prevention strategies	
SISFFIT526A	Deliver prescribed exercise to clients with musculoskeletal conditions	
SISSSPT307A	Conduct advanced taping	
SISSSTC301A	Instruct strength and conditioning techniques	
SISSSTC402A	Develop strength and conditioning programs	
SISXCAI009	Instruct strength and conditioning techniques	
SISXCAI010	Develop strength and conditioning programs	
SITHCCC024	Prepare and present simple dishes	
SITHCCC025	Prepare and present sandwiches	
SITXFSA005	Use hygienic practices for food safety	
SITXFSA007	Transport and store food	
SITXFSA202	Transport and store food	
SITXFSA401	Develop and implement a food safety program	
TAEASS301	Contribute to assessment	
TAEASS401	Plan assessment activities and processes	
TAEASS402	Assess competence	

Code	Title	Prerequisites
TAEASS403	Participate in assessment validation	
TAEASS502	Design and develop assessment tools	
TAEDEL402	Plan, organise and facilitate learning in the workplace	
TAEDEL404	Mentor in the workplace	
TLIF3091A	Apply awareness of dangerous goods and hazardous materials requirements	
TLIP5037	Develop workplace policy and procedures	

Appendix 5: Qualification mapping

Determination of equivalence

A qualification is mapped as not equivalent (N) when it provides different skill and knowledge outcomes for one or more of the following reasons:

- Units have been added to the core, providing additional skill and knowledge outcomes.
- Units have been removed from the core, reducing skill and knowledge outcomes.
- A significant number of additional elective units are required, or the choice of electives has changed significantly.
- Entry requirements are altered creating significant differences to the structure of the qualification.

Status Key

E = Equivalent

N = Non-equivalent

D = Deleted

NC = Newly Created

Current qualification		Superseded qualification		TP Release	Status	Summary of changes
Code	Title	Code	Title			
HLT20121	Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care	HLT20113	Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care	9.0	N	• Total units remain at 10. • Core units reduced from 7 to 6. Electives increased from 3 to 4. • Communication unit added to core. First Aid unit moved from core to electives. Two core units merged (HLTAHW001 and HLTAHW004) to become HLTAWOR001. • Elective list updated to include units relevant to job roles at Certificate II level, with unsuitable complex units removed.
HLT21020	Certificate II in Medical Service First Response	HLT21015	Certificate II in Medical Service First Response	5.0	N	• Core Units: • Added - HLTWHS002 Follow safe work practices for direct client care • Added - HLTWHS006 Manage personal stressors in the work environment • Removed - HLTWHS001 Participate in workplace health and safety • Replaced – HLTAID003 with HLTAID011 not equivalent • Packaging Rules: • Numbers changed to reflect additional core Units
HLT23221	Certificate II in Health Support Services	HLT23215	Certificate II in Health Support Services	8.0	E	• Specialisations restructured • Elective Units streamlined and Units with low or no enrolments removed.
HLT26015	Certificate II in Population Health	HLT20912	Certificate II in Population Health	3.0	N	• Change to packaging rules
HLT26120	Certificate II in Indigenous Environmental Health	HLT26115	Certificate II in Indigenous Environmental Health	5.0	N	• Changes to packaging rules and composition of core units of competency.

HLT30121	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care	HLT30113	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care	9.0	N	• Total units reduced from 17 to 15. • Core units reduced from 12 to 9. Electives increased from 5 to 6. • Communication unit added to core. First Aid unit moved from core to electives. • Core units and elective list updated to include units relevant to job roles at Certificate III level, with unsuitable complex units removed.
HLT31020	Certificate III in Ambulance Communications (Call-taking)	HLT31015	Certificate III in Ambulance Communications (Call-taking)	5.0	N	• Core Units: • Added - HLTWHS006 Manage personal stressors in the work environment • Removed - BSBWOR203 Work effectively with others • Not equivalent - HLTOUT010 Communicate in complex situations to support health care • Packaging Rules: • Numbers changed to reflect additional core Units
HLT31120	Certificate III in Non-Emergency Patient Transport	HLT31115	Certificate III in Non-Emergency Patient Transport	5.0	N	• Core Units: • Added - HLTWHS006 Manage personal stressors in the work environment • Added - HLTWHS005 Conduct manual tasks safely • Added - BSBMED301 Interpret and apply medical terminology appropriately • Added - HLTOUT010 Communicate in complex situations to support health care • Replaced – HLTAID003 with HLTAID011 not equivalent • Removed - CHCCOM005 Communicate and work in health or community services • Packaging Rules: • Numbers changed to reflect additional core Units
HLT31220	Certificate III in Basic Health Care	HLT31215	Certificate III in Basic Health Care	5.0	N	• Core units: • Added - HLTWHS006 Manage personal stressors in the work environment

						• Added - HLTAID011 Provide first aid • Added - HLTOUT010 Communicate in complex situations to support health care • Replaced – HLTAID003 with HLTAID011 not equivalent • Removed - CHCCOM005 Communicate and work in health or community services • Packaging Rules: • Numbers changed to reflect additional core Units

HLT33021	Certificate III in Allied Health Assistance	HLT33015	Certificate III in Allied Health Assistance	8.0	N	• Units increased from 11 to 12
						• Core Units decreased from 8 to 7
						• Core Unit added:
						  • HLTAHA027 Assist with an allied health program
						  • HLTAHA049 Recognise impact of health conditions
						• Core Units removed:
						  • CHCCCS010 Maintain high standard of service
						  • HLTAAP001 Recognise healthy body systems
						  • HLTAHA001 Assist with an allied health program
						• Packaging Rules altered to accommodate additional Unit
						• Elective Units revised.

HLT33115	Certificate III in Health Services Assistance	HLT32512	Certificate III in Health Services Assistance	2.0	N	• Change to packaging rules • Significant changes to core • Minimum work requirement of 80 hours
HLT33215	Certificate III in Health Support Services			3.0		• Deleted in Release 8.0
HLT35021	Certificate III in Dental Assisting	HLT35015	Certificate III in Dental Assisting	7.0	N	• Updated Unit Codes • Updated Packaging Rules • Packaging of core Units changed

						• Packaging of electives added.
HLT35021	Certificate III in Dental Assisting	HLT35021	Certificate III in Dental Assisting	7.0	E	• Minor change. Addition of two electives.
HLT35115	Certificate III in Dental Laboratory Assisting	HLT32712	Certificate III in Dental Laboratory Assisting	3.0	N	• Change to packaging rules.
HLT36015	Certificate III in Population Health	HLT32212	Certificate III in Population Health	3.0	N	• Change to packaging rules • Significant changes to core units
HLT36115	Certificate III in Indigenous Environmental Health	HLT32312	Certificate III in Indigenous Environmental Health	3.0	N	• Change to packaging rules • Significant changes to core units
HLT37015	Certificate III in Sterilisation Services	HLT31112	Certificate III in Sterilisation Services	2.0	N	• Change to packaging rules

HLT37121	Certificate III in Hospital or Health Services Pharmacy Support	HLT37115	Certificate III in Hospital/Health Services Pharmacy Support	7.0	N	• Updated Unit Codes
						• Number of Units required to complete the Qualification has decreased from 14 to 13
						• Updates to Packaging Rules
						  ◦ packaging of core Units changed from 10 to 13
						  ◦ electives removed
						• Work placement hours added to meet Assessment Requirements as stipulated in the Units

HLT37215	Certificate III in Pathology Collection	HLT32612	Certificate III in Pathology	2.0	N	• Split of HLT32612 • Change to packaging rules
HLT37315	Certificate III in Health Administration	HLT32912	Certificate III in Health Administration	2.0	N	• Change to packaging rules
HLT37415	Certificate III in Pathology Assistance	HLT32612	Certificate III in Pathology	2.0	N	• Split of HLT32612 • Change to packaging rules
HLT40121	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care	HLT40113	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care	9.0	N	• Total units reduced from 21 to 19. • Core units remain at 14. Electives reduced from 7 to 5.

						• Communication, reflective practice and medications units added to core. First Aid unit moved from core to electives. • Core units and elective list updated to include units relevant to health worker job role at Certificate IV level, with unsuitable complex units removed.
HLT40221	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice	HLT40213	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice	9.0	N	• Total units reduced from 21 to 19. • Core units remain at 14. Electives reduced from 7 to 5. • Communication and reflective practice units added to core. First Aid unit moved from core to electives. • Core units and elective list updated to include units most relevant to health practitioner entry level job roles with unsuitable leadership and program planning and management units removed.
HLT41020	Certificate IV in Ambulance Communications (Dispatch)	HLT41015	Certificate IV in Ambulance Communications (Dispatch)	5.0	N	• Core Units: • Added - HLTWHS006 Manage personal stressors in the work environment • Added - HLTOUT010 Communicate in complex situations to support health care • Not equivalent - HLTOUT003 Assign and coordinate ambulance service resources • Removed - BSBWOR203 Work effectively with others • Removed - CHCCOM005 Communicate and work in health or community services
HLT41120	Certificate IV in Health Care	HLT41115	Certificate IV in Health Care	5.0	N	• Core Units: • Added - HLTOUT001 Implement safe access and egress • Not equivalent - HLTOUT004 Assess and deliver basic clinical care • Not equivalent - HLTOUT008 Manage a scene

						• Not equivalent - HLTOUT010 Communicate in complex situations to support health care • Removed - HLTAMB001 Follow procedures for routine safe removal of patient

HLT42021	Certificate IV in Massage Therapy	HLT42015	Certificate IV in Massage Therapy	9.0	N	• Number and combination of units remain the same
						• Core units added:
						  • CHCCOM006 Establish and manage client relationships
						  • HLTMSG012 Apply relaxation massage clinical practice
						• Core units removed:
						• HLTAID011 Provide first aid transferred to electives
						• Elective units revised

HLT43021	Certificate IV in Allied Health Assistance	HLT43015	Certificate IV in Allied Health Assistance	2.0	N	• Units increased from 16 to 18
						• Core Units increased from 7 to 10
						• Packaging Rules changed to reflect increased numbers
						• Revised specialisations include:
						  • Movement and Mobility Support
						  • Nutrition and Dietetic Support
						  • Communication and Swallowing
						  • Rehabilitation and Reablement Support
						  • Medical Imaging Support
						  • Psychosocial Support
						  • Podiatry Support
						• Core Units added:
						  • CHCCCS020 Respond effectively to behaviours of concern
						  • CHCCCS036 Support relationships with carer and family (in draft)
						  • CHCAGE038 Facilitate the empowerment of people receiving support (in draft)
						  • HLTAHA027 Assist with an allied health program

						• HLTAHA047 Engage with clinical supervision and delegation • HLTAHA049 Recognise impact of health conditions • HLTINF001 Comply with infection prevention and control policies and procedures • Core Units removed: • CHCCOM005 Communicate and work in health or community services • CHCLEG003 Manage legal and ethical compliance • HLTAAP001 Recognise healthy body systems • *HLTAAP002 Confirm physical health status.*
HLT45021	Certificate IV in Dental Assisting	HLT45015	Certificate IV in Dental Assisting	6.0	N	• Updated Unit Codes • Number of Units required to complete the Qualification has decreased to eight • Entry Requirement added • Updated Packaging Rules • Packaging of core Units changed • Elective specialisations updated.
HLT45021	Certificate IV in Dental Assisting	HLT45021	Certificate IV in Dental Assisting	6.0	E	• Minor formatting changes.
HLT46015	Certificate IV in Population Health	HLT42312	Certificate IV in Population Health	3.0	N	• Significant changes to core units
HLT46115	Certificate IV in Indigenous Environmental Health	HLT42412	Certificate IV in Indigenous Environmental Health	3.0	N	• Change to packaging rules • Significant changes to core units
HLT47015	Certificate IV in Sterilisation Services	HLT43812	Certificate IV in Sterilisation Services	2.0	N	• Change to packaging rules • Removal of entry requirements
HLT47121	Certificate IV in Hospital or Health Services Pharmacy Support	HLT47115	Certificate IV in Hospital/Health Services Pharmacy Support	8.0	N	• Updated Unit Codes • Number of Units required to complete the Qualification has increased from 14 to 21 • Updates to Packaging Rules • packaging of core Units changed from 10 to 13

						• Elective specialisations updated • Work placement hours added to meet Assessment Requirements as stipulated in the Units
HLT47321	Certificate IV in Health Administration	HLT47315	Certificate IV in Health Administration	8.0	N	• Packaging Rules changed • Core Units changed • Elective list updated • Qualification and Unit codes updated.
HLT47415	Certificate IV in Audiometry	HLT41312	Certificate IV in Audiometric Assessment	2.0	N	• Change to packaging rules
HLT47515	Certificate IV in Operating Theatre Technical Support	HLT42012	Certificate IV in Operating Theatre Technical Support	2.0	N	• Change to packaging rules
HLT47715	Certificate IV in Medical Practice Assisting	HLT43312	Certificate IV in Medical Practice Assisting	2.0	N	• Change to packaging rules
HLT47815	Certificate IV in Optical Dispensing	HLT43512	Certificate IV in Optical Dispensing	2.0	N	• Change to packaging rules
HLT50221	Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management	HLT50113	Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care	9.0	N	• Title changed. • Total units reduced from 30 to 17. • Core units reduced from 20 to 6. Electives increased from 10 to 11. • Qualification now provides better flexibility for diverse job outcomes in operational management or senior health care for those progressing their career. • Elective list updated to include units relevant to operational management or senior health work. Electives divided into groups. Packaging Rules require selection of a specified number from these groups to focus qualification on relevant job outcomes.
HLT 50121	Diploma of Aboriginal and/or Torres Strait Islander Primary Health	HLT50213	Diploma of Aboriginal and/or Torres Strait Islander Primary Health	9.0	N	• Total units reduced from 31 to 15. • Core units reduced from 21 to 5. Electives remain at 10.

	Care Practice		Care Practice			• Entry requirement introduced. • Qualification is intended for health practitioners progressing their career to an experienced/senior practitioner. • Qualification now provides better flexibility for diverse senior practitioner job outcomes. • Elective list updated to include units relevant to a senior health practitioner role. A discipline specific or broad based outcome can be offered, depending on local community need.
HLT50321	Diploma of Clinical Coding			6.0	NC	• New qualification
HLT51020	Diploma of Emergency Health Care	HLT51015	Diploma of Paramedical Science	5.0	N	• Unit Name: Emergency Health • Core Units: • Added - HLTOUT001 Implement safe access and egress • Not equivalent - HLTOUT005 Assess and deliver standard clinical care • Not equivalent - HLTOUT010 Communicate in complex situations to support health • Removed - HLTAMB001 Follow procedures for routine safe removal of patient

HLT52021	Diploma of Massage Therapy	HLT52015	Diploma of Massage Therapy	9.0	N	• Number of units remain the same
						• Combination of Core and Elective Units changed
						• Core Units increased from 16 to 18
						• Elective Units decreased from 5 to 3
						• Packaging Rules changed to reflect the required changes
						• Core Units added:
						  • BSBESB401 Research and develop business plans
						  • CHCCOM006 Establish and manage client relationships
						  • CHCPOL003 Research and apply evidence to practice

						• HLTAAP002 Confirm physical health status • HLTMSG016 Apply principles of pain neuroscience • HLTMSG017 Apply remedial massage clinical practice • Core Units removed: • CHCPRP003 Reflect on and improve own professional practice • HLTAID011 Provide first aid transferred to electives • HLTMSG008 Monitor and evaluate remedial massage treatments (Unit deleted. Content merged into other MSG units) • Elective units revised
HLT52115	Diploma of Traditional Chinese Medicine (TCM) Remedial Massage	HLT50112	Diploma of Traditional Chinese Medicine Remedial Massage (An Mo Tui Na)	4.0	N	• Change to packaging rules • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures
HLT52215	Diploma of Shiatsu and Oriental Therapies	HLT50212	Diploma of Shiatsu and Oriental Therapies	4.0	N	• Change to packaging rules • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures
HLT52315	Diploma of Clinical Aromatherapy	HLT51407	Diploma of Aromatherapy	4.0	N	• Change to packaging rules • Removal of entry requirements • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures
HLT52415	Diploma of Kinesiology	HLT51507	Diploma of Kinesiology	4.0	N	• Change to packaging rules • Removal of entry requirements • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures
HLT52515	Diploma of Reflexology	HLT51712	Diploma of Reflexology	4.0	N	• Change to packaging rules • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures

HLT52615	Diploma of Ayurvedic Lifestyle Consultation	HLT41212	Certificate IV in Ayurvedic Lifestyle Consultation	4.0	N	• Change to packaging rules • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures
HLT54121	Diploma of Nursing	HLT54115	Diploma of Nursing	6.0	N	• Description: Additional information regarding ANMAC-accredited providers • Units: • Codes updated • Removed HLTENN005 Contribute to nursing care of a person with complex needs from core • Added HLTENN068 Provide end of life care and a palliative approach in nursing practice to core
HLT54121	Diploma of Nursing	HLT54121	Diploma of Nursing	6.0	E	• Minor formatting changes.
HLT55118	Diploma of Dental Technology	HLT55115	Diploma of Dental Technology	4.0	N	• Change packaging rules • Inclusion of one additional unit to core
HLT57415	Diploma of Audiometry	HLT51307	Diploma of Hearing Device Prescription and Evaluation	2.0	N	• Change to packaging rules
HLT57715	Diploma of Practice Management	HLT52012	Diploma of Practice Management	2.0	N	• Change to packaging rules
HLT57821	Diploma of Orthopaedic Technology			7.0	NC	• New Qualification
HLT57921	Diploma of Anaesthetic Technology and Practice	HLT57915	Diploma of Anaesthetic Technology	7.0	N	• Updated Unit codes • Updates to Packaging Rules packaging of core units changed electives removed.
HLT60121	Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management	HLT60113	Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care	9.0	N	• Title changed. • Total units reduced from 18 to 14. • Core units reduced from 10 to 5. Electives increased from 8 to 9. • Qualification now provides better flexibility for diverse job outcomes in strategic management or senior health care management for those progressing their career.

						• Elective list updated to include units relevant to strategic or senior health care management. Electives divided into groups. Packaging Rules require selection of a specified number from these groups to focus qualification on relevant senior job outcomes.
HLT62615	Advanced Diploma of Ayurveda	HLT60712	Advanced Diploma of Ayurveda	4.0	N	• Change to packaging rules • Removal of entry requirements • Added unit HLTINFCOV001Comply with infection prevention and control policies and procedures

HLT64121	Advanced Diploma of Nursing	HLT64115	Advanced Diploma of Nursing	6.0	N	• Description:
						  • Additional information regarding ANMAC-accredited providers
						  • Specialisations
						  • Additional specialisation has been added to address community and primary care
						• Units: Codes updated

HLT64121	Advanced Diploma of Nursing	HLT64121	Advanced Diploma of Nursing	6.0	E	• Minor formatting changes.
HLT65015	Advanced Diploma of Dental Prosthetics	HLT60412	Advanced Diploma of Dental Prosthetics	3.0	N	• Change to packaging rules. • Minimum work requirement of 240 hours

Appendix 6: Units of Competency mapping

Determination of Equivalence

A unit is mapped as equivalent (E) when it provides the same skill and knowledge outcomes, as follows:

- Elements and performance criteria are the same, but are re-ordered and or expressed differently for clarity.
- Knowledge requirements are the same, but are expressed differently for clarity, or statements about scope and depth of knowledge have been added for clarity.

A unit is mapped as not equivalent (N) when it provides different skill and knowledge outcomes, as follows:

- Elements and/or performance criteria have been added or removed.
- Knowledge requirements have been added or removed.
- Unit content has been split to create two or more Units.
- One or more units have been merged.

Status key:

E = Equivalent

N = Non-equivalent

D = Deleted

NC = Newly Created

Summary of Change:

E = Element

PC = Performance Criteria

PE = Performance Evidence

KE = Knowledge Evidence

AC = Assessment Conditions

Units of Competency mapping HLT

Current Unit		Superseded Unit				Summary of changes
Code	Title	Code	Title	TP Release	Status	
Health Appraisal						
HLTAAP001	Recognise healthy body systems	HLTAP301B	Recognise healthy body systems in a health care context	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency
HLTAAP002	Confirm physical health status	HLTAP401B	Confirm physical health status	2.0	N	• Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency
HLTAAP003	Analyse and respond to client health information	HLTAP501C	Analyse health information	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency • Removed prerequisite • Significant change to knowledge evidence
Health Administration						
HLTADM008	Administer and coordinate Telehealth services	HLTADM001	Administer and coordinate Telehealth services	8.0	E	• Minor changes to Application statement, Elements, Performance Criteria, Performance Evidence and Knowledge Evidence. • Unit Code updated.
HLTADM009	Manage Telehealth technology	HLTADM002	Manage Telehealth technology	8.0	E	• Minor changes to Performance Criteria and Knowledge Evidence. • Unit Code updated.

HLTADM010	Facilitate a coordinated approach to client care	HLTADM003	Facilitate a coordinated approach to client care	8.0	E	• Minor changes to Performance Criteria. • Unit Code updated.
HLTADM011	Manage health billing and accounting system.	HLTADM004	Manage health billing and accounting system	8.0	N	• Changes to Element, Performance Criteria, Performance Evidence. • Unit Code updated.
Allied Health						
HLTAHA027	Assist with an allied health program	HLTAHA001	Assist with an allied health program	8.0	N	• Additional Element to reinforce the importance of delegations in the scope of the Allied Health Assistant job role • Work placement hours increased from 80 to 120 • Reworded to improve clarity and reduce repetition
		HLTAHA002	Assist with the application and removal of casts	8.0	D	• Deleted
HLTAHA028	Deliver and monitor physical or manual therapy programs	HLTAHA003 HLTAHA005	Deliver and monitor a client-specific physiotherapy program Support the delivery and monitoring of physiotherapy programs for mobility	8.0	N	• Title changed to better reflect job role • Element and associated Performance Criteria have been changed to reflect merge • Reworded to improve clarity and reduce repetition
HLTAHA029	Support independence and community participation	HLTAHA004	Support client independence and community participation	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role
HLTAHA030	Assist with basic foot care	HLTAHA006	Assist with basic foot hygiene	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role
HLTAHA031	Assist in rehabilitation programs	HLTAHA009	Assist in the rehabilitation of clients	8.0	N	• Title changed to better reflect job role
HLTAHA032	Support maintenance of functional status	HLTAHA010	Assist with the development and maintenance of client functional status	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role

						• Reworded to improve clarity and reduce repetition.
HLTAHA033	Conduct group sessions for individual outcomes	HLTAHA011	Conduct group sessions for individual client outcomes	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA034	Support the development of speech and communication skills	HLTAHA012	Support the development of speech and communication skills	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA035	Provide support in dysphagia management	HLTAHA013	Provide support in dysphagia management	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to increase clarity and reduce repetition.
HLTAHA036	Assist and support the use of augmentative and alternative communication system	HLTAHA014	Assist and support the use of augmentative and alternative communication systems	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to increase clarity and reduce repetition.
HLTAHA037	Deliver and monitor a hydrotherapy program	HLTAHA015	Deliver and monitor a hydrotherapy program	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA038	Support the use of orthoses or prostheses	HLTAHA016	Support the fitting of assistive equipment	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA039	Assist in the development of meals and menus to meet	HLTAHA018	Assist with planning and evaluating meals and menus to meet	8.0	N	• Title changed to better reflect job role

	dietary and cultural requirements		recommended dietary guidelines			• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA040	Assist with the monitoring and modification of meals and menus according to individualised plans	HLTAHA019	Assist with the monitoring and modification of meals and menus according to individualised plans	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition
HLTAHA041	Support food services and dietetics in menu and meal order processing	HLTAHA020	Support food services in menu and meal order processing	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA042	Assist with screening and management of nutritional risk	HLTAHA021	Assist with screening and implementation of therapeutic diets	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
		HLTAHA022	Prepare infant formulas	8.0	D	• To be deleted
HLTAHA043	Support the provision of basic nutritional advice and education	HLTAHA023	Support the provision of basic nutrition advice and education	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA044	Work within a community rehabilitation environment	HLTAHA024	Work within a community rehabilitation environment	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA045	Assist people management in medical imaging	HLTAHA025	Contribute to client flow and client information management in medical imaging	8.0	N	• Title changed to better reflect job role • Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role

						• Reworded to improve clarity and reduce repetition.
HLTAHA046	Support the medical imaging professional	HLTAHA026	Support the medical imaging professional	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA047	Engage with clinical supervision and delegation			8.0	NC	• New Unit
HLTAHA048	Provide allied health assistance in remote or isolated settings			8.0	NC	• New Unit
HLTAHA049	Recognise impact of health conditions			8.0	NC	• New Unit
HLTAHA050	Assist with podiatry exercise	HLTAHA008	Assist with podiatry assessment and exercise	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA051	Assist with podiatric procedures	HLTAHA007	Assist with podiatric procedures	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role • Reworded to improve clarity and reduce repetition.
HLTAHA052	Assist with social work	HLTAHA017	Assist with social work	8.0	N	• Additional Element to reinforce the importance of delegations within the scope of the Allied Health Assistant job role
HLTAHA053	Support and deliver individual hearing rehabilitation program			8.0	NC	• New Unit
Aboriginal and/or Torres Strait Islander Health Work						
HLTAADV001	Support clients to access health services	HLTAHW002	Support clients to obtain access to health services	9.0	N	• Title changed. • Minor changes to Elements and Performance Criteria.

						• Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAADV002	Support the rights and needs of clients	HLTAHW006	Facilitate and advocate for the rights and needs of clients and community members	9.0	N	• Title changed. • Content now focuses on advocacy for individuals. • Significant changes to content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAADV003	Support the rights and needs of clients in the justice system	HLTAHW052	Deliver primary health care to Aboriginal and/or Torres Strait Islander clients in confinement	9.0	N	• Title changed. • Content now broader to cover clients involved in different stages of the criminal justice process, not just those in confinement. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth.

						• Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAADV004	Advocate on behalf of groups or the community	HLTAHW044	Advocate on behalf of the community	9.0	N	• Title changed. • Prerequisite added: *HLTAADV002 Support the rights and needs of clients.* • Content now broader to cover advocacy for groups, organisations and communities. • Significant changes to structure and content of Elements and Performance Criteria. New element for negotiating solutions. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAEDR001	Respond to community disasters			9.0	NC	• New unit
HLTAEDR002	Assess and respond to medical emergencies	HLTAHW013	Respond to emergencies	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on health practitioner role in assessing and treating clients with emergency conditions. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAEDR003	Develop medical emergency plan	HLTAHW060	Plan for medical emergencies	9.0	N	• Title changed.

						• Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAHCS001	Provide basic health service information to clients	HLTAHW003	Provide basic health information to clients	9.0	N	• Title changed • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on support worker role in providing general information about available health and support services. • Provision of healthy lifestyle information removed - covered in *HLTAHPR006 Provide healthy lifestyle information*. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS002	Assist with health assessments			9.0	NC	• New unit
HLTAHCS003	Complete routine physical health assessments	HLTAHW007	Undertake basic health assessments	9.0	N	• Title changed • Overall scope of health assessments retained. Updated unit covers routine health examinations and tests, the ability to evaluate short term and uncomplicated health conditions, and also to recognise serious presentations that require further investigation. • Significant changes to Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. Types of physical examinations and tests are specified.

						• Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS004	Complete comprehensive physical health assessments	HLTAHW016	Assess client's physical wellbeing	9.0	N	• Duplicative content for assessing health and implementing complex care plans from *HLTAHW016 Assess client's physical wellbeing* and *HLTAHW046 Apply advanced skills in primary health care* used to create two units which provide a stronger and individual focus on assessment and health care for complex conditions: • *HLTAHCS004 Complete comprehensive physical health assessments* - covers all elements from HLTAHW016, and Elements 1 and 2 for assessing health from HLTAHW046. • *HLTAHCS006 Implement complex health care plans* - covers Elements 3, 4 and 5 for developing, implementing and reviewing plans from HLTAHW046. • Overall scope of health assessments retained in HLTAHCS004. Updated unit covers both routine and comprehensive health examinations and tests, the ability to evaluate short term and uncomplicated health conditions, and also complex conditions and chronic disease. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged and split unit content. Types of physical examinations and tests are specified in Performance Evidence for HLTAHCS004. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
		HLTAHW046	Apply advanced skills in primary health care	9.0		

HLTAHCS005	Implement basic health care plans	HLTAHW008	Assist in planning and implementation of basic health care	9.0	N	• Significant duplicative content from *HLTAHW008 Assist in planning and implementation of basic health care*, and *HLTAHW018 Plan, implement and monitor health care in a primary health care context* merged to create *HLTAHCS005 Implement basic health care plans*. • HLTAHCS005 focuses on contributing to care planning, and providing treatments for short term and uncomplicated health conditions. • Chronic condition care from HLTAHW018 removed - covered in *HLTAHCS006 Implement complex health care plans*. • Healthy nutrition and lifestyle choices education from HLTAHW018 removed - covered in *HLTAHPR006 Provide healthy lifestyle information*. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content and updated scope. • Assessment Conditions provides clearer expression of requirements.
		HLTAHW018	Plan, implement and monitor health care in a primary health care context	9.0		
HLTAHCS006	Implement complex health care plans	HLTAHW046	Apply advanced skills in primary health care	9.0	N	• Duplicative content for assessing health and implementing complex care plans from *HLTAHW016 Assess client's physical wellbeing* and *HLTAHW046 Apply advanced skills in primary health care* used to create two units which provide a stronger and individual focus on assessment and health care for complex conditions: • *HLTAHCS004 Complete comprehensive physical health assessments* - covers all elements from HLTAHW016, and Elements 1 and 2 for assessing health from HLTAHW046. • *HLTAHCS006 Implement complex health care plans* - covers Elements 3, 4 and 5 for developing, implementing and reviewing plans from HLTAHW046. • Overall scope of health assessments retained in HLTAHCS004. Updated unit covers both routine

						and comprehensive health examinations and tests, the ability to evaluate short term and uncomplicated health conditions, and also complex conditions and chronic disease. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged and split unit content. Types of physical examinations and tests are specified in Performance Evidence for HLTAHCS004. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHCS007	Provide support to men with cancer	HLTAHW035	Provide information and support around cancer	9.0	N	• Content from *HLTAHW035 Provide information and support around cancer* split, and covered in two individual units which provide a stronger and individual focus on supporting those with cancer, and their families, and on cancer education: • HLTAHCS007 Provide support to men with cancer – covers Elements 2 and 3 for providing support to male clients being treated for cancer from HLTAHW035. • HLTAHPR002 Promote awareness and early detection of cancer to men – unit focuses on providing education about cancers that are particular to males as well as other cancers that affect both males and females. Covers Element 1 from HLTAHW035. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.

HLTAHCS008	Provide support to women with cancer	HLTAHW036	Provide information and support to women with breast cancer	9.0	N	• Content from *HLTAHW036 Provide information and support to women with breast cancer* split, and covered in two individual units which provide a stronger and individual focus on supporting those with cancer, and their families, and on cancer education: • HLTAHCS008 Provide support to women with cancer – covers Elements 3 and 4 for providing support to female clients being treated for cancer from HLTAHW036. Unit has broader coverage of cancers, not just breast cancer. • HLTAHPR003 Promote awareness and early detection of cancer to women – unit focuses on providing education about cancers that are particular to females as well as other cancers that affect both females and males. Covers Elements 1 and 2 from HLTAHW036. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHCS009	Provide support to clients with diabetes			9.0	NC	• New Unit
HLTAHCS010	Provide support to clients with chronic disease	HLTAHW028	Provide information and strategies in chronic condition care	9.0	N	• Content from *HLTAHW028 Provide information and strategies in chronic condition care* split, and covered in two individual units which provide a stronger and individual focus on supporting those with chronic disease, and their families, and on chronic disease education: • HLTAHCS010 Provide support to clients with chronic disease – covers Elements 2 and 3 for providing support to clients being treated for chronic disease from HLTAHW028. • HLTAHPR005 Promote awareness and prevention of chronic disease – unit focuses on providing

						education about chronic disease. Covers Element 1 from HLTAHW028. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHCS011	Provide support to clients experiencing alcohol and other drugs problems	HLTAHW012	Assist with prevention and minimisation of substance abuse	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on providing support to clients experiencing alcohol and other drugs (AOD) problems. • Content about promotion of AOD issues, and client assessment removed. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS012	Provide support to older clients	HLTAHW014	Work with Elders in Aboriginal and/or Torres Strait Islander communities	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS013	Provide eye health care	HLTAHW030	Provide information and strategies in eye health	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on assessing and

						treating eye health issues, and supporting clients with ongoing conditions. • Content about organising clinics, measuring for spectacles and managing eye health care programs removed. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS014	Provide ear health care			9.0	NC	• New unit
HLTAHCS015	Facilitate access to tertiary health services	HLTAHW043	Facilitate access to tertiary health services	9.0	N	• Minor changes to Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTAHCS016	Develop primary health care programs	HLTAHW045	Plan, develop and evaluate primary health care programs for Aboriginal/Torres Strait Islander comm.	9.0	N	• Significant duplicative content from *HLTAHW045 Plan, develop and evaluate primary health care programs for Aboriginal/Torres Strait Islander comm.* and *HLTAHW066 Manage the delivery of Aboriginal and/or Torres Strait Islander primary health care* merged to create *HLTAHCS016 Develop primary health care programs*. • Advocacy content from HLTAHW066 removed – covered in *HLTAADV004 Advocate on behalf of groups or the community*. • Research content from HLTAHW066 removed – covered in *HLTARES003 Research community health*. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content and updated scope.
		HLTAHW066	Manage the delivery of Aboriginal and/or Torres Strait Islander primary health care	9.0		

						• Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAHPR001	Develop health promotion programs	HLTAHW023	Plan, develop and evaluate health promotion and community development programs	9.0	N	• Significant duplicative content from *HLTAHW023 Plan, develop and evaluate health promotion and community development programs* and *HLTAHW067 Manage health education and promotion* merged to create *HLTAHPR001 Develop health promotion programs*. • Advocacy content from HLTAHW067 removed – covered in *HLTAADV004 Advocate on behalf of groups or the community*. • Chronic condition knowledge from HLTAHW023 removed – not specifically relevant to planning all types of health promotion programs. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content and updated scope. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
		HLTAHW067	Manage health education and promotion	9.0		
HLTAHPR002	Promote awareness and early detection of cancer to men	HLTAHW035	Provide information and support around cancer	9.0	N	• Content from *HLTAHW035 Provide information and support around cancer* split, and covered in two individual units which provide a stronger and individual focus on supporting those with cancer, and their families, and on cancer education: • HLTAHCS007 Provide support to men with cancer – covers Elements 2 and 3 for providing support to male clients being treated for cancer from HLTAHW035. • HLTAHPR002 Promote awareness and early detection of cancer to men – unit focuses on providing education about cancers that are particular to males as well as other cancers that

						affect both males and females. Covers Element 1 from HLTAHW035. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHPR003	Promote awareness and early detection of cancer to women	HLTAHW036	Provide information and support to women with breast cancer	9.0	N	• Content from *HLTAHW036 Provide information and support to women with breast cancer* split, and covered in two individual units which provide a stronger and individual focus on supporting those with cancer, and their families, and on cancer education: • HLTAHCS008 Provide support to women with cancer – covers Elements 3 and 4 for providing support to female clients being treated for cancer from HLTAHW036. Unit has broader coverage of cancers, not just breast cancer. • HLTAHPR003 Promote awareness and early detection of cancer to women – unit focuses on providing education about cancers that are particular to females as well as other cancers that affect both females and males. Covers Elements 1 and 2 from HLTAHW036. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHPR004	Promote awareness and early detection of diabetes			9.0	NC	• New unit

HLTAHPR005	Promote awareness and prevention of chronic disease	HLTAHW028	Provide information and strategies in chronic condition care	9.0	N	• Content from *HLTAHW028 Provide information and strategies in chronic condition care* split, and covered in two individual units which provide a stronger and individual focus on supporting those with chronic disease, and their families, and on chronic disease education: • HLTAHCS010 Provide support to clients with chronic disease – covers Elements 2 and 3 for providing support to clients being treated for chronic disease from HLTAHW028. • HLTAHPR005 Promote awareness and prevention of chronic disease – unit focuses on providing education about chronic disease. Covers Element 1 from HLTAHW028. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect updated content of each unit. • Knowledge Evidence in each unit has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAHPR006	Provide healthy lifestyle information	HLTAHW021	Provide nutrition guidance for specific health care	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on providing general healthy lifestyle information based on Australian national dietary and physical activity guidelines. Content for babies and breastfeeding removed - covered in maternal health units. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAHPR007	Promote lifestyle change	HLTAHW034	Provide healthy lifestyle programs and advice	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on providing

						education on lifestyle disease and lifestyle risk factors, providing advice on healthy lifestyle choices, and for supporting lifestyle change. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAMAT001	Provide antenatal health care	HLTAHW029	Provide information and strategies in maternal and infant health	9.0	N	• Significant duplicative content from *HLTAHW029 Provide information and strategies in maternal and infant health* merged into two units: • HLTAMAT001 Provide antenatal health care • HLTAMAT003 Provide postnatal health care for mothers and babies • Significant changes to structure and content of Elements and Performance Criteria. Content for maintaining registers, schedules and statistics for care, and for providing staff supervision/support removed. Content for providing social and emotional wellbeing support added, and postnatal depression screening added to HLTAMAT003. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
		HLTAHW057	Provide antenatal health care	9.0		
HLTAMAT002	Assist with childbirth	HLTAHW058	Prepare for and support childbirth	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on assisting with childbirth under guidance of midwife or medical practitioner. Duplication of content in antenatal and postnatal units removed. • Assessment Conditions provides clearer expression of requirements.

HLTAMAT003	Provide postnatal health care for mothers and babies	HLTAHW029	Provide information and strategies in maternal and infant health	9.0	N	• Significant duplicative content from *HLTAHW029 Provide information and strategies in maternal and infant health* merged into two units: • HLTAMAT001 Provide antenatal health care • HLTAMAT003 Provide postnatal health care for mothers and babies • Significant changes to structure and content of Elements and Performance Criteria. Content for maintaining registers, schedules and statistics for care, and for providing staff supervision/support removed. Content for providing social and emotional wellbeing support added, and postnatal depression screening added to HLTAMAT003. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
		HLTAHW059	Provide postnatal and infant health care	9.0		
HLTAMAT004	Assess children's health	HLTAHW038	Assess and promote physical and emotional wellbeing of children	9.0	N	• Duplicative content for assessing children's health, growth and development and implementing care plans from *HLTAHW038 Assess and promote physical and emotional wellbeing of children* and *HLTAHW039 Monitor early childhood growth and development* used to create two units which provide a stronger and individual focus on health assessments and health care for children: • HLTAMAT004 Assess children's health – covers all Elements about assessing children's health, growth and development from HLTAHW038 (Element 1) and HLTAHW039 (Elements 1 and 2). • HLTAMAT005 Provide health care for children – covers all Elements for developing, implementing and reviewing health care plans, and providing referrals from HLTAHW038 (Elements 2, 3 and 4) and HLTAHW039 (Elements 2 and 3).
		HLTAHW039	Monitor early childhood growth and development	9.0		

						• Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged and split unit content. Types of physical examinations and tests are specified in Performance Evidence for HLTAMAT004. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions in each unit provides clearer expression of requirements.
HLTAMAT005	Provide health care for children	HLTAHW038	Assess and promote physical and emotional wellbeing of children	9.0	N	• Duplicative content for assessing children's health, growth and development and implementing care plans from *HLTAHW038 Assess and promote physical and emotional wellbeing of children* and *HLTAHW039 Monitor early childhood growth and development* used to create two units which provide a stronger and individual focus on health assessments and health care for children: • HLTAMAT004 Assess children's health – covers all Elements about assessing children's health, growth and development from HLTAHW038 (Element 1) and HLTAHW039 (Elements 1 and 2). • HLTAMAT005 Provide health care for children – covers all Elements for developing, implementing and reviewing health care plans, and providing referrals from HLTAHW038 (Elements 2, 3 and 4) and HLTAHW039 (Elements 2 and 3). • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged and split unit content. Types of physical examinations and tests are specified in Performance Evidence for HLTAMAT004. • Knowledge Evidence in each unit has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth.
		HLTAHW039	Monitor early childhood growth and development	9.0		

						• Assessment Conditions in each unit provides clearer expression of requirements.
HLTAMED001	Work under instructions to support the safe use of medications	HLTAHW015	Work under instructions to support the safe use of medication	9.0	N	• Minor change to title, now medications plural. • Minor changes to Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTAMED002	Support the safe use of medications	HLTAHW037	Support the safe use of medications	9.0	N	• Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on provision of information about medications. • Content for administering medications removed, specifically Element 2 and required knowledge of infection control procedures and regulatory requirements for administering medications. This is covered in *HLTAMED003 Administer medications*. • Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTAMED003	Administer medications	HLTAHW020	Administer medications	9.0	N	• Minor changes to Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth.

						• Assessment Conditions provides clearer expression of requirements.
HLTAMED004	Manage medications in Aboriginal and/or Torres Strait Islander primary health care	HLTAHW071	Manage medicines in Aboriginal and/or Torres Strait Islander primary health care	9.0	N	• Title changed from medicines to medications for consistency with other medications units. • Prerequisite added: *HLTAMED003 Administer Medications*. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTARES001	Gather information and report on community health	HLTAHW010	Identify community health issues, needs and strategies	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTARES002	Prepare and maintain community health profile	HLTAHW033	Maintain community health profile	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed.

						• Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTARES003	Research community health	HLTAHW061	Engage in community health research	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTASEW001	Work according to the principles of social and emotional wellbeing care	HLTAHW024	Work in alcohol, other drugs & mental health care w/ Aboriginal &/or Torres Strait Islander Comm.	9.0	N	• Significant duplicative content from *HLTAHW024 Work in alcohol, other drugs & mental health care w/ Aboriginal &/or Torres Strait Islander Comm.* and *HLTAHW049 Work effectively in social and emotional wellbeing* merged to create *HLTASEW001 Work according to the principles of social and emotional wellbeing care*. • Justice system content from HLTAHW024 removed – covered in *HLTAADV003 Support the rights and needs of clients in the justice system*. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content and updated scope. • Assessment Conditions provides clearer expression of requirements, and mandatory
		HLTAHW049	Work effectively in social and emotional wellbeing	9.0		

						workplace assessment removed with simulated work activities now allowed.
HLTASEW002	Assess and support the social and emotional wellbeing of clients	HLTAHW009	Provide information about social and emotional support	9.0	N	• Significant duplicative content from three units *HLTAHW009 Provide information about social and emotional support*, *HLTAHW017 Assess and support client's social and emotional wellbeing*, and *HLTAHW047 Support and promote social and emotional wellbeing of staff and clients* merged to create *HLTASEW002 Assess and support the social and emotional wellbeing of clients*. • Providing emotional support to workers from HLTAHW047 removed – covered in *HLTASEW005 Provide supervision for Aboriginal and/or Torres Strait Islander health workers*. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content and updated scope. • Assessment Conditions provides clearer expression of requirements.
		HLTAHW017	Assess and support client's social and emotional wellbeing	9.0		
		HLTAHW047	Support and promote social and emotional wellbeing of staff and clients	9.0		
HLTASEW003	Provide support to clients affected by loss, grief or trauma	HLTAHW051	Respond to loss, grief and trauma	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements.
HLTASEW004	Contribute to the care of clients living with mental illness	HLTAHW073	Practise social and emotional wellbeing in a clinical setting	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on planning and coordinating care for clients diagnosed with mental illness, taking a case management approach.

						• Assessment Conditions provides clearer expression of requirements.
HLTASEW005	Provide supervision for Aboriginal and/or Torres Strait islander health workers	HLTAHW077	Provide supervision for social and emotional wellbeing workers	9.0	N	• Title changed. • Focus of unit, Performance and Knowledge Evidence now broader to cover professional supervision and emotional support for all health workers, not just those providing social and emotional wellbeing care. • Significant changes to structure and content of Elements and Performance Criteria. Content about structured debriefings more explicit in a new dedicated element. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTASXH001	Promote men's sexual health	HLTAHW026	Provide information and strategies in sexual health for men	9.0	N	• Title changed. • Content clarified to better focus on men's sexual health and STI education. Content about taking a sexual health history removed - covered in *HLTASXH003 Provide sexual health care*. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory

						workplace assessment removed with simulated work activities now allowed.
HLTASXH002	Promote women's sexual health	HLTAHW027	Provide information and strategies in sexual health for women	9.0	N	• Title changed. • Content clarified to better focus on women's sexual health and STI education. Content about taking a sexual health history and implementing care removed - covered in *HLTASXH003 Provide sexual health care.* • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTASXH003	Provide sexual health care	HLTAHW056	Provide sexual and reproductive health care	9.0	N	• Title changed • Content clarified to better focus on sexual health assessments, care planning and administration of treatments. • Content for providing sexual health education minimised - fully covered in *HLTASXH001 Promote men's sexual health* and *HLTASXH002 Promote women's sexual health*. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth.

						• Assessment Conditions provides clearer expression of requirements.
HLTAWOR001	Work in an Aboriginal and/or Torres Strait Islander health support role	HLTAHW001	Work with Aboriginal and/or Torres Strait Islander clients and communities	9.0	N	• Content from *HLTAHW001 Work with Aboriginal and/or Torres Strait Islander clients and communities* and *HLTAHW004 Perform work role in Aboriginal and/or Torres Strait Islander primary health care context* merged to create *HLTAWOR001 Work in an Aboriginal and/or Torres Strait Islander health support role*. • Significant changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to reflect merged unit content. • Assessment Conditions provides clearer expression of requirements.
		HLTAHW004	Perform work role in Aboriginal and/or Torres Strait Islander primary health care context	9.0		
HLTAWOR002	Work in Aboriginal and/or Torres Strait Islander primary health care	HLTAHW005	Work in an Aboriginal and/or Torres Strait Islander primary health care context	9.0	N	• Titled changed • Significant changes to Elements and Performance Criteria. Element 4 deleted as it repeats content of other units specifically covering formal health strategies, policy, advocacy and reflective practice. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. Content about cultural safety and culturally appropriate and safe communication added to underpin a range of other units. • Assessment Conditions provides clearer expression of requirements.
HLTAWOR003	Use and promote reflective practice in Aboriginal and/or Torres Strait Islander primary health care	HLTAHW065	Apply reflective practice in an Aboriginal/Torres Strait Islander primary health care setting	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. Content about time management and using informatics systems removed. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed.

						• Knowledge Evidence has significant additions and deletions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
HLTAWOR004	Provide support to address social and cultural determinants of client and community health	HLTAHW022	Address social determinants of Aboriginal and/or Torres Strait Islander health	9.0	N	• Title changed. • Significant changes to content of Elements, Performance Criteria, Performance Evidence and Knowledge Evidence to focus on supporting clients and communities to access services beyond the health system, underpinned by knowledge of social and cultural determinants of Aboriginal and/or Torres Strait Islander health. • Assessment Conditions provides clearer expression of requirements.
HLTAWOR005	Contribute to Aboriginal and/or Torres Strait Islander health strategies	HLTAHW048	Apply a strategic approach to Aboriginal and/or Torres Strait Islander health	9.0	N	• Title changed. • Significant changes to structure and content of Elements and Performance Criteria. • Sufficiency of evidence now clearer in Performance Evidence, and duplication of Performance Criteria removed. • Knowledge Evidence has significant additions to align with Performance Criteria, and now indicates scope and depth. • Assessment Conditions provides clearer expression of requirements, and mandatory workplace assessment removed with simulated work activities now allowed.
		HLTAHW011	Assist with basic health screening, promotion and education services	2.0	D	• Deleted in Release 9.0.
		HLTAHW019	Deliver primary health care programs for Aboriginal and/or Torres Strait Islander communities	2.0	D	• Deleted in Release 9.0.

		HLTAHW025	Provide information and strategies in health care	2.0	D	• Deleted in Release 9.0.
		HLTAHW031	Provide information/strategies to enhance capacities of Aboriginal/Torres Strait Islander families	2.0	D	• Deleted in Release 9.0.
		HLTAHW032	Supervise individual workers	2.0	D	• Deleted in Release 9.0.
		HLTAHW040	Promote burns prevention in homes and the community	2.0	D	• Deleted in Release 9.0.
		HLTAHW041	Assess and manage emergency treatment of burns	2.0	D	• Deleted in Release 9.0.
		HLTAHW042	Implement a burns rehabilitation care plan	2.0	D	• Deleted in Release 9.0.
		HLTAHW050	Develop a healing framework for social and emotional wellbeing work	2.0	D	• Deleted in Release 9.0.
		HLTAHW053	Address impact of food security on community health	2.0	D	• Deleted in Release 9.0.
		HLTAHW054	Support renal dialysis clients in the community setting	2.0	D	• Deleted in Release 9.0.
		HLTAHW055	Provide care to clients undertaking renal dialysis in the community setting	2.0	D	• Deleted in Release 9.0.
		HLTAHW062	Supervise health care team	2.0	D	• Deleted in Release 9.0.
		HLTAHW063	Implement office systems	2.0	D	• Deleted in Release 9.0.
		HLTAHW064	Manage budgets	2.0	D	• Deleted in Release 9.0.
		HLTAHW068	Develop work plans	2.0	D	• Deleted in Release 9.0.
		HLTAHW069	Develop health care policy	2.0	D	• Deleted in Release 9.0.

		HLTAHW070	Manage human resources	2.0	D	• Deleted in Release 9.0.
		HLTAHW072	Provide guidance in social and emotional wellbeing	2.0	D	• Deleted in Release 9.0.
		HLTAHW074	Provide closure on healing processes	2.0	D	• Deleted in Release 9.0.
		HLTAHW075	Manage community health projects	2.0	D	• Deleted in Release 9.0.
		HLTAHW076	Plan for community emergencies	2.0	D	• Deleted in Release 9.0.
		HLTAHW078	Work within a narrative approach	2.0	D	• Deleted in Release 9.0.
First Aid						
HLTAID009	Provide cardiopulmonary resuscitation	HLTAID001	Provide cardiopulmonary resuscitation	4.3	N	• New unit based on HLTAID001 with changes to: • Additional Element: 4. Evaluate the incident and own performance. • PC: Changes to wording in (1.2,1.3) and (3.3) and the addition of (4.1, 4.2) • PE: Updated wording to provide clarity and address new element and PC • KE: Updated wording to provide clarity and address new element and PC • AC: Updated assessors' requirements
HLTAID010	Provide basic emergency life support	HLTAID002	Provide basic emergency life support	4.3	N	• New unit based on HLTAID002 with changes to: • Application: Minor changes to wording to provide clarity • Additional Element: 4. Evaluate the incident and own performance. • PC: Changes to wording in (1.2,1.3,) and (3.3) and the addition of (4.1, 4.2) • PE: Updated wording to provide clarity and address new element and additional information relating to how the assessment is to be done

						• KE: Updated wording to provide clarity and address new element and PC • AC: Updated assessors' requirements
HLTAID011	Provide First Aid	HLTAID003	Provide First Aid	4.3	N	• New unit based on HLTAID002 with changes to: • Application: Minor changes to wording to provide clarity • Additional Element: 4. Evaluate the incident and own performance. • PC: Changes to wording in (1.2,1.3,) and (3.3) and the addition of (4.1, 4.2) • PE: Updated wording to provide clarity and address new element and additional information relating to how the assessment is to be done • KE: Updated wording to provide clarity and address new element and PC • AC: Updated assessors' requirements
HLTAID012	Provide First Aid in an education and care setting	HLTAID004	Provide an emergency first aid response in an education and care setting	4.3	N	• New unit based on HLTAID004 with changes to: • Title: Removed the word 'emergency' • Application: reworded to include childhood workers and educators outside school hours, and minor changes made to wording to provide clarity • PC: Changes to wording in (1.2,1.3), (3.6) and (4.2,) removed 4.3 • PE: Updated wording to provide clarity and address element 4, and additional information relating to how the assessment is to be done • KE: Updated wording to provide clarity • AC: Updated assessors' requirements
HLTAID013	Provide First Aid in remote or isolated site	HLTAID005	Provide First Aid in remote situations	4.3	N	• New unit based on HLTAID005 with changes to: • Removed duplicated content added from HLTAID009 and HLTAID011 where possible, and added prerequisites • Title: added word 'isolated' and changed 'situations' to 'site' • Application: Reworded to better reflect the where the Unit should be applied

						• Prerequisite: Additional prerequisites added: HLTAID011 completed within the last 12months • Elements: all updated • PC: all updated • PE: Updated wording to provide clarity and address new elements and PC. Additional information relating to how the assessment is to be done • KE: Updated wording to provide clarity and address new elements and PC. • AC: Updated assessors' requirements
HLTAID014	Provide Advanced First Aid	HLTAID006	Provide Advanced First Aid	4.3	N	• New unit based on HLTAID006 with changes to: • Removed duplicated content added from HLTAID009 and HLTAID011 where possible and added prerequisites • Application: Minor changes to wording to provide clarity • Prerequisite: Additional prerequisites added: HLTAID011 completed within the last 12 • PC: Changes to wording in (1.2,1.3,1.4), (2.1), (4.3) and (5.2). PC: (3.3,3.4,3.5,3.6) and (5.3,5.4) all deleted • PE: Updated wording to reflect changes in PC and provide clarity • KE: Updated wording to reflect changes in PC and provide clarity • AC: Updated assessors' requirements
HLTAID015	Provide advanced resuscitation and oxygen therapy	HLTAID007	Provide advanced resuscitation	4.3	N	• Removed duplicated content added from HLTAID009 and HLTAID011 where possible, and added prerequisites • Title: addition 'and oxygen therapy' • Application: Minor changes to wording to reflect oxygen therapy and to provide clarity • Prerequisite: Additional prerequisites added: HLTAID011completed within the last 12 months • Elements: additional element 3: Deliver supplemental oxygen

						• PC: Changes to all PC, to reflect the use of oxygen and provide clarity • PE: Updated to reflect the use of oxygen and provide clarity • KE: Updated to reflect the use of oxygen and provide clarity • AC: Updated assessors' requirements
HLTAID016	Manage first aid services and resources	HLTAID008	Manage First Aid services and resources	4.3	E	• Updated unit based on HLTAID008 with minor grammatical changes
HLTAIN001	Assist with nursing care in an acute care environment	HLTAIN301C	Assist nursing team in an acute care environment	2.0	N	• Minimal changes to the elements and performance criteria • New evidence requirements for assessment including volume and frequency requirements • Removed pre-requisites Minimum work hours added • Significant change to knowledge evidence
HLTAIN002	Provide non-client contact support in an acute care environment	HLTAIN302C	Provide support in an acute care environment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment including volume and frequency requirements • Significant change to knowledge evidence
Anaesthetic Technology						
HLTANA008	Prepare patients for anaesthesia	HLTANA001	Prepare clients for anaesthesia	7.0	N	• Changes to Unit Code and Unit Title • Changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence.
HLTANA009	Monitor patients during anaesthesia	HLTANA002	Monitor clients during anaesthesia	7.0	N	• Changes to Unit Code and Unit Title • Changes to Elements, Performance Criteria, Performance Evidence and Knowledge Evidence.
HLTANA010	Assist with airway management	HLTANA003	Assist with airway management	7.0	N	• Changes to Unit Code

						• Changes to Elements, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions.
HLTANA011	Respond to anaesthesia-related emergencies	HLTANA004	Respond to anaesthesia-related emergencies	7.0	N	• Changes to Unit Code • Changes to Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions.
HLTANA012	Maintain quality and supply of anaesthetic equipment and consumables	HLTANA005	Maintain quality and supply of anaesthetic equipment and consumables	7.0	N	• Changes to Unit Code • Changes to Performance Criteria, Performance Evidence and Knowledge Evidence.
HLTANA013	Assist with clinical procedures used in anaesthesia	HLTANA006	Assist with clinical procedures used in anaesthesia	7.0	N	• Changes to Unit Code • Changes to Performance Criteria, Performance Evidence and Knowledge Evidence.
HLTANA014	Monitor medications in the anaesthetic environment	HLTANA007	Monitor medications in the anaesthetic environment	7.0	N	• Changes to Unit Code • Changes to Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions.
Aromatherapy						
HLTARO001	Develop aromatherapy practice	HLTARO401C	Work within an aromatherapy framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTARO002	Source and prepare aromatherapy products	HLTARO404B	Develop aromatherapy products	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
HLTARO003	Perform aromatherapy health assessments	HLTARO402B	Plan aromatherapy treatment	2.0	N	• Merged HLTARO402/405/406

		HLTARO405B HLTARO406B	Apply aromatherapy assessment framework Perform aromatherapy health assessment			• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTARO004	Provide therapeutic aromatherapy treatments	HLTARO403B	Provide aromatherapy treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTARO005	Provide aromatherapy massage treatments	HLTARO408B	Provide aromatherapy massage treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTARO006	Adapt aromatherapy treatments to specific needs	HLTARO511C HLTARO509B	Provide specific aromatherapy assessment and care Plan a specialised aromatherapy treatment	2.0	N	• Merged HLTARO509B/HLTARO511C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTARO007	Monitor and evaluate aromatherapy treatments	HLTARO510B	Monitor and evaluate aromatherapy treatments	2.0	N	• Merged HLTARO509B/HLTARO511C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTARO008	Prepare and dispense aromatic formulations	HLTARO606C HLTARO607C	Prepare and dispense aromatic medicine Operate an aromatic medicine dispensary	2.0	N	• Merged HLTARO606C/HLTARO607C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
HLTARO009	Select and advise on aromatic therapies	HLTARO604B HLTARO605B	Plan the aromatic medicine treatment strategy Provide specialised aromatic medicine treatment	2.0	N	• Merged HLTARO604B/HLTARO605B • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
Audiometry						
HLTAUD001	Assess hearing	HLTAU403D	Conduct hearing assessments	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTAUD002	Conduct play audiometry	HLTAU501D	Conduct screening hearing tests for children	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTAUD003	Assess and respond to occupational noise risk	HLTAU402D	Conduct screening hearing tests for industrial hearing loss	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence
HLTAUD004	Develop and implement individual hearing rehabilitation programs	HLTAU506B	Develop and implement an individual hearing program	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTAUD005	Dispense hearing devices	HLTAU505C HLTAU507B	Dispense and maintain hearing devices for adults and provide communication counselling Apply hearing device technology	2.0	N	• Merged HLTAUD505/ HLTAUD507 Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTAUD006	Remove cerumen			2.0	NC	• New unit
Ayurvedic Practice						
HLTAYV001	Develop Ayurvedic practice	HLTAYV414D	Work within an ayurvedic framework for lifestyle consultants	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTAYV002	Make Ayurvedic lifestyle assessments			2.0	NC	• New unit
HLTAYV003	Provide Ayurvedic bodywork therapies	HLTAYV406C	Provide ayurvedic relaxation massage treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirement
HLTAYV004	Provide Ayurvedic lifestyle advice	HLTAYV412C	Provide ayurvedic lifestyle consultation	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirement
HLTAYV005	Provide advice on Ayurvedic nutrition	HLTAYV404D	Provide ayurvedic advice on nutrition	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV006	Take cases within Ayurvedic framework	HLTAYV615C	Apply ayurvedic diagnostic framework	2.0	N	• Some content also in HLTAYV007 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV007	Diagnose conditions within an Ayurvedic framework	HLTAYV609C	Perform ayurvedic health assessment	2.0	N	• Some content also in HLTAYV006 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV008	Provide Ayurvedic remedial therapies	HLTAYV611C	Provide ayurvedic remedial massage treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements

HLTAYV009	Provide therapeutic Ayurvedic nutritional advice	HLTAYV601C HLTAYV602C	Plan ayurvedic herbal medicine treatment strategy – dravyaguna Plan ayurvedic treatment strategy	2.0	N	• Merged HLTAVY601C/HLTAYV602C/HLTAYV605D/HLTAYV613D • Some content also in HLTAYV010 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV010	Select and advise on Ayurvedic medicines - dravyaguna	HLTAYV605D HLTAYV613D	Provide ayurvedic herbal medicine treatment Provide ayurvedic treatment	2.0	N	• Merged HLTAVY601C/HLTAYV602C/HLTAYV605D/HLTAYV613D • Some content also in HLTAYV009 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV011	Prepare and dispense Ayurvedic medicines - dravyaguna	HLTAYV603D	Prepare and dispense ayurvedic herbal medicine - dravyaguna	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTAYV012	Monitor and evaluate Ayurvedic treatments			2.0	NC	• New unit
Cardiography						
HLTCAR001	Perform electrocardiography (ECG)	HLTCA401D	Perform electrocardiography (ECG)	2.0	N	• Merged HLTCA401/HLTPAT407

						• Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTCAR002	Perform holter monitoring	HLTCA402D	Perform holter monitoring	2.0	N	• Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Removed prerequisite
Clinical Coding						
HLTCCD001	Apply an understanding of the health care system to clinical coding practice			6.0	NC	• New unit
HLTCCD002 *	Interpret and navigate health care records			6.0	NC	• New unit
HLTCCD003	Use medical terminology in health care			6.0	NC	• New unit
HLTCCD003	Interpret clinical documentation using knowledge of anatomy and physiology			6.0	NC	• New unit
HLTCCD005 *	Abstract information for clinical coding			6.0	NC	• New unit
HLTCCD006 *	Undertake basic clinical coding	HLTADM005	Produce coded clinical data	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions
HLTCCD007 *	Undertake basic clinical coding	HLTADM006	Undertake complex clinical coding	6.0	N	• Unit code updated

						• Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions
HLTCCD008 *	Undertake highly complex clinical coding	HLTADM007	Complete highly complex clinical coding	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions
HLTCCD009 *	Undertake a clinical coding audit			6.0	NC	• New unit
HLTCCD010 *	Analyse and report for clinical coding auditing			6.0	NC	• New unit
Dental Assisting						
HLTDEN015	Prepare for and assist with dental procedures	HLTDEN001	Prepare for and assist with oral health care procedures	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions
HLTDEN016	Assist with dental radiography	HLTDEN002	Assist with dental radiography	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions
HLTDEN017	Assist with administration in dental practice	HLTDEN003	Assist with administration in dental practice	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Assessment Conditions
HLTDEN018 *	Implement an individualised oral hygiene program	HLTDEN004	Implement an individualised oral hygiene program	6.0	N	• Unit code updated • Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Assessment Conditions
HLTDEN019 *	Assist in dental procedures during general anaesthesia	HLTDEN005	Assist in oral health care procedures during general anaesthesia	6.0	N	• Unit code updated

						• Changes to: Unit title, Elements, Performance Criteria, Performance Evidence, Assessment Conditions
HLTDEN020	Assist in dental procedures during conscious sedation	HLTDEN006	Assist in oral health care procedures during conscious sedation	6.0	N	• Unit code updated • Minor changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN021	Apply the principles of radiation biology and protection in dental practice	HLTDEN007	Apply the principles of radiation biology and protection in dental practice	6.0	E	• Unit code updated • Minor changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN022	Prepare to expose a prescribed dental radiographic image	HLTDEN008	Prepare to expose a prescribed dental radiographic image	6.0	E	• Unit code updated • Minor changes to: Elements, Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN023	Produce a prescribed dental radiographic image	HLTDEN009	Produce a prescribed dental radiographic image	6.0	E	• Unit code updated • Minor changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN024	Implement an oral hygiene program for older people	HLTDEN010	Implement an oral hygiene program for older people	6.0	E	• Unit code updated • Minor changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN025	Implement an oral health promotion program	HLTDEN011	Implement an oral health promotion program	6.0	E	• Unit code updated • Minor changes to: Elements, Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN026	Take an impression for study models	HLTDEN012	Take an impression for study models	6.0	N	• Unit code updated • Minor changes to: Performance Criteria, Performance Evidence, Knowledge Evidence, Assessment Conditions

HLTDEN027	Take a clinical photograph	HLTDEN014	Take a clinical photograph	6.0		• Unit code updated • Minor changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTDEN028	Provide effective oral hygiene instruction to patients with an oral health treatment plan			6.0	NC	• New unit
HLTDEN029 *	Assist in dental procedures during relative analgesia			6.0	NC	• New unit
HLTDEN030	Assist the dental practitioner during medical emergencies in a dental setting			6.0	NC	• New unit
Dental Prosthetics						
HLTDEP001	Identify, select and prepare instruments, equipment and materials	HLTDP601D	Identify, select and prepare instruments, equipment, materials	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP002	Gather data, conduct dental prosthetic examination and develop treatment plan	HLTDP602D	Gather data, conduct dental prosthetic examination and develop treatment plan	3.0	N	• Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP003	Take impressions	HLTDP603C	Take impressions	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours

HLTDEP004	Establish and record jaw relationships and select artificial teeth	HLTDP604D	Establish and record jaw relationships and select artificial teeth	3.0	N	• Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP005	Evaluate a removable dental prosthesis at try-in stage	HLTDP605D	Evaluate a removable dental prosthesis at try-in stage	3.0	N	• Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP006	Insert and issue a completed removable dental prosthesis	HLTDP606D	Insert and issue a completed removable dental prosthesis	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP007	Perform maintenance treatment for patient with removable dental prostheses	HLTDP607D	Perform maintenance treatment for clients with removable dental prostheses	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDEP008	Construct and insert an implant retained overdenture	HLTDP608C	Construct and insert an implant retained overdenture	3.0	N	• Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites 240 work placement hours
HLTDET001	Construct models	HLTDT301D	Construct models	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements.

						• Removal of pre-requisites
HLTDET002	Construct custom impression trays	HLTDT302D	Construct custom impression trays	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET003	Construct registration rims	HLTDT303D	Construct registration rims	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET004	Articulate models and transfer records	HLTDT304D	Articulate models and transfer records	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET005	Construct thermoformed bases and appliances	HLTDT315D	Construct thermoformed bases and appliances	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET006	Construct immediate dentures	HLTDT507C	Construct immediate dentures	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET007	Construct removable acrylic partial dentures	HLTDT508C	Construct removable acrylic partial dentures	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites

HLTDET008	Construct cast alloy removable partial denture framework	HLTDT509D	Construct cast metal alloy removable partial denture framework	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET009	Construct crown and bridge structures	HLTDT510C HLTDT516C	Construct crown and bridge structures Construct indirect composite polymer fixed restorations	3.0	N	• Merged HLTDT510C and HLTDT516C • Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites.
HLTDET010	Join alloy structures	HLTDT511C	Join alloy structures	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET011	Construct ceramic and fixed restorations	HLTDT512D HLTDT513C	Take tooth shades Construct fixed restorations	3.0	N	• Merged HLTDT512D and HLTDT513C • Significant changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET012	Construct orthodontic appliances	HLTDT514D	Construct orthodontic appliances	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET013	Construct oral splints	HLTDT517D	Construct oral splints	3.0	N	• Minimal changes to the elements and performance criteria.

						• New evidence requirements for assessment including volume and frequency requirements. • Removal of pre- requisites
HLTDET014	Repair and modify dentures and appliances	HLTDT518D	Repair and modify dentures and appliances	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET015	Construct complete removable acrylic dentures and appliances	HLTDT519C	Construct simple complete removable acrylic dentures and appliances	3.0	N	• Minimal changes to the elements and performance criteria. • New evidence requirements for assessment including volume and frequency requirements. • Removal of pre-requisites
HLTDET016	Design digital dental restorations and appliances using computer-aided design (CAD)			3.0	NC	• New unit
HLTDET017	Construct dental restorations and appliances using computer-aided manufacturing (CAM)			3.0	NC	• New unit
Enrolled Nursing						
HLTENN035	Practise nursing within the Australian health care system	HLTENN001	Practise nursing within the Australian health care system	6.0	N	• Elements: Merged or removed to better reflect the role of the EN • PCs: Changes made to reflect elements • PE: Volume of assessment reduced, and Assessment Requirements clarified • KE: Minor grammatical changes made to ensure clarity

						• AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN036	Apply communication skills in nursing practice	HLTENN002	Apply communication skills in nursing practice	6.0	E	• PC: Minor grammatical changes made to ensure clarity • PE: Volume of assessment reduced, and Assessment Requirements clarified • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN037	Perform clinical assessment and contribute to planning nursing care	HLTENN003	Perform clinical assessment and contribute to planning nursing care	6.0	E	• PC: Minor grammatical changes made to ensure clarity • PE: Assessment Requirements clarified • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN038	Implement, monitor and evaluate nursing care	HLTENN004	Implement, monitor and evaluate nursing care plans	6.0	E	• PC: Minor grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN039	Apply principles of wound management	HLTENN006	Apply principles of wound management in the clinical environment	6.0	N	• Title changed to reflect job role • Elements: Some Elements merged or removed to better reflect the role of the EN • PC: Changes made to reflect elements • PE: Assessment Requirements clarified

						• KE: Changes to knowledge lists to ensure clarity and to reflect current terminology • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence been removed.
HLTENN040	Administer and monitor medicines and intravenous therapy	HLTENN007	Administer and monitor medicines and intravenous therapy	6.0	N	• PC: Criteria removed or changed to better reflect role and responsibilities of EN; grammatical changes to ensure clarity • PE: Assessment requirements clarified • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN041	Apply legal and ethical parameters to nursing practice	HLTENN008	Apply legal and ethical parameters to nursing practice	6.0	E	• PC: Grammatical changes to ensure clarity • PE: Assessment Requirements clarified • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN042	Implement and monitor care for a person with mental health conditions	HLTENN009	Implement and monitor care for a person with mental health conditions	6.0	E	• PC: Grammatical changes to ensure clarity and remove unnecessary duplication • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.

HLTENN043	Implement and monitor care for a person with acute health conditions	HLTENN011	Implement and monitor care for a person with acute health problems	6.0	N	• Content expanded to include components from HLTENN005 Contribute to nursing care of a person with complex needs. • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN044	Implement and monitor care for a person with chronic health conditions	HLTENN012	Implement and monitor care for a person with chronic health problems	6.0	N	• Content expanded to include components from HLTENN005 Contribute to nursing care of a person with complex needs.
HLTENN045	Implement and monitor care of the older person	HLTENN013	Implement and monitor care of the older person	6.0	E	• Application: Reworded to better reflect role • PC: Grammatical changes to ensure clarity • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN046	Contribute to maternal and infant health care	HLTENN014	Contribute to maternal and infant health care	6.0	E	• PC: Grammatical changes to ensure clarity; unnecessary duplication removed • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN047	Apply nursing practice in the primary health care setting	HLTENN015	Apply nursing practice in the primary health care setting	6.0	E	• PC: Grammatical changes to ensure clarity; unnecessary duplication removed • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers.

						• The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN048	Apply nursing practice in the emergency care setting	HLTENN016	Apply nursing practice in the emergency care setting	6.0	E	• PC: Grammatical changes to ensure clarity • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN049	Apply nursing practice in the orthopaedic care setting	HLTENN017	Apply nursing practice in the orthopaedic care setting	6.0	E	• Elements: Grammatical changes to ensure clarity • PC: Grammatical changes to ensure clarity • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN050	Apply nursing practice in the rehabilitation care setting	HLTENN018	Apply nursing practice in the rehabilitation care setting	6.0	E	• PC: Grammatical changes to ensure clarity • PE: Changes to volume of assessment and Assessment Requirements clarified • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN051	Apply nursing practice in sexual and reproductive health care	HLTENN019	Apply nursing practice in sexual and reproductive health care	6.0	E	• Elements: Grammatical changes to ensure clarity • PC: Minor grammatical changes to ensure clarity; unnecessary duplication removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers.

						• The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN052	Provide advanced clinical assessment	HLTENN020	Conduct clinical assessments	6.0	E	• Title: Name changed to better reflect job role • Elements: Grammatical changes to ensure clarity • PC: Grammatical changes to ensure clarity • PE: Assessment Requirements clarified • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN053	Apply nursing practice in the critical care setting	HLTENN021	Apply nursing practice in the critical care setting	6.0	E	• PC: Duplicated criteria has been removed, grammatical changes to ensure clarity • PE: Assessment Requirements clarified • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN054	Contribute to the registration eligibility and assessment of donors	HLTENN022	Contribute to the registration, eligibility and assessment of donors	6.0	E	• PC: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN055	Apply nursing practice in the respiratory care setting	HLTENN023	Apply nursing practice in the respiratory care setting	6.0	E	• Elements: Grammatical changes to ensure clarity • PC: Additional criterion added to Element 1 to better reflect skill requirements, grammatical changes to ensure clarity • PE: Assessment Requirements clarified • AC: Additional information regarding ANMAC-accredited providers.

						• The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN056	Apply nursing practice in the cardiovascular care setting	HLTENN024	Apply nursing practice in the cardiovascular care setting	6.0	E	• PC: Duplicated criteria has been removed, grammatical changes to ensure clarity • PE: Minor grammatical changes to ensure clarity • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN057	Contribute to the nursing care of a person with diabetes	HLTENN025	Implement and monitor care for a person with diabetes	6.0	N	• Major grammatical and structural changes to meet industry's needs • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN058	Apply nursing practice in the perioperative setting	HLTENN026	Apply nursing practice in the perioperative setting	6.0	E	• PC: Additional criterion added to Element 2, minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN059	Apply nursing practice in the hyperbaric environment	HLTENN027	Apply nursing practice in the hyperbaric environment	6.0	E	• Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN060	Apply nursing practice in the paediatric care	HLTENN028	Apply nursing practice in the paediatric care setting	6.0	E	• Application: Wording has been changed to allow delivery to Diploma students

	setting					• PE: Grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN061	Apply nursing practice in the contemporary aged care setting	HLTENN029	Apply nursing practice in the contemporary aged care setting	6.0	N	• PC: Additional criterion added to Element 1, and criterion removed from element 3 • PE: Minor changes to address additional criteria • KE: Minor changes to address additional criteria • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN062	Implement and monitor care for a person with a stoma	HLTENN030	Implement and monitor care for a person with a stoma	6.0	E	• PC: Removed criterion from Element 3, grammatical changes to ensure clarity • PE: Minor grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN063	Apply nursing practice in the contemporary mental health care setting	HLTENN031	Apply nursing practice in the contemporary mental health care setting	6.0	E	• PC: Removed criterion from Element 1, grammatical changes to ensure clarity • PE: Minor grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers.

						• The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN064	Apply nursing practice in the rural and remote setting	HLTENN032	Apply nursing practice in the rural and remote setting	6.0	E	• PC: Removed criterion from Element 3, grammatical changes to ensure clarity • PE: Minor grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN065	Research and report on nursing trends and practice	HLTENN033	Research and report on nursing trends and practice	6.0	E	• PE: Minor grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN066	Contribute to improvement for advancement of clinical practice	HLTENN034	Contribute to the improvement of clinical practice	6.0	N	• PC: Additional criterion added to Element 2, criterion removed from Element 3, minor grammatical changes to ensure clarity • PE: Minor grammatical changes to ensure clarity. Some requirements removed • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTENN067	Apply, implement and monitor nursing care in a contemporary			6.0	NC	• New unit

	paediatric setting					
HLTENN068	Provide end of life care using a palliative approach in nursing practice			6.0	NC	• New unit
Food Safety						
HLTFSE001	Follow basic food safety practices	HLTFS207C	Follow basic food safety practices	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTFSE002	Provide ward or unit-based food preparation and distribution services	HLTFS204D	Provide ward or unit based food preparation and distribution services	3.0	N	• Merged HLTFS204D/HLTFS201D • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTFSE003	Perform kitchenware washing	HLTFS205D	Perform kitchenware washing	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTFSE004	Serve cafeteria customers	HLTFS206D	Carry out cafeteria operations	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence • Removed prerequisite
HLTFSE005	Apply and monitor food safety requirements	HLTFS310C	Apply and monitor food safety requirements	3.0	N	• Significant changes to the elements and performance criteria

						• New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence • Removed prerequisite
HLTFSE006	Prepare foods suitable for a range of client groups	HLTFS302D	Prepare foods suitable for a range of food service settings	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTFSE007	Oversee the day-to-day implementation of food safety in the workplace	HLTFS309C	Oversee the day-to- day implementation of food safety in the workplace	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTFSE008	Conduct internal food safety audits	HLTFS312C	Conduct food safety audits	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence • Removed prerequisite
HLTFSE009	Apply cook-freeze and reheating processes	HLTFS203D	Apply cook-freeze processes	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
Clinical Care						
HLTHPS001	Take clinical measurements	HLTMAMP401C	Assist with clinical measurements in a medical practice	2.0	N	• Merged HLTMAMP401C and CHCAC410B. • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence • Removed prerequisite
HLTHPS002	Support health professional in the delivery of care	HLTMAMP402B	Assist with clinical procedures in a medical practice	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTHPS003	Maintain medication stocks	HLTMAMP404B	Maintain medication stocks in a medical practice	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTHPS004	Measure spirometry	HLTPAT414D	Measure spirometry/flow volume loop	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTHPS005	Handle medical specimens	HLTMAMP409B	Handle specimens in a medical practice	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTHPS006	Assist clients with medication	CHCCS305C	Assist clients with medication	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTHPS007	Administer and monitor medications	CHCCS424B	Administer and monitor medications	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence
HLTHPS008	Provide clinical mentoring in the work environment	HLTAMBCR504 C	Provide clinical mentoring in the work environment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment including • volume and frequency requirements
HLTHPS009	Perform peripheral intravenous cannulation	HLTPAT409D	Perform intravenous cannulation for sample collection	2.0	N	• Significant changes to the elements and performance criteria - • New evidence requirements for assessment including volume and frequency requirements
HLTHPS010	Interpret and use information about nutrition and diet			2.0	NC	• New unit
Allied Health Assistance						
		HLTHSS002	Perform general maintenance and provide assistance to tradespersons	3.0	D	• Deleted in Release 8.0
HLTHSS009	Perform general cleaning tasks in a clinical setting	HLTHSS003	Perform general cleaning tasks in a clinical setting	8.0	E	• Reworded to improve clarity and reduce repetition
HLTHSS010	Handle and move equipment, goods and mail	HLTHSS004	Handle and move equipment, goods and mail	8.0	E	• Reworded to improve clarity and reduce repetition
HLTHSS011	Maintain stock inventory	HLTHSS005	Undertake routine stock maintenance	8.0	E	• Title changed to better reflect job role • Reworded to improve clarity and reduce repetition
		HLTHSS006	Collect and manage linen stock at user location	8.0		• Deleted
HLTHSS012	Handle medical gases safely	HLTHSS007	Handle medical gases safely	8.0	E	• Additional knowledge evidence • Reworded to improve clarity and reduce repetition
		HLTHSS008	Perform routine servicing of plant, equipment and machinery	3.0	D	• Deleted in Release 8.0

Infection Control						
HLTINF002	Process reusable medical devices and equipment	HLTIN302C	Process reusable instruments and equipment in health work	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTINF004	Manage the prevention and control of infection	HLTIN504D	Manage the control of infection	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTINF005	Maintain infection prevention for skin penetration treatments	HLTIN402C	Maintain infection control standards in office practice settings	3.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTINF006	Apply basic principles and practices of infection prevention and control	HLTINF001	Comply with infection prevention and control policies and procedures	8.0	N	• Updated unit code. Changes to Title, Elements, Performance Criteria, Performance and Knowledge Evidence Requirements, and Assessment Conditions. • Application and content changes to align with contemporary IPC standards in a range of workplace contexts and settings.
HLTINF007	Implement and monitor infection prevention and control standards, policies and procedures	HLTINF003	Implement and monitor infection prevention and control policies and procedures	8.0	N	• Updated unit code. Changes to Title, Elements, Performance Criteria, Performance and Knowledge Evidence Requirements, and Assessment Conditions. • Application and content changes to align with contemporary IPC standards in a range of workplace contexts and settings. Content added to

						KE to ensure underpinning requirements that align with minimum standards are addressed.
HLTINFCOV001	Comply with infection prevention and control policies and procedures			5.0	NC	• New unit
Kinesiology						
HLTKIN001	Develop kinesiology practice	HLTKIN401C	Work within a kinesiology framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTKIN002	Conduct indicator muscle monitoring			2.0	N/A	• New Unit
HLTKIN003	Perform kinesiology assessments	HLTKIN402B HLTKIN403B HLTKIN404B HLTKIN506B HLTKIN507B HLTKIN508B	Plan the kinesiology session Apply kinesiology assessment framework Perform the kinesiology health assessment Perform an advanced kinesiology health assessment Plan an advanced kinesiology session Apply an advanced kinesiology assessment framework	2.0	N	• Merged HLTKIN402/403/404/506/507/508 • Some content in HLTKIN002 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTKIN004	Provide kinesiology balances	HLTKIN405B	Provide kinesiology balances	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements

HLTKIN005	Monitor and evaluate client progress	HLTKIN509B	Monitor and evaluate kinesiology balances	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
Massage						
HLTMSG009	Develop massage practice	HLTMSG001	Develop massage practice	9.0	N	• Code changed • Application statement amended to better reflect intent of the unit • Elements and performance criteria amended to be more reflective of language currently used in industry • Performance evidence amended to provide clear information about sufficiency of evidence. • Knowledge evidence reworded to indicate scope and depth; additions made to fully reflect performance criteria. • Assessment conditions amended to conform with current-day industry requirements
HLTMSG010	Assess client massage needs	HLTMSG002	Assess client massage needs	9.0	N	• Code changed • Minor amendments made to application statement to reflect current-day requirements • Amendments to structure and content of elements and performance criteria • Performance evidence amended to provide clear information about sufficiency of evidence with a focus on different types of clients and performing within acceptable industry timeframes • Knowledge evidence reworded to indicate scope and depth; significant additions and some deletions to fully reflect performance criteria and to tailor content to updated practical focus of the unit.

						• Assessment conditions amended to better reflect assessor and assessment requirements.
HLTMSG011	Provide massage treatments	HLTMSG004	Provide massage treatments	9.0	N	• Code changed • Amendments to wording, and content of some performance criteria, to provide clarity. • Performance evidence amended to provide clear information about sufficiency of evidence. • Requirements for hours and client contact sessions removed and replaced with a number of treatments. • Mandatory work placement requirements removed and placed in newly developed clinical unit *HLTMSG012 Apply relaxation massage clinical practice*. • Knowledge evidence reworded to indicate scope and depth; significant additions and some deletions to fully reflect performance criteria. • Assessment conditions amended to better reflect assessor and assessment requirements.
HLTMSG012	Apply relaxation massage clinical practice			9.0	NC	•
HLTMSG013	Perform remedial musculoskeletal assessments	HLTMSG003	Perform remedial massage musculoskeletal assessments	9.0	N	• Code changed • Elements amended to be client-centric • Performance criteria reworded and some expanded to provide clarity • Performance evidence amended to provide clear information about sufficiency of evidence. • Requirements for hours and client contact sessions removed and replaced with a number of clients. • Knowledge evidence reworded to indicate scope and depth; significant additions and deletions to fully reflect performance criteria. • Assessment conditions amended to better reflect assessor and assessment requirements.
HLTMSG014	Provide remedial massage treatments	HLTMSG005	Provide remedial massage treatments	9.0	N	• Code changed

						• Amendments made to application statement to reflect updated scope of unit • Significant changes to structure and content of performance criteria, to reflect updated scope of unit • Performance evidence amended to provide clear information about sufficiency of evidence. • Information about hours of assessment activities relating to client consultation work have been removed. • Mandatory work placement requirements removed and placed in newly developed clinical unit *HLTMAG017 Apply remedial massage clinical practice*. • Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to fully reflect Performance Criteria and to tailor content to updated scope of unit • Assessment conditions amended to better reflect assessor and assessment requirements.
HLTMSG015	Adapt massage treatments to meet specific needs	HLTMSG006	Adapt remedial massage treatments to meet specific needs	9.0	N	• Code changed • Title changed • Significant changes to structure and content of elements and performance criteria, to reflect updated scope of unit • Performance evidence amended to provide clear information about sufficiency of evidence. • Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to fully reflect performance criteria and to tailor content to updated scope of unit • Requirements for hours and client contact sessions removed and replaced with a number of clients. • Assessment conditions amended to better reflect assessor and assessment requirements.
HLTMSG016	Apply principles of pain neuroscience			9.0	NC	•
HLTMSG017	Apply remedial massage clinical			9.0	NC	•

	practice					
HLTMAS018	Adapt massage practice for athletes	HLTMSG007	Adapt remedial massage practice for athletes	9.0	N	• Code changed • Significant changes to structure and content of Performance Criteria, to reflect updated scope of unit • Performance evidence amended to provide clear information about sufficiency of evidence. • Information about hours of assessment activities relating to client consultation work have been removed and replaced with number of treatments and types of events.
Oral Health Care						
HLTOHC004	Provide or assist with oral hygiene				D	• Deleted in Release 7.0
HLTOHC006	Apply fluoride varnish	HLTOHC408 B	Apply fluoride varnish	4.3	N	• Significant changes to the elements and performance criteria • Removed pre-requisite • New evidence requirements for assessment including volume and frequency requirements
HLTOHC007	Recognise and respond to oral health issues	HLTOHC001	Recognise and respond to oral health issues	6.1	N	• Changes to: Performance Criteria, Knowledge Evidence, Assessment Conditions
HLTOHC008	Inform and support patients and groups about oral health	HLTOHC002	Inform and support patients and groups about oral health	6.1	E	• Minor changes to: Knowledge Evidence, Assessment Conditions
HLTOHC009	Apply and use basic oral health products	HLTOHC003	Apply and manage use of basic oral health products	6.1	E	• Minor changes to Title, Assessment Conditions
HLTOHC010	Use basic oral health screening tools	HLTOHC005	Use basic oral health screening tools	6.1	E	• Minor changes to Assessment Conditions
HLTOHC011	Apply fluoride varnish.	HLTOHC006	Apply fluoride varnish	6.0	E	• Minor changes to Application Statement, Assessment Conditions
Optical						

HLTOPD001	Provide advice on optical appliances	HLTOPD403C	Dispense optical appliances and services	2.0	N	• Unit split to create new HLTOPD002 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTOPD002	Dispense optical appliances			2.0	NC	• New unit of competency
HLTOPD003-	Dispense atypical prescriptions	HLTOPD404C	Dispense atypical prescriptions	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisites
HLTOPD004	Edge and fit ophthalmic appliances	HLTOPD402C	Perform edging and fitting	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTOPD005	Process and manage optical appliance orders	HLTOPD407C	Perform workshop skills and place orders	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
Orthopaedic Technology						
HLTOTH001	Apply casts			7.0	NC	• New unit
HLTOTH002	Modify casts			7.0	NC	• New unit
HLTOTH003	Remove casts			7.0	NC	• New unit

HLTOTH004	Apply orthopaedic devices			7.0	NC	• New unit
HLTOTH005	Modify orthopaedic devices			7.0	NC	• New unit
HLTOTH006	Remove orthopaedic devices			7.0	NC	• New unit
HLTOTH007	Apply and remove traction			7.0	NC	• New unit
Out of Hospital Care						
HLTOUT001	Implement safe access and egress	HLTAMB001 HLTAMB002	Follow procedures for routine safe removal of patient Implement safe access and egress in an emergency	5.0	N	• Merged with HLTAMB002 • Merged with HLTAMB001
HLTOUT002	Receive and respond to requests for ambulance service	HLTAMB005	Receive and respond to requests for ambulance service	5.0	E	• Reworded to ensure clarity
HLTOUT003	Assign and coordinate ambulance service resources	HLTAMB006	Assign and coordinate ambulance service resources	5.0	N	• PC: Removed PC 3.4, 5.2 and reworded to ensure clarity • PE: Reworded to ensure clarity and reflect new PC requirements • KE: Reworded to ensure clarity and reflect new PC requirements • AC: Reworded to ensure clarity
HLTOUT004	Assess and deliver basic clinical care	HLTAMB007	Assess and deliver basic clinical care	5.0	N	• PC: Added PC 1.10 and reworded to ensure clarity
HLTOUT005	Assess and deliver standard clinical care	HLTAMB008	Assess and deliver standard clinical care	5.0	N	• Elements: Renamed and additional element included • PC: Renumbered to reflect additional element and reworded to ensure clarity • P E: Reworded to ensure clarity and reflect new PC requirements • K E: Reworded to ensure clarity and reflect new PC requirements

						• AC: Reworded to ensure clarity
HLTOUT006	Transport emergency patients	HLTAMB003	Transport emergency patients	5.0	N	• PC: Removed PC 2.3, • PC: Added PC 4.4, 5.5 and 5.6 and reworded to ensure clarity • PE: Reworded to ensure clarity and reflect new PC requirements • KE: Reworded to ensure clarity and reflect new PC requirements • AC: Reworded to ensure clarity
HLTOUT007	Transport non-emergency patients under operational conditions	HLTAMB014	Transport non-emergency patients under operational conditions	5.0	N	• Elements: 3, 4 and 5 retitled • PC: Removed PC 2.4. • PC: added 4.5, 5.6 and reworded to ensure clarity • PE: Reworded to ensure clarity • KE: Reworded to ensure clarity • AC: Reworded to ensure clarity
HLTOUT008	Manage a scene	HLTAMB013	Contribute to managing the scene of an emergency	5.0	N	• Merged with HLTAMB011
HLTOUT009	Manage the scene of a major incident			5.0	NC	• New unit
HLTOUT010	Communicate in complex situations to support health care	HLTAMB012	Communicate in complex situations to support health care	5.0	N	• Elements: E4 has been removed • PC: Renumbered to reflect removed element and reworded to ensure clarity • PE: Reworded to ensure clarity and reflect new PC requirements • KE: Reworded to ensure clarity and reflect new PC requirements • AC: Reworded to ensure clarity
Pathology						
HLTPAT001	Identify and respond to clinical risks in pathology collection	HLTPAT308D	Identify and respond to clinical risks associated with pathology specimen collection	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence
HLTPAT002	Perform venous blood collections	HLTPAT306D	Perform blood collection	2.0	N	• Some content also in HLTPAT003 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum work hours added
HLTPAT003	Perform capillary blood collections			2.0	N/A	• New unit
HLTPAT004	Collect pathology specimens other than blood	HLTPAT304D	Collect pathology specimens other than blood	2.0	N	• Merged HLTPAT304/ HLTPAT410 • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTPAT005	Collect specimens for drugs of abuse testing			2.0	N/A	• New unit
HLTPAT006	Receive, prepare and dispatch pathology specimens	HLTPAT301D	Receive and prepare pathology specimens	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
Hospital Pharmacy						
HLTPHA001	Maintain pharmaceutical imprest stock	HLTPH305A	Maintain pharmaceutical imprest stock	2.0	N	• Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency • Significant changes to knowledge evidence

HLTPHA003	Assist with dispensing of prescriptions and medication orders	HLTPH316A	Assist with dispensing of prescriptions and medication orders	2.0	N	• Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency • Significant changes to knowledge evidence
HLTPHA004	Order, maintain and distribute pharmaceutical stock	HLTPH312B HLTPH313B HLTPH315A	Procure, store and maintain pharmaceutical products Distribute pharmaceutical products in a health setting Procure, store, maintain and distribute pharmaceutical stock	2.0	N	• Merged HLTPH312/313/315 • Minimal changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency • Significant changes to knowledge evidence
HLTPHA10	Maintain pharmaceutical imprest stock	HLTPHA001	Maintain pharmaceutical imprest stock	8.0	N	• terminology updated • changes to performance criteria, performance evidence, knowledge evidence and assessment conditions.
HLTPHA011	Pack pharmaceutical products	HLTPHA002	Pack pharmaceutical products	8.0	N	• terminology updated • changes to performance criteria, performance evidence, knowledge evidence and assessment conditions.
HLTPHA012	Dispense prescriptions and medication orders	HLTPHA003	Assist with dispensing of prescriptions and medication orders	8.0	N	• terminology updated • changes to performance criteria, performance evidence, knowledge evidence and assessment conditions.
HLTPHA013	Order, maintain and distribute pharmaceutical stock	HLTPHA004	Order, maintain and distribute pharmaceutical stock	8.0	N	• terminology updated • changes to performance criteria, performance evidence and assessment conditions.
HLTPHA014	Conduct small-scale compounding and labelling of pharmaceutical products	HLTPHA005	Conduct small- scale compounding and labelling of pharmaceutical products	8.0	N	• terminology updated • changes to performance evidence and assessment conditions.

HLTPHA015	Provide assistance in dispensary administration	HLTPHA006	Provide assistance in dispensary administration	8.0	N	• terminology updated • changes to performance evidence and assessment conditions.
HLTPHA016	Conduct small-scale compounding and labelling of aseptic pharmaceutical products	HLTPHA007	Conduct small-scale compounding and labelling of aseptic pharmaceutical products	8.0	N	• minor changes to performance criteria • changes to performance evidence, knowledge evidence and assessment conditions.
HLTPHA017	Support pharmacist's communication with patients and other health professionals	HLTPHA008	Support pharmacist communication with clients and other health professionals	8.0	N	• terminology updated • minor changes to performance criteria • changes to performance evidence, knowledge evidence and assessment conditions.
HLTPHA018	Support pharmacists in the collection and presentation of workplace data and information	HLTPHA009	Support pharmacists in the collection and presentation of workplace data and information	8.0	N	• minor changes to performance criteria • changes to performance evidence, knowledge evidence and assessment conditions.
HLTPHA019	Coordinate communication processes in a hospital or health services pharmacy setting				NC	• New unit
HLTPHA020	Apply knowledge of biological principles within the pharmacy environment			8.0	NC	• New unit
HLTPHA021	Apply knowledge of medications used to assist patients in using medications effectively			8.0	NC	• New unit
HLTPHA022	Apply knowledge of medications used to treat gastrointestinal and nutritional disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA023	Apply knowledge of medications used to			8.0	NC	• New unit

	treat cardio-respiratory disorders to dispense medications to patients					
HLTPHA024	Apply knowledge of medications used to treat central nervous system disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA025	Apply knowledge of medications used for infections, immunological products and vaccines			8.0	NC	• New unit
HLTPHA026	Apply knowledge of medications used to treat endocrine and genitourinary disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA027	Apply knowledge of medications used to treat malignant diseases and immunosuppressive disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA028	Apply knowledge of medications used to treat eye, ear and nose disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA029	Apply knowledge of chemical principles as they apply to pharmacy activity			8.0	NC	• New unit
HLTPHA030	Apply knowledge of medications used to provide analgesia			8.0	NC	• New unit

HLTPHA031	Apply knowledge of medications used to treat musculoskeletal disorders to dispense medications to patients			8.0	NC	• New unit
HLTPHA032	Apply knowledge of medications used to treat dermatological disorders to dispense medications to patients			8.0	NC	• New unit
Population Health						
HLTPOP006	Contribute to working with the community to identify health needs	HLTPOP302C	Contribute to working with the community to identify health needs	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP007	Contribute to population health project planning	HLTPOP303C HLTPOP304C	Contribute to population health project planning Contribute to evaluating a population health project	3.0	N	• Merged HLTPOP303 and HLTPOP304C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTPOP011	Facilitate provision of functional, durable health hardware items in home and community	HLTPOP315C	Ensure provision of functional, durable health hardware items in home and community	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP012	Contribute to testing of results of community water supply	HLTPOP319C	Conduct testing and interpretation of results of community water supply	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP013	Contribute to the implementation of a	HLTPOP322C	Implement a disaster plan	3.0	N	• Minor changes to the elements and performance criteria

	disaster plan					• New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP014	Assess readiness for and effect behaviour change	HLTPOP402C	Assess readiness for and effect behaviour change	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP015	Provide information on smoking and smoking cessation	HLTPOP403C	Provide information on smoking and smoking cessation	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP016	Provide interventions to clients who are nicotine dependent	HLTPOP404C	Provide interventions to clients who are nicotine dependent	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP018	Develop a plan of action to address land care issues in the community	HLTPOP311C	Identify land care issues as they relate to health	3.0	N	• Merged HLTPOP311C and HLTPOP412C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTPOP019	Apply a population health framework	HLTPOP501C	Apply a population health framework	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP020	Work with the community to identify	HLTPOP502C	Work with the community to identify health needs	3.0	N	• Minor changes to the elements and performance criteria

	health needs					• New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP021	Plan a population health project	HLTPOP503C	Plan a population health project	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP022	Evaluate a population health project	HLTPOP504C	Evaluate a population health project	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP023	Build capacity to promote health	HLTPOP505C	Build capacity to promote health	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP024	Develop a disaster plan	HLTPOP523C	Develop a disaster plan	3.0	N	• Minor changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Minor changes to knowledge evidence
HLTPOP025	Provide basic repairs and maintenance to health hardware and fixtures	HLTPOP001	Provide basic repairs and maintenance to health hardware and fixtures	5.0	N	• New evidence requirements for assessment, including volume and frequency requirements • Minor change to performance evidence •

HLTPOP026	Monitor and maintain sewage or effluent systems	HLTPOP002	Monitor and maintain sewage systems	5.0	N	• New evidence requirements for assessment, including volume and frequency requirements • Minor change to knowledge evidence
HLTPOP027	Monitor and maintain water supply	HLTPOP003	Monitor and maintain water supply	5.0	N	• New evidence requirements for assessment, including volume and frequency requirements • Minor change to knowledge evidence
HLTPOP028	Monitor and maintain rubbish collection and disposal systems	HLTPOP004	Monitor and maintain rubbish collection and disposal systems	5.0	N	• New evidence requirements for assessment, including volume and frequency requirements • Minor change to knowledge evidence
HLTPOP029	Work in a population health context	HLTPOP005	Work in a population health context	5.0	E	• Minor change to knowledge evidence
HLTPOP030	Determine and implement disease prevention and control measures	HLTPOP008	Develop and implement disease prevention and control measures	5.0	N	• Minor change to unit title • Minor change to Application statement • Significant change to performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to performance evidence • Significant change to knowledge evidence
HLTPOP031	Provide information and support on environmental health issues	HLTPOP009	Provide information and support on environmental health issues	5.0	E	• Minor change to knowledge evidence
HLTPOP032	Monitor and maintain dog health in the community	HLTPOP010	Monitor and maintain dog health in the community	5.0	E	• Rearticulated performance criteria
HLTPOP033	Identify pest control strategies	HLTPOP017	Identify pest control strategies	5.0	E	• Transferred to new template
Reflexology						
HLTREF001	Develop reflexology practice	HLTREF501B	Work within a reflexology framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence

HLTREF002	Provide reflexology for relaxation			2.0	N/A	• New Unit
HLTREF003	Perform reflexology health assessments	HLTREF502C	Prepare for a reflexology treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTREF004	Provide therapeutic reflexology treatments	HLTREF503C	Provide reflexology treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTREF005	Adapt reflexology treatments to meet specific needs	HLTREF504B	Monitor and evaluate reflexology treatments	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTREF006	Monitor and evaluate reflexology treatments	HLTREF502C	Prepare for a reflexology treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
Renal Care						
HLTRNL003	Contribute to the nursing care of a person with renal impairment	HLTRNL001	Support a person with chronic kidney disease	6.0	N	• Title changed • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers.

						• The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
HLTRNL004	Apply renal replacement therapy	HLTRNL002	Provide care and support to a person undergoing renal replacement therapy	6.0	N	• Title changed • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers. • The listed requirements duplicated from the Performance and Knowledge Evidence has been removed.
Traditional Oriental Medicine						
HLTSHU001	Work within a framework of traditional oriental medicine			2.0	NC	• New Unit
HLTSHU002	Develop Shiatsu practice	HLTSHU508D	Work within a shiatsu framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
HLTSHU003	Maintain personal health and awareness for traditional oriental medicine practice	HLTSHU509C	Maintain personal health and awareness as a professional responsibility	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
HLTSHU004	Perform Shiatsu therapy health assessments	HLTSHU510C HLTSHU511C	Perform shiatsu therapy health assessment Apply shiatsu therapy assessment framework	2.0	N	• Merged HLTSHU504C/HLTSHU510C/HLTSHU511C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements

						• Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTSHU005	Perform oriental therapies health assessments	HLTSHU501 C	Apply oriental therapies assessment framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTSHU006	Provide Shiatsu therapy treatments	HLTSHU507 C	Provide shiatsu therapy treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTSHU007	Provide oriental therapies treatments	HLTSHU505 C	Provide oriental therapies treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTSHU008	Adapt Shiatsu and oriental therapies practice to meet specific needs	HLTSHU506 D	Provide specific shiatsu therapy assessment and care	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements • Removed prerequisite
HLTSHU009	Monitor and evaluate traditional oriental			2.0	N/A	• New Unit

	medicine treatments					
Sterile Medical Equipment						
HLTSTE001	Clean and disinfect reusable medical devices	HLTSTE301D	Clean reusable medical equipment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTSHU002	Develop Shiatsu practice	HLTSHU508D	Work within a shiatsu framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Additional assessor requirements
HLTSTE003	Sterilise loads	HLTSTE303D	Sterilise loads	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTSTE004	Manage sterile stock	HLTSTE306D	Manage sterile stock	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite
HLTSTE005	Care for reusable medical devices	HLTSTE308C	Care for surgical instruments	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisite

HLTSTE006	Chemically disinfect reusable medical devices	HLTSTE307C	Disinfect re-usable medical devices	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Removed prerequisites
HLTSTE007	Monitor and maintain cleaning and sterilisation equipment	HLTSTE407C HLTSTE408C	Manage availability and effectiveness of reusable medical devices Manage effectiveness of reprocessing of reusable medical devices	2.0	N	• Merged HLTSTE407C//HLTSTE408C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
Traditional Chinese Medicine						
HLTTCM001	Develop Traditional Chinese Medicine (TCM) remedial massage practice	HLTTCM506E	Work within TCM remedial massage (An Mo Tui Na) framework	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTTCM002	Perform Traditional Chinese Medicine (TCM) remedial massage health assessments	HLTTCM501C HLTTCM502D HLTTCM507C	Apply TCM remedial massage (An Mo Tui Na) assessment framework Perform TCM remedial massage (An Mo Tui Na) health assessment Plan TCM remedial massage (An Mo Tui Na) treatment strategy	2.0	N	• Merged HLTTCM501C/HLTTCM502D/HLTTCM507C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTTCM003	Provide Traditional Chinese Medicine (TCM) remedial massage treatments	HLTTCM503D	Provide TCM remedial massage (An Mo Tui Na) treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added

						• Additional assessor requirements
HLTTCM003	Provide Traditional Chinese Medicine (TCM) remedial massage treatments	HLTTCM503D	Provide TCM remedial massage (An Mo Tui Na) treatment	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTTCM004	Adapt Traditional Chinese Medicine (TCM) remedial massage practice to meet specific needs	HLTTCM504C HLTTCM505C	Provide traumatology treatment within a TCM remedial massage (An Mo Tui Na) framework Provide TCM Remedial Massage (An Mo Tui Na) treatment for women and children	2.0	N	• Merged HLTTCM504C/HLTTCM505C • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence Minimum clinic hours added • Additional assessor requirements
HLTTCM005	Monitor and evaluate Traditional Chinese Medicine (TCM) remedial massage treatments			2.0	N/A	• New unit
Theatre Equipment						
HLTTHE001	Handle and care for operating theatre equipment	HLTTH302D HLTTH404D	Provide equipment support in an acute care environment Provide routine care and handling of equipment within the operating suite	2.0	N	• Merged HLTTH302D/HLTTH404D • Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements
HLTTHE002	Assist with preparation of clients for operative procedures	HLTTH405D	Assist with preparation of clients for operative procedures	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Removed prerequisite

HLTTHE003	Provide intra-operative equipment and technical support	HLTTH406D	Provide intra- operative equipment and technical support	2.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements
Work Health and Safety						
HLTWHS001	Participate in workplace health and safety	HLTWHS200A HLTWHS300A	Participate in WHS processes Contribute to WHS processes	1.0	N	• Merged HLTWHS300A/ HLTWHS200A. Revised scope of unit to reflect requirements of workers • New evidence requirements for assessment
HLTWHS002	Follow safe work practices for direct client care	CHCWHS312A	Follow WHS safety procedures for direct care work	1.0	N	• New unit based on CHCWHS312A. • Revised scope of unit to reflect requirements of workers in direct client care environment • New evidence requirements for assessment
HLTWHS003	Maintain work health and safety	HLTWHS456A	Identify, assess and control WHS risk in own work	1.0	N	• Revised scope of unit to reflect requirements of supervisor and/or line manager
HLTWHS004	Manage work health and safety	HLTWHS501A	Manage workplace WHS processes	1.0	N	• Revised scope of unit to reflect requirements of managers and/or persons conducting a business or undertaking (PCBUs)
HLTWHS005	Conduct manual tasks safely	HLTHSE204D	Follow safe manual handling practices	1.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment, including volume and frequency requirements • Significant change to knowledge evidence
HLTWHS006	Manage personal stressors in the work environment	HLTAMBPD401C	Manage personal stressors in the work environment	1.0	N	• Significant changes to the elements and performance criteria • New evidence requirements for assessment including volume and frequency requirements

Appendix 7: Occupational outcomes of qualifications

Each qualification in the HLT Health Training Package describes the occupational outcomes as reproduced below.

Qualification	Occupational Outcomes
HLT20121 Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care	This qualification reflects the role of individuals working in health care support roles in a diversity of locations including urban, rural and remote settings. It is specific to Aboriginal and/or Torres Strait Islander people who work under direct supervision as part of a multidisciplinary health care team providing primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. Work may involve transporting clients, providing information to clients, helping clients to access health services and completing other routine administrative or operational tasks.
HLT21020 Certificate II in Medical Service First Response	This qualification reflects the role of first medical response workers or volunteers who provide initial care to patients. These people provide basic first aid and emergency responses in the pre-hospital/out-of-hospital environment.
HLT23221 Certificate II in Health Support Services	This qualification reflects the role of workers who provide support for the effective functioning of health services. At this level workers complete tasks under supervision involving known routines and procedures, or complete routine and variable tasks in collaboration with others in a team environment.
HLT26015 Certificate II in Population Health	This qualification may be used as a pathway for workforce entry into population health work. At this level, work takes place under direct and regular supervision within clearly defined guidelines.
HLT26120 Certificate II in Indigenous Environmental Health	This qualification may be used as a pathway for workforce entry into Indigenous environmental health work. At this level, work takes place under direct and regular supervision within clearly defined guidelines.
HLT30121 Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care	This qualification reflects the role of individuals working in health care support roles in a diversity of locations including urban, rural and remote settings. It is specific to Aboriginal and/or Torres Strait Islander people who work under general supervision as part of a multidisciplinary health care team providing primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. At this level, work involves the provision of generalist health services and the use of some discretion and judgment within the parameters of clearly defined plans, policies and procedures to guide work activities.
HLT31020 Certificate III in Ambulance Communications (Call-taking)	This qualification reflects the role of ambulance communications call-takers who receive calls for service in emergency communication or coordination environments in a range of ambulance service organisations and under direct or indirect supervision.

Qualification	Occupational Outcomes
HLT31120 Certificate III in Non-Emergency Patient Transport	This qualification reflects the role of workers who provide non-emergency transport and care for patients who have non-acute or chronic illness or disability and require transport. Workers in this role provide appropriate patient assessment and follow procedures for safe removal of a patient for transport for pre-arranged or booked transport service. Time of response is not given high priority in comparison to emergency transport.
HLT31220 Certificate III in Basic Health Care	This qualification reflects the role of first aid or medical response workers who provide basic health care services including emergency first aid and sometimes transport services in the pre-hospital and out-of-hospital environment. The qualification applies to people who provide a first response in workplaces such as industrial sites, first aid organisations and the Australian Defence Force (ADF).
HLT33021 Certificate III in Allied Health Assistance	This qualification reflects the role of new worker wanting to become an Allied Health Assistant and gain entry to the aged care, disability and other health sectors. They may provide assistance, under the delegation and supervision of Allied Health Professionals AHP. Supervision may be direct, indirect or remote, according to the individual Allied Health Assistant's scope of practice and experience.
HLT33115 Certificate III in Health Services Assistance	This qualification reflects the role of a variety of workers who use a range of factual, technical and procedural knowledge to provide assistance to health professional staff for the care of clients. Health services assistance involves the worker in direct client contact under supervision.
HLT35021 Certificate III in Dental Assisting	This qualification reflects the role of workers who assist a dentist, dental hygienist, dental prosthetist, dental therapist or oral health therapist during oral health care procedures. Their role includes maintaining high standards of infection control, assisting with practice administration and supporting quality and professionalism in the dental sector. To achieve this qualification, the candidate must have completed at least 250 hours of work as detailed in the assessment requirements of the units of competency.
HLT35115 Certificate III in Dental Laboratory Assisting	This qualification reflects the role of a dental laboratory assistant responsible for pouring impressions, producing custom-made trays, manufacturing occlusal registration rims, transferring oral records, articulating models for a range of prostheses, and constructing mouthguards.
HLT36015 Certificate III in Population Health	This qualification reflects the role of entry-level population health worker. At this level, work takes place under the direction of others and supervision may be direct or indirect. These workers contribute to the work of others through teamwork and coordination.
HLT36115 Certificate III in Indigenous Environmental Health	This qualification reflects the role of entry-level Indigenous environmental health worker. At this level, work takes place under the direction of others and supervision may be direct or indirect. These

Qualification	Occupational Outcomes
	workers contribute to the work of others through teamwork and coordination.
HLT37015 Certificate III in Sterilisation Services	This qualification reflects the role of individuals working in instrument sterilising roles in a sterilising service or reprocessing area.
HLT37121 Certificate III in Hospital or Health Services Pharmacy Support	This qualification reflects the role of entry-level pharmacy technicians who work under the supervision of a pharmacist in a hospital or community setting. This may include pharmacies that are located outside of health services but supply medicines and products to hospitals and other health services.
HLT37215 Certificate III in Pathology Collection	This qualification reflects the role of pathology collectors. Workers in this role follow known routines and procedures, taking responsibility for their own work under general supervision. They combine communication, customer service and technical skills, and use discretion and judgment to adapt and transfer their skills to different situations.
HLT37315 Certificate III in Health Administration	This qualification reflects the role of administrative workers in the health industry. These workers follow known routines and procedures, taking responsibility for their own work under general supervision. They combine communication, customer service and technical skills, and use discretion and judgment to adapt and transfer their skills to different situations.
HLT37415 Certificate III in Pathology Assistance	This qualification reflects the role of pathology assistants and specimen reception staff in laboratories. Workers in this role follow known routines and procedures, taking responsibility for their own work under general supervision.
HLT40121 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care	This qualification reflects the role of individuals working as Aboriginal and/or Torres Strait Islander health workers in a diversity of locations including urban, rural and remote settings. It is specific to Aboriginal and/or Torres Strait Islander people who work as part of a multidisciplinary health care team providing primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. At this level work is governed by defined practice standards, treatment protocols and supervision arrangements established by the employing organisation. Individuals work with some level of independence within those guidelines, and use a range of health-related skills and knowledge in routine and non-routine situations. They communicate with diverse individuals and small groups both in the local community and across the broader health sector to improve health outcomes for Aboriginal and/or Torres Strait Islander people.

Qualification	Occupational Outcomes
HLT40221 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice	This qualification reflects the role of Aboriginal and Torres Strait Islander health practitioners. It is specific to Aboriginal and/or Torres Strait Islander people who work as part of a multidisciplinary health care team providing primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. They provide culturally safe health and wellbeing promotion, preventative health care and clinical treatment services in a diversity of locations including urban, rural and remote settings. Aboriginal and Torres Strait Islander health practitioners use initiative and judgement within the parameters of practice standards, treatment protocols and clinical supervision arrangements established by the employing organisation.
HLT41020 Certificate IV in Ambulance Communications (Dispatch)	This qualification reflects workers who have responsibility for dispatch and call-taking in an ambulance communication or coordination environment. The qualification applies to people working in emergency support and ambulance dispatch and communications. Such individuals are expected to work independently, take responsibility for their own outputs and act on information from a range of sources.
HLT41120 Certificate IV in Health Care	This qualification reflects workers who provide initial pre-hospital and out-of-hospital basic health care response and assessment to patients requiring urgent medical services. The provision of urgent clinical care includes providing basic life support. The qualification applies to people working in a variety of roles within the health care system To achieve this qualification, the candidate must have completed at least 80 hours of work as detailed in the assessment requirements of units of competency.
HLT42021 Certificate IV in Massage Therapy	This qualification reflects the role of massage therapists who provide general health maintenance treatments. It does not reflect the role of a remedial massage therapist. Therapists may be self-employed or work within a larger health service.
HLT43021 Certificate IV in Allied Health Assistance	This qualification reflects the role of allied health assistants who provide therapeutic and program related support to persons, in the health, aged care, disability and any other settings where Allied Health Professionals provide services. Allied Health Assistants work under the delegation and supervision of Allied Health Professionals and assist in identifying circumstances and risks and report issues. Supervision may be direct, indirect or remote and must occur within organisational requirements, according to the individual allied health assistant's scope of practice and experience. They may be engaged to work in single discipline or multidisciplinary roles not limited to health, aged care or disability services and other settings and may also have responsibility for other allied health assistance workers according to their scope of practice.

Qualification	Occupational Outcomes
HLT45021 Certificate IV in Dental Assisting	This qualification reflects the role of workers who provide an advanced level of assistance to a dentist, dental hygienist, dental prosthetist, dental therapist or oral health therapist, which contributes to the quality of oral health care. To achieve this qualification, the candidate must have completed at least 250 hours of work as detailed in the assessment requirements of the units of competency.
HLT46015 Certificate IV in Population Health	This qualification reflects the role of individuals who provide basic support in population health work. At this level, workers may be autonomous with limited responsibility within established parameters and may be required to supervise and lead other workers.
HLT46115 Certificate IV in Indigenous Environmental Health	This qualification reflects the role of individuals who provide basic support in Indigenous environmental health work. At this level, workers may be autonomous with limited responsibility within established parameters and may be required to supervise and lead other workers.
HLT47015 Certificate IV in Sterilisation Services	This qualification reflects the role of a team leader or senior technician in a sterilisation or reprocessing area. This worker is responsible for the maintenance of quality requirements and monitoring of technical sterilisation functions.
HLT47121 Certificate III in Hospital or Health Services Pharmacy Support	This qualification reflects the role of pharmacy technicians who work under the supervision of a pharmacist in a hospital or community setting. This may include pharmacies that are located outside of health services but supply medicines and products to hospitals and other health services.
HLT47321 Certificate IV in Health Administration	This qualification reflects the role of individuals who work in operational or team leading roles in health administration.
HLT47415 Certificate IV in Audiometry	This qualification reflects the role of audio metrists who conduct hearing assessments to identify hearing impairment and take action based on test results. They refer clients for further audiological or medical assessment and may be involved in care management and education programs. Workers at this level do not prescribe or dispense hearing aids and are not qualified to work as independent practitioners. Audiometrists may work in medical or industrial contexts.
HLT47515 Certificate IV in Operating Theatre Technical Support	This qualification reflects the role of senior operating theatre workers who provide assistance to operating theatre personnel.

Qualification	Occupational Outcomes
HLT47715 Certificate IV in Medical Practice Assisting	This qualification reflects the role of medical practice assistants whose work includes a broad range of administrative functions combined with tasks to support medical practitioners in the delivery of care to clients. These tasks are completed under the direct or indirect supervision of a medical practitioner. A medical practice assistant may work under the supervision of a health care professional other than a medical practitioner, but this should only occur where: the health care professional is in the same practice as the medical practitioner and the medical practitioner has agreed to the other health care professional providing the supervision.
HLT47815 Certificate IV in Optical Dispensing	This qualification reflects the role of optical dispensers who dispense and supply optical appliances as prescribed by optometrists and/or ophthalmologists in accordance with Australian standards. Optical dispensers practice in a range of environments including optical dispensaries, optometric practices, and laboratories. They may be self-employed or employed by another optical dispenser, an optometrist, a major optical dispensing company, or other retailers.
HLT50121 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice	This qualification reflects the role of experienced Aboriginal and Torres Strait Islander health practitioners. It is specific to Aboriginal and/or Torres Strait Islander people who work as part of a multidisciplinary health care team providing primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. They provide culturally safe health and wellbeing promotion, preventative health care and clinical treatment services in a diversity of locations including urban, rural and remote settings. Experienced Aboriginal and Torres Strait Islander health practitioners are able to work independently using specialist clinical knowledge, discretion and judgement within the parameters of practice standards, treatment protocols and clinical supervision arrangements established by the employing organisation.
HLT50221 Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management	This qualification reflects the role of individuals working in organisations that provide primary health care services to Aboriginal and/or Torres Strait Islander clients and communities. It is specific to Aboriginal and/or Torres Strait Islander people working in a diversity of senior health care or operational management roles and in diverse locations including urban, rural and remote settings. This qualification is intended for people who are following a career and training pathway from working as a health worker or health practitioner to work at management level, using considerable underpinning skills and work experience to support management activities. Depending on their role, work may involve health care and/or health promotion program management, health planning and case management for clients with complex needs, health coaching, family and community capacity building, or operational human resource and business management activities. This qualification allows for diverse outcomes.

Qualification	Occupational Outcomes
HLT50321 Diploma of Clinical Coding	This qualification reflects the role of entry-level clinical coders who use a range of skills and knowledge to analyse clinical documentation using a standardised classification system for assigning codes to represent care provided to patients in the health care system. Clinical coders work in the health care system and the health data they produce is used to meet national and jurisdictional reporting requirements, assist in health service planning, monitor patient safety, assist in research, and to underpin information for the hospital funding models. Entry-level clinical coders are responsible for the coding of moderately complex medical records.
HLT51020 Diploma of Emergency Health Care	This qualification reflects pre-hospital and out-of-hospital workers employed to provide patient assessment, healthcare and transport services. These workers possess clinical skills and theoretical knowledge and provide clinical assessment and pre-hospital and out-of-hospital interventions to patients in an emergency, including providing advanced skills in life support. This qualification applies to a variety of roles within the health care and patient transport system. To achieve this qualification, the candidate must have completed at least 160 hours of work as detailed in the assessment requirements of units of competency.
HLT52021 Diploma of Remedial Massage	This qualification reflects the role of remedial massage therapists who work with clients presenting with soft tissue dysfunction, musculoskeletal imbalance or restriction in range of motion (ROM). Therapists may be self-employed or work within a larger health service.
HLT52115 Diploma of Traditional Chinese Medicine (TCM) Remedial Massage	This qualification reflects the role of massage therapists who provide therapeutic remedial massages according to the Traditional Chinese Medicine (TCM) remedial massage framework. Practitioners may be self-employed as independent practitioners or work in a larger health service.
HLT52215 Diploma of Shiatsu and Oriental Therapies	This qualification reflects the role of Shiatsu therapists who provide therapeutic Shiatsu treatments and other oriental therapies. Practitioners may be self-employed as independent practitioners or work in a larger health service.
HLT52315 Diploma of Clinical Aromatherapy	This qualification reflects the role of clinical aromatherapists, who provide therapeutic treatments to address a range of health issues. Practitioners may be self-employed or may work within a larger health service.
HLT52415 Diploma of Kinesiology	This qualification reflects the role of kinesiologists, who provide kinesiology balances to address a broad range of health and well-being issues. Practitioners are usually self-employed but may work within a larger health service.
HLT52515 Diploma of Reflexology	This qualification reflects the role of reflexologists who provide reflexology for relaxation and therapeutic treatments to address specific needs and health concerns. Practitioners may be self-employed as independent practitioners or work in a larger health service.

Qualification	Occupational Outcomes
HLT52615 Diploma of Ayurvedic Lifestyle Consultation	This qualification reflects the role of Ayurvedic lifestyle consultants who provide advice, selected remedies, and therapies according to Ayurvedic principles. People working at this level may be self-employed independent practitioners or work in a larger health service.
HLT54121 Diploma of Nursing	This qualification reflects the role of an enrolled nurse working under the direct or indirect supervision of a registered nurse. Enrolled nurses provide nursing care for people across the health care continuum and at all stages of life. To be eligible to apply for registration as an enrolled nurse and to practice in Australia, individuals must complete a *Diploma of Nursing* program accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC) and approved as 'an approved program of study' by the Nursing and Midwifery Board of Australia (NMBA) in accordance with the Enrolled Nurse Accreditation Standards. To confirm the education provider holds the necessary accreditation check the Australian Health Practitioner Regulation Agency (AHPRA) at www.ahpra.gov.au.
HLT55118 Diploma of Dental Technology	This qualification reflects the role of a dental technician responsible for construction and repair of dentures and other dental appliances including crowns, bridges, partial dentures, pre- and post-oral and maxillofacial surgical devices, and orthodontic appliances. Dental technicians work in dental laboratories on their own or in groups, under the prescription of dentists, dental prosthetists, or dental specialists.
HLT57415 Diploma of Audiometry	This qualification reflects the role of audiometrists who conduct hearing assessments to identify hearing impairment and take appropriate action based on the test results. They may refer clients for further audiological or medical assessment and be involved in care management and education programs. At this level, audiometrists also prescribe and dispense hearing aids and/or other listening devices to assist in hearing rehabilitation. Audiometrists may work in medical or industrial contexts or as independent practitioners.
HLT57715 Diploma of Practice Management	This qualification reflects the role of business or practice managers who manage the operation of small to medium sized health practices.
HLT57821 Diploma of Orthopaedic Technology	This qualification reflects the job roles of orthopaedic technologists, orthopaedic technicians and cast technicians who are responsible for the fabrication, application, modification and removal of orthopaedic devices and materials. Orthopaedic technologists, orthopaedic technicians and cast technicians work in a hospital setting and deliver orthopaedic technology services to maximise functional outcomes for clients in consultation with registered health professionals. To achieve this qualification, the individual must have completed at least 400 hours of work in a clinical workplace environment as detailed in the assessment requirements of the units of competency. The total number of hours may be applied collectively across all units of competency that include the requirement for work placement hours.

Qualification	Occupational Outcomes
HLT57921 Diploma of Anaesthetic Technology and Practice	This qualification reflects the role of an anaesthesia technician allied health practitioner who works in consultation with, and under the direction of, anaesthetists during the induction, maintenance and emergence phases of anaesthesia. To achieve this qualification, the individual must have completed a total of at least 360 hours of work related to anaesthetic technology in a clinical workplace environment as detailed in the assessment requirements of the units of competency. The total number of hours may be applied collectively across all units of competency that include the requirement for work placement hours.
HLT60121 Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management	This qualification reflects the role of individuals working in organisations that provide health care services to Aboriginal and/or Torres Strait Islander clients and communities. It is specific to Aboriginal and/or Torres Strait Islander people working in a diversity of senior health care or strategic management roles and in diverse locations including urban, rural and remote settings. This qualification is intended for people who are following a career and training pathway from working as a health worker or health practitioner to work at a strategic management level, using considerable underpinning skills and work experience to support management activities. Depending on their role, work may be primarily focussed on health care management or broader strategic management activities. This may involve health care and/or health promotion program management, health planning and case management for clients with complex needs, contribution to policy making, or strategic community development, human resource and business management activities. This qualification allows for diverse outcomes.
HLT62615 Advanced Diploma of Ayurveda	This qualification reflects the role of Ayurvedic practitioners who possess well- developed cognitive and communication skills plus specialised knowledge of Ayurvedic medicine that allows them to formulate responses to specific therapeutic needs. Practitioners at this level may be self-employed as independent practitioners or work in a larger health service.
HLT64121 Advanced Diploma of Nursing	This qualification reflects the role of enrolled nurses with advanced skills who work in a specialised area of nursing practice under the direct or indirect supervision of a registered nurse. Enrolled nurses integrate and adapt specialised, technical and theoretical knowledge to address a diverse range of clinical situations and challenges in their area of specialisation. They contribute to the continuous improvement of clinical practice using research and participation in broader organisational quality processes. Enrolled nurses retain responsibility for their own actions while remaining accountable to the registered nurse for all delegated functions. To be eligible to apply for registration as an enrolled nurse and to practice in Australia, individuals must complete a Diploma of Nursing program accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC) and approved as ‘an approved program of study’ by the Nursing and Midwifery Board of Australia (NMBA) in accordance with the Enrolled Nurse Accreditation Standards. To confirm the education provider holds the necessary

Qualification	Occupational Outcomes
	accreditation check the Australian Health Practitioner Regulation Agency (AHPRA) at www.ahpra.gov.au.
HLT65015 Advanced Diploma of Dental Prosthetists	This qualification reflects the role of a dental prosthetist who works as independent practitioner in the assessment, treatment, management of a person who requires provision of removable dentures; and who also provides unique flexible removable mouthguards used for sporting activities. To achieve this qualification, the candidate must have completed at least of 240 hours of dental prosthetist clinical practice work as detailed in the assessment requirements of the units of competency.